



ONLINE
DISC
PROFILE



DISC BASIC™ + MOTIVATORS

A Dual Evaluation of Behavioral & Motivational Styles

Sample Report

Style: Sc

Date: 3/20/2024



CONTENTS

INTRODUCTION TO THE DISC & MOTIVATORS COMBINED REPORT	3
PART I - UNDERSTANDING DISC & MOTIVATORS	4
PACE AND PRIORITY: TWO MAIN SOURCES OF TENSION BETWEEN THE STYLES	5
MOTIVATORS	6
PART II - UNDERSTANDING YOURSELF	7
THE I STYLE	14
SUMMARY OF SAMPLE'S MOTIVATION	17
A CLOSER LOOK AT THE SEVEN MOTIVATOR DIMENSION SCORES	18
DETAILS OF SAMPLE'S MOTIVATION	19
SAMPLE'S MOTIVATOR WORD MATRIX	20
PART III UNDERSTANDING OTHERS AND ADAPTABILITY	29
MOTIVATORS ADAPTABILITY	31
COMMUNICATING WITH THE DISC STYLES™	32

INDEPENDENTLY TESTED FOR ACCURACY

Did you know that most assessments available today don't report the studies & research to confirm their accuracy? Of the small minority that did report assessment research, most of those were conducted privately, often by the assessment provider itself, rather than an objective and scientifically qualified third party.

This assessment was submitted to an objective third-party researcher ([Assessment Standards Institute](#)) who independently reviewed Construct Validity, Reliability, and Disparate Impact to ensure this assessment was reliable and accurate.



INTRODUCTION TO THE DISC & MOTIVATORS COMBINED REPORT

Research shows that the most successful people share the common trait of self-awareness. They're able to more quickly recognize situations that will make them more successful. With this personalized and comprehensive DISC and Motivators combined report, you have tools to help you become a better you.

Please Note: Any behavioral descriptions mentioned in this report are only tendencies for your style group and may or may not specifically apply to you personally.

Remember:

- **DISC** measures **observable behavior** and **emotion**.
- **Motivators** shows the **values** that **drive** our behavior and emotion.

When our DISC and MOTIVATORS are **in alignment**, we have personal **synergy**. When our DISC and MOTIVATORS are **not in alignment**, we experience personal **conflict or tension**.

HOW TO USE THIS REPORT

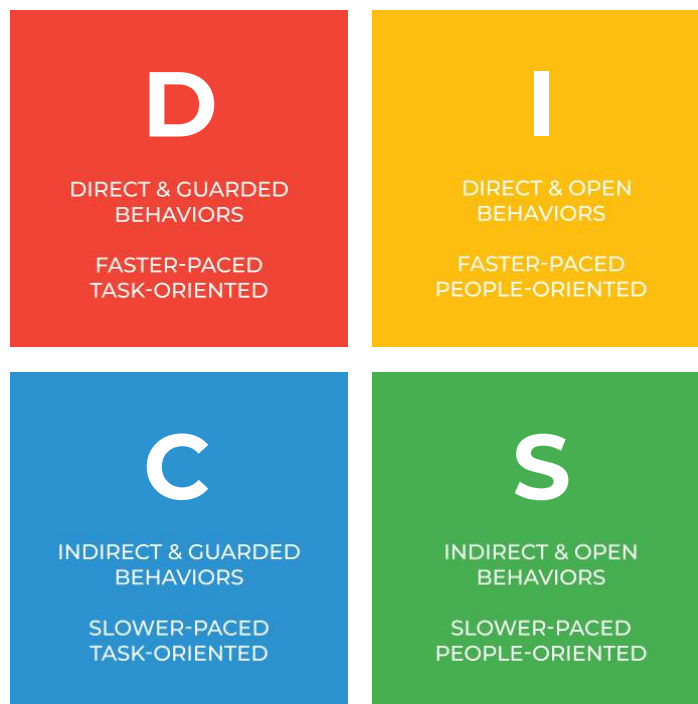
With this personalized and comprehensive DISC and Motivators combined report, you have tools to help you become a better you. The report is divided into 3 parts:

- **Part I** focuses on understanding each of the DISC styles through identifying characteristics, including the tendencies of each behavioral style. It also introduces the 7 Motivators that drive our behaviors and the definitions of each
- **Part II** reveals what makes you unique, through greater understanding of your own behavioral tendencies and blend of motivators.
- **Part III** explores adaptability and offers actionable recommendations for you and others who interact with you, helping you use this information as effectively as possible for immediate results.

PART 1 - UNDERSTANDING DISC & MOTIVATORS

The DISC styles are **Dominance**, **Influence**, **Steadiness**, and **Conscientious**. There is no “best” style. Each style has its unique strengths and opportunities for continuing improvement and growth.

The DISC BASIC™ assessment examines external and easily observable behaviors and measures tendencies using scales of **directness** and **openness** that each style exhibits.



