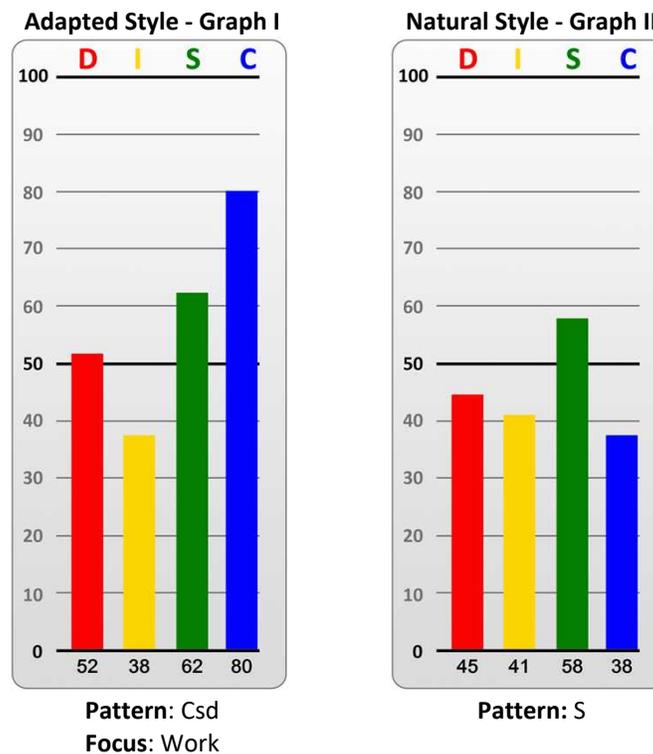


DISCstyles Graphs for John Lyon

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 S 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 John, DO:

- Provide clear, specific solutions.
- Outline individual tasks and responsibilities in writing.
- Provide assurances about John's input and decisions.
- Be casual and informal with gestures and body language.
- Present ideas and opinions in a non-threatening way.
- Observe carefully for possible areas of disagreement, as John may not be verbal about them.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.

When Communicating with John, DON'T:

- Force John to agree quickly with your objectives and position. Instead, provide some time for John to warm up to the ideas and for mutual ownership.
- Leave an idea or plan without backup support.
- Say, "Listen to me, here's how I think we should do it."
- Be rude, abrupt, or too fast-paced in your delivery.
- Rush into business or the agenda. Instead, provide some time to break the ice.
- Offer promises that you can't keep.
- Stick coldly to the business agenda.

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.
- Links to some of the proven traditions that have built success in the past.
- A home life that is supportive of the work demands.
- Having sufficient time to adjust to change, so as not to disrupt systems and processes.
- Established procedures on which a base of successful processes can be built.
- Appreciation and recognition for the competence and work ethic demonstrated over the long haul.
- Identification with a company and colleagues that one can be proud of.

People With Patterns Like You Tend to Need:

- A reminder that your contributions are significant to the success of the team.
- A comfortable method for introductions to new groups of people.
- Sufficient time to consider alternatives prior to making changes.
- An environment that involves minimal sudden changes and crisis situations.
- Peers of equal ability, competence, and work ethic.
- Reassurance and support for taking appropriate and calculated risks.
- Efficient systems and utilities to handle routine work more effectively.

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 ready, willing, and able to assist others on the team with a specialized project. All they have to do is ask.
- You are an excellent teacher or coach to others on the team, especially in situations requiring patience and specialized skills.
- You can be depended upon to do what you say you will do.
- You are able to reconcile various factions within a group, and you do so in a sincere and stable manner.
- You are patient in working with others on the team.
- You are considerate of others on the team; reflective and cool-headed under pressure.
- You have the ability to get along well with a wide variety of behavioral styles.

Your Work Style Tendencies:

- You possess a high degree of internal loyalty to people, projects, and ideals. As a result, you are able to model the professional stability necessary to grow within an organization.
- You are not easily angered while on the job, although you may take some of the anger home to vent.
- You're a good team player and able to coordinate your own participation in complex schedules with sincerity and ease.
- When dealing with work routine, stability is important to you.
- You tend to have deep family connections and may hesitate to travel for extended periods of time away from your family.
- You want to be perceived as friendly and easy-going, without being an extremist.
- You show an extremely high level of patience when working with others.

You Tend to Be Most Effective In Environments That Provide:

- Established practices, procedures, and protocols.
- The opportunity to work with people with whom you have developed trust, rapport, and credibility.
- Appreciation for your long hours and work ethic on tough projects and assignments.
- Interaction with people in a comfortable, non-hectic manner.
- Clear areas of responsibility with minimal ambiguities.
- Identification with the team or greater organization.
- A secure work situation.