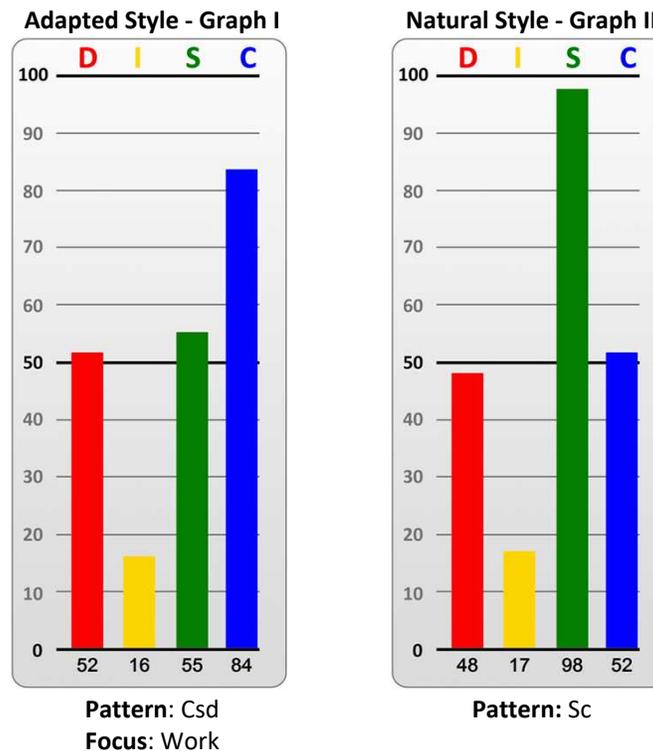


DISCstyles Graphs for Michael Lebanowski

Your Adapted Style indicates you tend to use the behavioral traits of the Csd 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 Michael, DO:

- List pros and cons to suggestions you make.
- Give Michael the opportunity to express opinions and make some of the decisions.
- Be candid, open, logical, and patient.
- Approach issues in a straightforward, direct and factual way.
- Ask 'how' oriented questions to draw out Michael's opinions.
- Give Michael time to verify the issues and assess potential outcomes.
- Take your time; be precise and thorough.

When Communicating with Michael, DON'T:

- Forget or lose things necessary for the meeting or project.
- Engage in rambling discussion, and waste Michael's time.
- Threaten with position or power.
- Be sloppy or disorganized.
- Manipulate or bully Michael into agreement.
- Try to develop "too close" a relationship, especially too quickly.
- Be domineering or demanding.

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:

- Opportunities to work independently, or as a member of a small team.
- Independence from direct supervision or control in the creative or analytic processes.
- A minimum presence of unnecessary change, and sufficient time to modify procedures when change does occur.
- The existence of as few barriers, bottlenecks, and snags in the system as possible.
- Identification with a team and organization which you respect.
- Having the ability to take calculated risks in developing new solutions, processes, or utilities.
- Established and efficient procedures for completing projects of a detailed and complex nature.

People With Patterns Like You Tend to Need:

- An occasional revalidation of your contribution to the team or organization at large.
- Streamlining of some systems and procedures to allow additional time for complex analysis.
- Freedom from responsibility for the quality control of other stakeholders.
- A supervisor who delegates by using specifics, not ambiguities.
- A supportive team that is tolerant of the occasional blunt or critical remark.
- Consistent time schedules and well-informed deadlines.
- Appreciation for your skills, and freedom to do the job with few interruptions.

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 provide excellent support and expertise to challenging problems and assignments.
- You tend to be patient in working with others.
- You are able to assimilate complex information and develop conclusions based on data, rather than emotions.
- You demonstrate a high degree of expertise in the operations which you choose to perform.
- You are able to provide factual, authoritative, and objective communication on topics to which you have given proper intellectual consideration.
- You excel at solving technical or abstract problems and are at your best when dealing with multi-faceted processes.
- You bring a high degree of objectivity to the organization's systems and projects.

Your Work Style Tendencies:

- You are able to demonstrate independence from the team and take your own path, based on analysis of the facts and data.
- You demonstrate patience in working with people, but also maintain a bit of an emotional distance from others on the team.
- You persuade others on the team through perseverance and determination to get the project completed.
- You may tend to be most productive when working alone and undisturbed.
- You have a need to see projects reach completion and closure and will work hard to ensure success along the way.
- You tend to be more quiet, letting others be the more vocal participants in meetings or groups.
- You show a high degree of tenacity and follow-through in complex and detailed activities.

You Tend to Be Most Effective In Environments That Provide:

- A work culture that provides opportunity for challenges and complex problem solving.
- A culture that encourages open expression and dialogue of ideas and creativity.
- An organizational culture that keeps an eye out for future trends and issues.
- A close association with a small group or team, rather than a shallow association with a large number of people.
- A job culture in which your critical thinking skills can be maximized.
- A minimum of conflict, hostility, pressure, or sudden change.
- Freedom from constraints, direct supervision, and process bottlenecks.