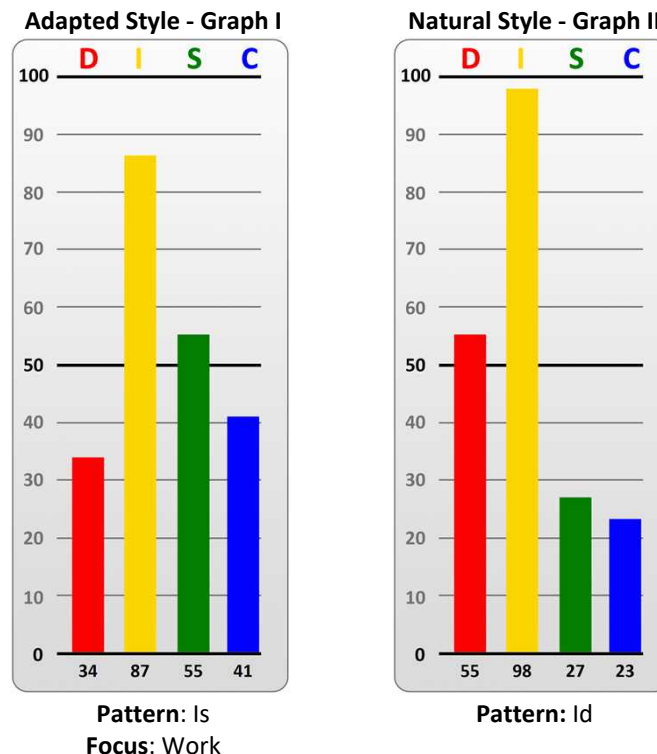


DISCstyles Graphs for Woody Windley

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

- Be clear in your explanations.
- Offer specific evidence about the probability of success or effectiveness of some of the options.
- Try to be engaging, stimulating, and fast-paced.
- Offer input on how to make ideas become reality.
- Use Woody's own words to direct things back to the topic or issue at hand.
- Be specific about what's needed, and who is going to do it.
- Provide testimonials from people Woody sees as important and prominent.

When Communicating with Woody, *DON'T*:

- Get bogged down in facts, figures, or abstractions.
- Ask rhetorical or useless questions.
- Let the discussion with Woody get caught in dreams too much, otherwise you'll lose time.
- Make guarantees and assurances when there is a risk in meeting them.
- Make decisions for Woody.
- Confuse or distract Woody from the business issues at hand.
- 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:

- Power, control, and authority to make decisions toward achieving successful results.
- Interesting activities outside of the work environment. Some with similar scores like to be involved in volunteer and community activities.
- A supportive and encouraging working environment.
- Opportunities to learn, grow, and advance at a rapid pace.
- Awards that recognize ability, skill, or achievements.
- A variety of activities involving people, both on and off the job.
- A strong, visible group or organization to identify with.

People With Patterns Like You Tend to Need:

- Greater control over emotions.
- Opportunities for involvement with a wide scope of people.
- To feel valued as a team member in order to work at top effectiveness.
- To know the results that are expected of you, and to be judged on the results, rather than on the methods used to achieve them.
- Support work with some of the details, especially when the organization is under pressure.
- Better control of body language and personal space. Some people don't like grand gestures and don't like to be touched.
- More objectivity, and less emotional connection to decision making.

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 score like those known to be "movers and shakers" in the workplace.
- You're able to sell others on a variety of ideas and concepts.
- You are able to delegate responsibility to others in an enthusiastic and personable way.
- You are an excellent team player, very effective at training or developing others.
- You understand people very well and rely on that understanding to lead, persuade, and motivate.
- You can handle objections, questions, and pressure, with poise and confidence.

Your Work Style Tendencies:

- You appreciate others who show a similar degree of flexibility and spontaneity with organizational projects.
- You are able to maintain a positive public image through a variety of assignments.
- You can work with a variety of people and get things done through mutual cooperation.
- On the job, you seek assignments requiring your specific knowledge or authority.
- You are able to wield authority with confidence, and thus obtain the respect of others in the organization.
- When pressured on the job, you may become more persuadable and less firm in your opinions.
- You seek freedom from routine, control, and minutiae.

You Tend to Be Most Effective In Environments That Provide:

- Ability to see rapid results from your efforts.
- A freedom to travel around the organization or around the country.
- Authority equal to your responsibility.
- Challenging assignments.
- Opportunities to try new ideas.
- Encouragement to talk about projects and issues openly with peers and managers.
- New and varied activities; a change-oriented workplace culture.