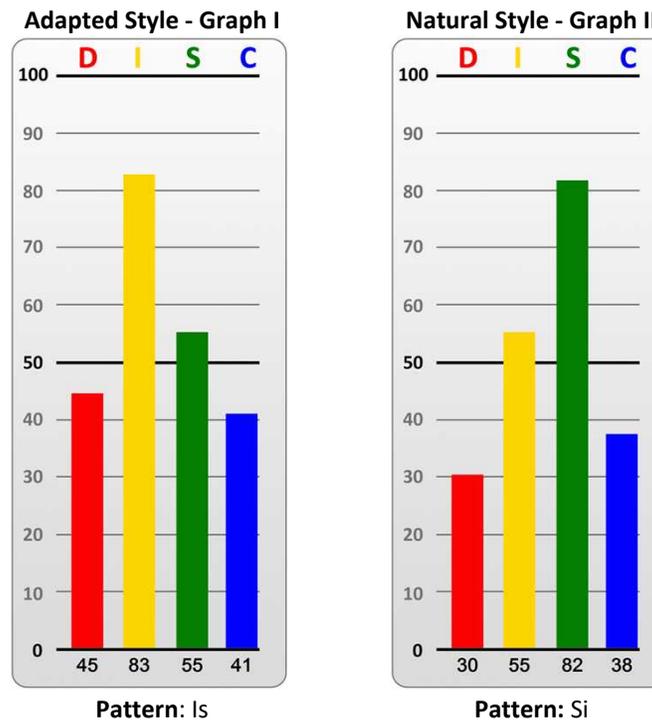


## DISCstyles Graphs for Ashley Poller

Your Adapted Style indicates you tend to use the behavioral traits of the Is 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 Si 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.



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 Ashley, DO:**

- Ashley will follow through. Be certain to follow through on your part.
- Plan to talk about things that support Ashley's dreams and goals.
- Be casual and informal with gestures and body language.
- Present your ideas and opinions in a non-threatening way.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.
- Be candid, open, and patient. Show sincere interest in Ashley as a person.
- Be certain that individual responsibilities are clear, and that there are no ambiguities. Put the details in writing.

### **When Communicating with Ashley, DON'T:**

- Threaten with position or power.
- Be rude, abrupt, or too fast-paced in your delivery.
- Be domineering or demanding.
- Be impersonal or judgmental.
- Force Ashley to agree quickly with your objectives and position. Instead, provide some time for Ashley to warm up to the ideas and for mutual ownership.
- Get bogged down in facts, figures, or abstractions.
- 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:**

- A home life that is supportive of work demands.
- Interesting activities outside of the work environment. Some with similar scores like to be involved in volunteer and community activities.
- A strong, visible group or organization to identify with.
- Acceptance as an important member of a team, as well as recognition for accomplishments.
- A supportive and encouraging environment with minimal interpersonal conflict and hostility.
- A moderate to high level of security in the environment.
- Established procedures on which a base of successful processes can be built.

### **People With Patterns Like You Tend to Need:**

- An increased sense of urgency to get things done and take advantage of opportunities.
- Clear and specific job descriptions and role responsibilities.
- To be more practical, and less ideological.
- To maintain communication on work tasks or projects, and to reduce the amount of off-the-subject comments and socializing.
- Frequent communication and contact with people.
- A greater control over time management.
- Sufficient time to consider alternatives prior to making changes.

## 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 able to meet new people with poise and confidence.
- You will readily join outside clubs and organizations to advance personal or team goals.
- You bring an extensive base of both knowledge and expertise that can be tapped in getting a job done.
- You are able to direct and motivate others while still being sensitive to their needs and concerns.
- You are an excellent teacher or coach to others on the team, especially in situations requiring patience and specialized skills.
- Your people-oriented nature allows you to build large networks of contacts with both internal and external stakeholders.
- A reflective, critical thinker, you are able to comprehend complex or abstract systems and assist with solutions.

### **Your Work Style Tendencies:**

- You persuade others by offering empathy, understanding, and friendship.
- You are motivated to demonstrate good organizational skills, and to follow processes through to completion.
- You are motivated to be a team player who is supportive of team efforts.
- You tend to be very inclusive of others on the team. You make sure that no one feels left out.
- You have an excellent listening style and others know you to be an active and interested listener.
- You are ready, willing, and able to help others become more effective and successful.
- You have the ability to get along with a wide variety of people.

### **You Tend to Be Most Effective In Environments That Provide:**

- Encouragement to speak up.
- A secure work situation.
- Minimal sudden changes and crises.
- Clear areas of responsibility with minimal ambiguities.
- Opportunities to work with people with whom you have developed trust, rapport, and credibility.
- Identification with the team or greater organization.
- Sufficient time to adjust to changes in the workplace or procedures.