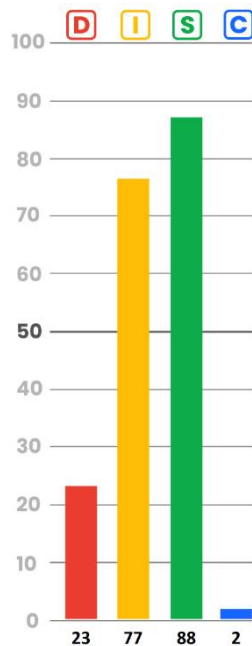


DISC Graphs for Kelly Sherman

Your Adapted Style indicates you tend to use the behavioral traits of the **SI 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 **SCi style(s)**.

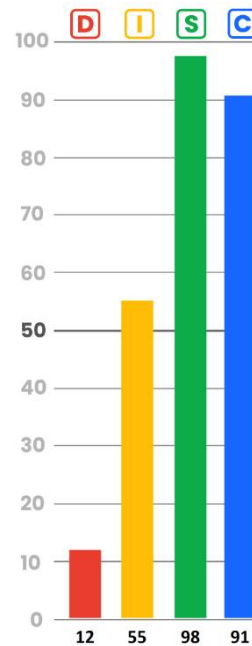
Your Adapted Style is your graph displayed on the left. It is **your perception of the behavioral tendencies you think you should use in your current environment, situation, or relationship**. This graph may change when you change roles or circumstances. The graph on the right is your Natural Style **and 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



Pattern: SI

Natural Style



Pattern: SCi

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 Kelly, **DO**:

- Provide testimonials from people Kelly sees as important and prominent.
- Assure Kelly that there won't be any surprises.
- Break the ice with a brief personal comment.
- Be accurate and realistic, don't over-inflate ideas or outcomes.
- Kelly will follow through, so be certain to follow through on your part.
- Provide logical and practical evidence.
- Ask for Kelly's input regarding people and specific assignments.

When Communicating with Kelly, **DON'T**:

- Make decisions for Kelly.
- Push too hard.
- Offer promises that you can't keep.
- Rush the issue or the decision-making process.
- Get in the habit of manipulating ideas quickly.
- Be vague about what's expected of the group.
- Leave the idea or plan without backup support.

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.
- Social recognition and/or awards to confirm ability, skill, or achievements.
- Assignments that allow for communication with a variety of contacts.
- Sincerity from peers and colleagues.
- Projects and challenges of a highly specialized nature that support your natural curiosity and detail orientation, while also allowing you to demonstrate your skills and competence.
- A home life that is supportive of the work demands.
- Complete explanations of systems and processes that impact your work environment.

People With Patterns Like You Tend to Need:

- To have confidence in the project, product, goals, and leadership.
- To learn to say "no" more often to requests from others, in order to prevent spreading yourself too thin.
- Options for increasing efficiency of certain methods or procedures.
- Reassurance for taking appropriate and calculated risks.
- An increased sense of urgency to get things done expediently.
- Clear and specific job descriptions and role responsibilities.
- Complete explanations of processes, and the internal systems used.

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 show a strong ability to clarify complex issues, to define the essence of a problem or solution, and to predict the broad impact of important decisions.
- Your stable manner and sincere approach give you a rare ability to placate people who are angry or upset.
- You are a cooperative team player who respects organizational policies and protocol. You are able to get along with a variety of other behavioral styles.
- You are a reflective, critical thinker, able to comprehend complex or abstract systems, assist with solutions, and get others on board with the project.
- You combine people skills, patience in working with others, quality control, and attention to details in a versatile blend of talent and expertise.
- You are able to remain objective in emotional situations.
- You are conscientious and serious about doing things the correct way.

Your Work Style Tendencies:

- You are articulate about many different topics and issues.
- You tend to be optimistic -- you demonstrate high personal standards while setting high goals for yourself.
- You have the ability to focus on building your own skills and talents, while also assisting others on the team in building their own skills.
- You tend to be rather friendly and easy-going in your interactions with others.
- You have the ability to self-manage much of your own workload.
- You tend to be vocal with others when areas of responsibility need to be delegated.
- You have a large base of knowledge, and a continuing appetite to learn more and seek expertise in specialized subjects.

You Tend to Be Most Effective In Environments That Provide:

- A variety of highly specialized assignments and technical areas of responsibility.
- Freedom from intensely pressured decisions.
- Complete information, details, and examples with no gaps or surprises.
- Time to reflect and think about pros and cons to solutions.
- Close relationships with small groups of associates, rather than superficial relationships with a large group of people.
- A democratic environment with participatory management.
- Clear areas of responsibility with minimal ambiguities.