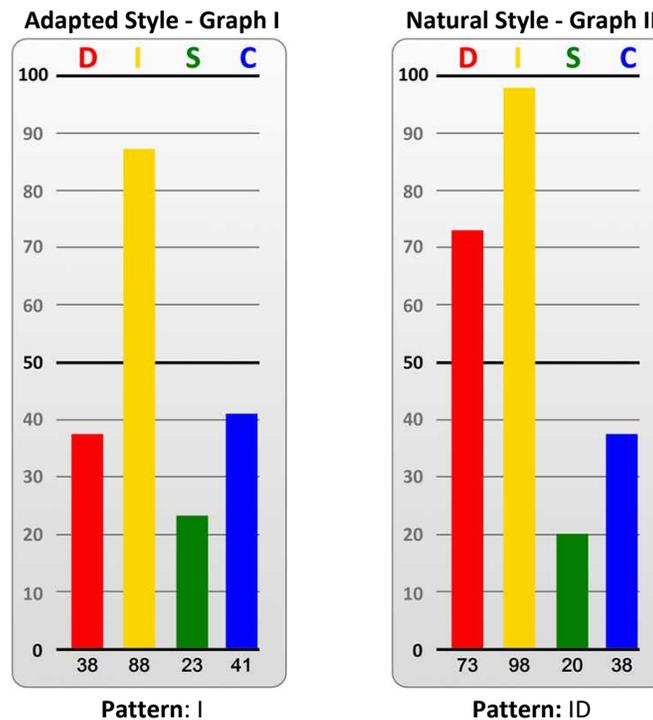


DISCstyles Graphs for Mandy See

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 ID 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 Mandy, DO:

- Be clear in your explanations.
- Try to be engaging, stimulating, and fast-paced.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Provide immediate incentives for Mandy's willingness to help on the project.
- Be specific about what's needed, and who is going to do it.
- Use Mandy's own words to direct things back to the topic or issue at hand.
- Offer input on how to make ideas become reality.

When Communicating with Mandy, DON'T:

- Make guarantees and assurances when there is a risk in meeting them.
- Speculate wildly without factual support.
- Confuse or distract Mandy from the business issues at hand.
- Let the discussion with Mandy get caught in dreams too much, otherwise you'll lose time.
- Make decisions for Mandy.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Get bogged down in facts, figures, or abstractions.

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:

- Interesting activities outside of the work environment. Some with similar scores like to be involved in volunteer and community activities.
- Opportunities to learn, grow, and advance at a rapid pace.
- Power, control, and authority to make decisions toward achieving successful results.
- A supportive and encouraging working environment.
- Freedom to express your ideas to interested listeners.
- Awards that recognize ability, skill, or achievements.
- A trusted support team to assist with detail work and follow-through.

People With Patterns Like You Tend to Need:

- Increased organizational skills to reduce the potential for clutter and confusion.
- More objectivity, and less emotional connection to decision making.
- Some independence and flexibility in work projects, activities, and schedules.
- Opportunities for involvement with a wide scope of people.
- To feel valued as a team member in order to work at top effectiveness.
- Greater control over emotions.
- A greater control over time management.

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're a self-starter, and an active agent in everything you do.
- You are able to think quickly on your feet.
- You have the potential to be an engaging presenter.
- You are very much at ease in making presentations to both large or small groups.
- You are able to react and adapt quickly to change in projects or activities.
- You have a strong sense of urgency to get things done expediently.
- You are an excellent team player, very effective at training or developing others.

Your Work Style Tendencies:

- You want to be perceived as trustworthy, and easy to work with.
- You approach projects and express ideas with enthusiasm.
- You are persuasive with customers and peers due to your personal and friendly approach.
- On the job, you seek assignments requiring your specific knowledge or authority.
- You are able to maintain a positive public image through a variety of assignments.
- You enjoy working with others and tend to make friends easily on and off the job.
- You appreciate others who show a similar degree of flexibility and spontaneity with organizational projects.

You Tend to Be Most Effective In Environments That Provide:

- Public recognition of your accomplishments.
- Freedom from controls, details, and minutiae.
- Ability to see rapid results from your efforts.
- Challenging assignments.
- Authority equal to your responsibility.
- A wide scope of involvement with a variety of people.
- A freedom to travel around the organization or around the country.