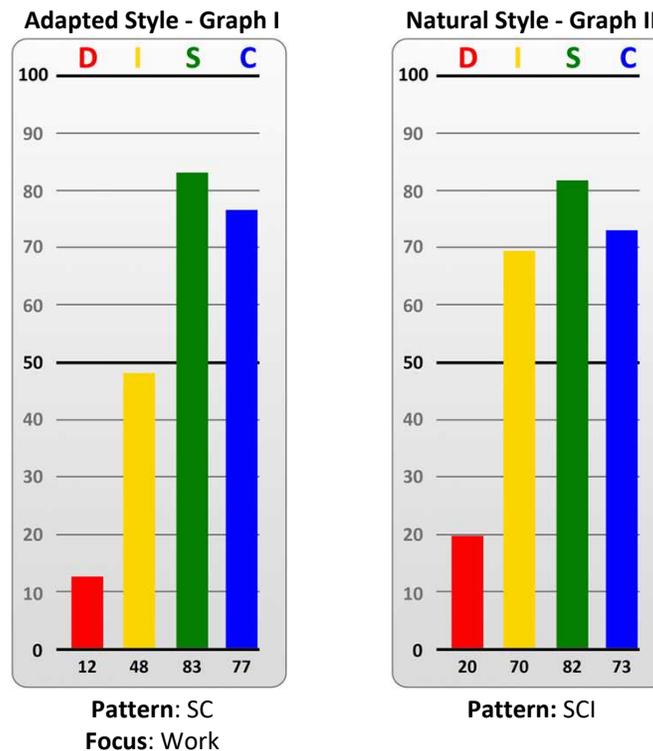


## DISCstyles Graphs for Arick Williams

Your Adapted Style indicates you tend to use the behavioral traits of the SC style(s) in your selected Work focus. 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 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 Arick, DO:**

- Be candid, open, and patient. Show sincere interest in Arick as a person.
- Arick will follow through. Be certain to follow through on your part.
- Offer input on how to make the ideas become reality.
- Plan to talk about things that support Arick's dreams and goals.
- Ask 'how' oriented questions to draw out Arick's opinions.
- Break the ice with a brief personal comment.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.

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

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

- Appreciation for competence and work ethic demonstrated over the long haul.
- A link to some of the successful traditions that have built success in the past.
- A home life that is supportive of work demands.
- Sincerity from peers and colleagues.
- Working with a team whom you can show your high level of trust.
- A moderate to high level of security in the environment.
- Assignments that provide a variety of activities involving people.

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

- A greater control over time management.
- To have confidence in the project, product, goals, and leadership.
- More objectivity, and less emotional connection to decision making.
- To be more practical, and less ideological.
- A reminder that your contributions are significant to the success of the team.
- To be more direct and to the point in verbal communications.
- An increased sense of urgency to get things done and take advantage of opportunities.

## 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:**

- A reflective, critical thinker, you are able to comprehend complex or abstract systems and assist with solutions.
- You are an excellent team player and are very supportive of team efforts, while also respecting organizational policies and protocol.
- You have a rare ability to calm people who are angry or upset.
- Your positive sense of humor allows you to reduce group tension, often with a quip or by turning a phrase.
- You will readily join outside clubs and organizations to advance personal or team goals.
- You have an excellent listening style and are able to build confidence in others needing a boost.
- You are patient and considerate of others on the team and remain cool-headed under pressure.

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

- You persuade others by offering empathy, understanding, and friendship.
- You tend to be very inclusive of others on the team. You make sure that no one feels left out.
- You have the ability to get along with a wide variety of people.
- Your approach to the job is systematic, deliberate, and persistent, and you are able to keep others optimistically involved in the process.
- You have an excellent listening style and others know you to be an active and interested listener.
- You maintain a stable and predictable pace in completing complex or specialized projects, and demonstrate a tireless work ethic to get the project finished.
- You are motivated to be a team player who is supportive of team efforts.

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

- Identification with the team or greater organization.
- Sufficient time to adjust to changes in the workplace or procedures.
- Clear areas of responsibility with minimal ambiguities.
- Public recognition for your accomplishments.
- Minimal interpersonal conflict and hostility.
- Minimal sudden changes and crises.
- Variety in work tasks and projects.