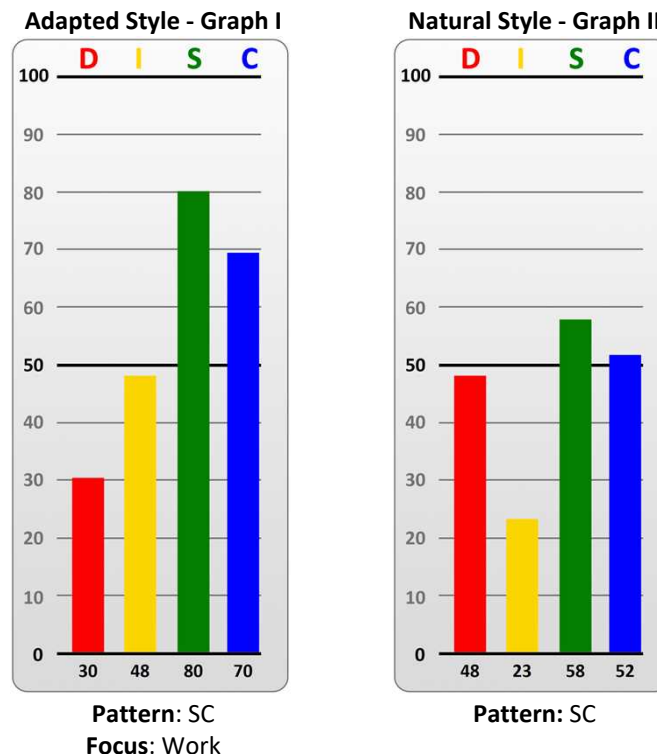


DISCstyles Graphs for Corey Hudgins

Your Adapted Style indicates you tend to use the behavioral traits of the SC style(s) in your selected Work focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the SC style(s).

Your Adapted Style is your graph displayed on the left. It is **your perception of the behavioral tendencies you think you should use in your selected focus** (work, social or family). This graph may change when you change roles or situations. The graph on the right is your Natural Style **and indicates the intensity of your instinctive behaviors and motivators**. It is often a better indicator of the “real you” and your “knee jerk,” instinctive behaviors. This is how you act when you feel comfortable in your home environment and are not attempting to impress. It is also what shows up in stressful situations. This graph tends to be fairly consistent, even in different environments.



If you have scores under 10 or over 90, these are extended scores where the behavior becomes a **need**. If expressing that behavior isn't possible, you'll likely create situations where that *behavioral need* can be met.

If the bars are similar, it means that you tend to use your same natural behaviors in either environment. If your Adapted Style is different from your Natural Style, this may cause stress if over a long period of time. You are then using behaviors that are not as comfortable or natural for you.

The higher or lower each D, I, S, C point is on your graph, the greater or lesser your behavior impacts your results at work and with others around you. Once aware, you can adapt your style to be more effective. Can you change? Of course! You do it every day depending on your situations. However, permanent behavioral change comes only with awareness and practice.

Communication Tips for Others

The following suggestions can help others who interact with you understand and be aware of your communication preferences. To use this information effectively, share it with others and also discuss their preferences.

Check the two most important ideas when others communicate with you (dos & don'ts) and transfer them to the Summary of Your Style page.

When Communicating with Corey, *DO*:

- Be candid, open, and patient.
- Assure Corey that there won't be any unexpected surprises.
- Provide assurances about Corey's input and decisions.
- Do your homework, because Corey's homework will already be done.
- Be certain that the information you have is credible.
- Be sensitive to possible areas of disagreement as Corey may not be verbal about them.
- Make an organized appeal for Corey's support and contributions.

When Communicating with Corey, *DON'T*:

- Offer assurances and guarantees that you can't fulfill.
- Leave things up in the air, or decide by chance.
- Offer promises that you can't keep.
- Make decisions for Corey.
- Be vague about what's expected of the group.
- Be rude, abrupt, or too fast-paced in your delivery.
- Leave an idea or plan without backup support.

Your Motivators: Wants and Needs

Motivation is the enthusiasm or willingness to do something. Everybody is motivated; however, all people are motivated for their own reasons, not somebody else's. Simply, people are motivated by what they want.

Our behaviors are also driven by our needs. Each style has different needs. If one person is stressed, they may need quiet time alone; another may need social time around a lot of people. Each has different ways to meet their needs. The more fully our needs are met, the easier it is to perform at an optimal level.

Choose the two most important wants and the two most important needs and transfer them to the Summary of Your Style page.

You Tend to Be Motivated By:

- Sincerity from peers and colleagues.
- Appreciation for the competence and work ethic demonstrated over the long haul.
- Complete explanations of systems and processes that impact the work environment.
- A home life that is supportive of work demands.
- The assurance that changes are made thoughtfully, carefully, and only when proven to be necessary.
- Work projects of a highly specialized nature that support your natural curiosity and detail orientation, as well as allow you to demonstrate your skill and competence.
- A link to some of the traditions that have built success in the past.

People With Patterns Like You Tend to Need:

- Complete explanations of processes and the internal systems used for completion.
- Reassurance that the long hours you dedicate to projects are worthwhile for building a successful outcome.
- Increased authority to delegate routine tasks and procedures to a reliable and trustworthy support staff, especially when the work culture is under pressure.
- Job descriptions which are presented clearly (preferably in writing), with no ambiguities.
- Increased urgency in making decisions. To be able to shut the data gate and make a decision based on the information currently available.
- Sufficient time for effective planning, especially prior to change.
- A method to be introduced to new groups of people or business associations.

What You Bring to the Organization

This page provides useful insights for a job or as you work together on a team or family project. These are the talents and tendencies you bring. When used in environments that you are most effective in, you are likely to be self-motivated to accomplish great things. It is possible that you may not always be in an environment that allows you to be your best. We recommend you speak with your leader to see what can be incorporated into your current environment to help maintain your motivation. Check the two most important strengths, the two most important work style tendencies and the two most important environmental factors and transfer them to the Summary of Your Style page.

Your Strengths:

- You are not an extremist and tend to be supportive of team efforts.
- You are a strong guardian of quality-control standards and procedures.
- You are especially careful that there are no loose ends on a project that may have been overlooked by others.
- You have an excellent, considerate, analytical listening style.
- You maintain a high degree of accuracy while keeping an eye toward project deadlines.
- You demonstrate a high degree of technical specialty and skill in your area of expertise.
- You provide an objective, reality-focused view of systems, procedures, and organizational operations.

Your Work Style Tendencies:

- You set high performance standards for yourself and others, and expect everybody to meet those standards.
- You give careful consideration to all variables and input on a project. This process may take a bit more time, but it will yield a quality outcome.
- You demonstrate a strong need for perfection and detail orientation.
- You like your workspace to be neat, well organized, and tidy, with everything in its place.
- On work-related projects, you tend to be restrained and reticent with your emotions. You may not be openly verbal at a team or organizational meeting unless asked for input, or if the topic is of high personal importance.
- You are highly conscientious and can be relied on to follow through on detailed projects and complex assignments.
- Naturally time-sensitive, you keep a careful eye on the organizational clock and maintain a keen awareness of timelines.

You Tend to Be Most Effective In Environments That Provide:

- Clear lines of authority and areas of responsibility, with minimal ambiguities.
- A work culture that demonstrates sincere care for the people involved.
- A workplace relatively free of interpersonal conflict and hostility.
- Sufficient time to adjust to changes in workplace procedures.
- Highly specialized assignments and technical areas of responsibility.
- Few sudden shocks, unexpected problems, or crises.
- Established practices, procedures, and protocols.