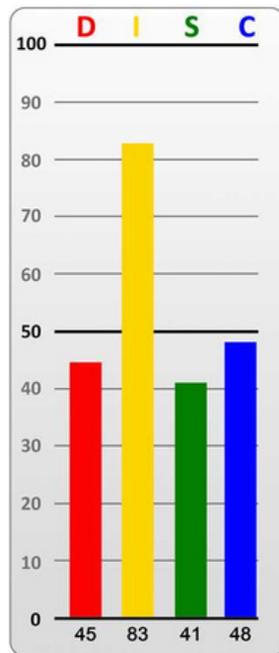


DISCstyles Graphs for Justin Olson

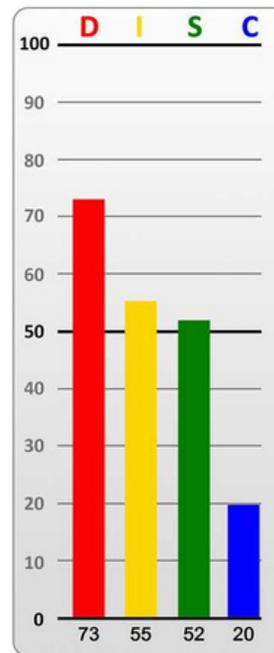
Your Adapted Style indicates you tend to use the behavioral traits of the I style(s) in the focus area you had in mind when completing the assessment. Your Natural Style indicates that you naturally tend to use the behavioral traits of the Dis style(s).

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 current environment, situation, or relationship**. This graph may change when you change roles or circumstances. 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.

Adapted Style - Graph I Natural Style - Graph II



Pattern: I



Pattern: Dis

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 Justin, DO:

- Give Justin the opportunity to express opinions and make some of the decisions.
- Put the details in writing, but don't plan on discussing them too much.
- Be prepared to handle some objections.
- Be specific about what's needed, and who is going to do it.
- Get to the point quickly, and don't ramble.
- Join in with some name-dropping, and talk positively about people and their goals.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.

When Communicating with Justin, DON'T:

- Ask rhetorical or useless questions.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Be sloppy or disorganized.
- Speculate wildly without factual support.
- Leave loopholes or vague issues hanging in the air.
- Forget or lose things necessary for the meeting or project.
- Be overly task-oriented.

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:

- Recognition for the skills, insight, and problem-solving you dedicate and contribute on a daily basis.
- Having authority equal to the responsibility you are given.
- A climate allowing for communication with new people.
- Having the power to control your own career destiny, and make the necessary choices and decisions in fulfilling that destiny.
- New problems to solve and new challenges to address.
- The existence of a variety of challenges and goals which offer you opportunities to demonstrate your skills and abilities.
- An environment that provides rapid advancement to positions of higher responsibility.

People With Patterns Like You Tend to Need:

- To understand the limits of your authority, and not to overstep those boundaries.
- To negotiate with others in a real-time, face-to-face manner, as opposed to using electronic means.
- The ability to get rapid answers to questions about the status of projects or activities.
- To soften the ego a bit, especially with those who don't share the same egotism and optimism.
- To become more aware of your impact and approach toward others in the organization.
- To soften or mask emotions at times, especially when dealing with more introverted people.
- To become more sensitive to the climate of the situation, and adjust your intensity accordingly.

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 highly driven toward solutions and success, and enjoy bringing others with you on the journey.
- You are able to efficiently multi-task, maintaining control over many projects simultaneously.
- You have a strong ability to motivate and manage others through your optimistic attitude and firm delegation of tasks.
- You are able to direct and motivate others, while still being sensitive to their needs and concerns.
- You approach challenges in a forceful, direct, and bottom-line savvy manner.
- You are able to jump into the middle of a project in process, get people on board, and make decisions quickly.
- You have the ability to be both firm and friendly, as the situation demands.

Your Work Style Tendencies:

- You demonstrate foresight and strong organizational skills when planning the "big picture."
- You are motivated to be a very active agent in everything you do.
- You possess the ability to motivate others on the team, and to help get projects done on time and within budget.
- You tend to be a very resourceful person -- well-networked and influential.
- You want to be seen by others as flexible, versatile, and positive, in all environments.
- Your highly assertive and persuasive nature sets the tone for projects and activities in which you are involved.
- You are self-confident and actively seek challenging projects.

You Tend to Be Most Effective In Environments That Provide:

- Management that is flexible as to your need for activity and change.
- A broad bandwidth of operation and influence.
- Non-routine assignments.
- Freedom from mundane, repetitive details.
- A climate that supports innovative ideas.
- Opportunities to see immediate results.
- Challenges in building new territory or networks of people.