BEHAVIORS ASSOCIATED WITH EACH STYLE

DOMINANCE	INFLUENCE	STEADINESS	CONSCIENTIOUS
Decisive	Charming	Understanding	Accurate
Competitive	Confident	Friendly	Precise
Daring	Convincing	Good Listener	Analytical
Direct	Enthusiastic	Patient	Compliant
Innovative	Inspiring	Relaxed	Courteous
Persistent	Optimistic	Sincere	Diplomatic
Adventurous	Persuasive	Stable	Detailed
Problem-Solver	Sociable	Steady	Fact-Finder
Results-Oriented	Trusting	Team Player	Objective

PACE AND PRIORITY: TWO MAIN SOURCES OF TENSION BETWEEN THE STYLES



WHEN PACE IS DIFFERENT	WHEN PRIORITY IS DIFFERENT	WHEN THEY ARE BOTH DIFFERENT
Direct, Fast-Paced vs. Indirect, Slower-Paced	Guarded, Task-Oriented vs. Open, People-Oriented	Direct, Fast-Paced, Guarded, Task-Oriented vs. Indirect, Slower-Paced, Open, People-Oriented
<p>High I + High S (Upper Right vs. Lower Right Quadrant)</p>	<p>High C + High S (Lower Left vs. Lower Right Quadrant)</p>	<p>High I + High C (Lower Left vs. Upper Right Quadrant)</p>
<p>High D + High C (Upper Left vs. Lower Left Quadrant)</p>	<p>High D + High I (Upper Left vs. Upper Right Quadrant)</p>	<p>High D + High S (Upper Left vs. Lower Right Quadrant)</p>

MOTIVATORS

Research shows that the most successful people share the common trait of self-awareness. They're able to more quickly recognize situations that will make them more successful. As such, it's easier for them **to find ways of achieving objectives that resonate and align with their motivations**. Those who understand their natural motivators better are far more likely to pursue the right opportunities, for the right reasons, and get the results they desire.

Motivation helps influence behavior and action. It is vital for superior performance to ensure that your motivations are satisfied by what you do to drive your passion, reduce fatigue, and inspire you.

The Motivators assessment is the result of Dr. Eduard Spranger's and Gordon Allport's combined research into what drives and motivates an individual. **The dimensions of value discovered between these two researchers identify the reasons that drive an individual to utilize their talents in the unique way they do.** These pages will help you understand your motivations and drivers, providing a clear course on how to maximize your performance by achieving better alignment with your passion for what you do and your behavior.

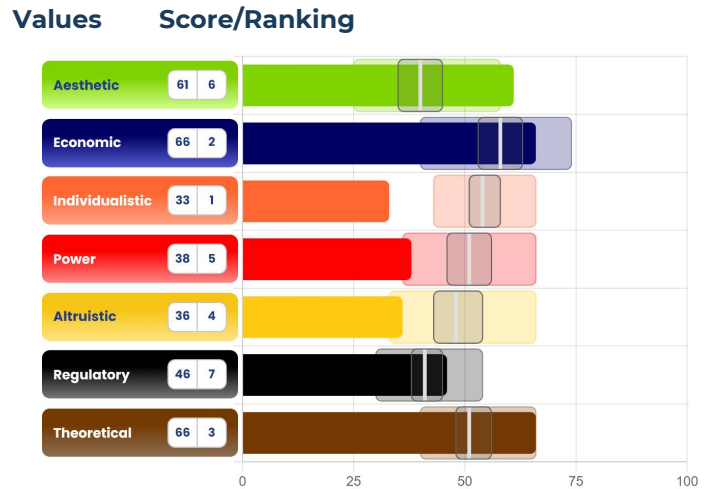
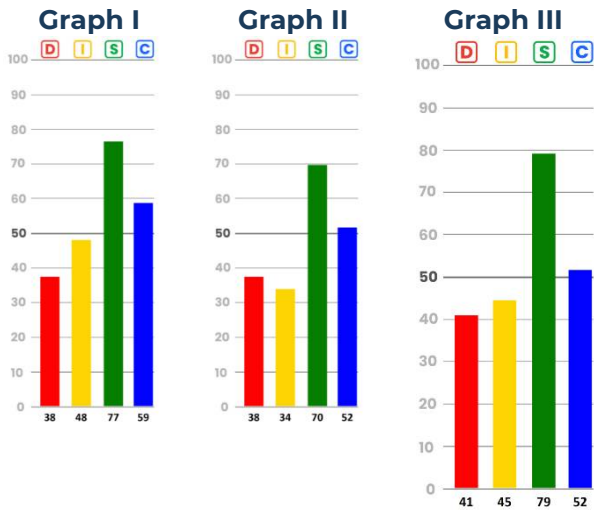
THE ELEMENTS OF THE MOTIVATION INDEX

This Motivation Index is unique to the marketplace in that it examines seven independent and unique aspects of motivation. Most similar instruments only examine six dimensions of motivation by combining the Individualistic and Power into one dimension. This assessment remains true to the original works and models of two of the most significant researchers in this field, thus delivering to you a profile that truly helps you understand your own unique drivers.

THE SEVEN DIMENSIONS OF MOTIVATION MEASURED IN THIS REPORT ARE:

	Aesthetic	A drive for balance, harmony, and form
	Economic	A drive for a return on investment
	Individualistic	A drive to stand out as independent and unique
	Power	A drive to be in control or have influence
	Altruistic	A drive to help others at the expense of self
	Regulatory	A drive to establish order, routine, and structure
	Theoretical	A drive for knowledge, learning, and understanding

PART II - UNDERSTANDING YOURSELF



DISC describes you based on your observable behavior which can provide insights for others regarding your communication preferences and how you will likely interact with and respond to them.

MOTIVATORS describe you based on your values and beliefs. Understanding motivation helps reveal your preferences and why you do what you do. It is vital for aligned, superior performance that our motivators are satisfied by what we do.

Through this report you have an opportunity to discover (observe and evaluate) your behavioral responses in various environments and examine your unique values and what drives you to behave in the ways you do. You can explore your actions and reactions (and the actions and reactions of others) in a variety of situations and contexts to determine the most effective communication strategy or course of action to be sure you are living in alignment and able to express your best self.

DISC GENERAL CHARACTERISTICS

The narration below serves as a general overview of your behavioral tendencies. It provides a framework for understanding and reflecting on your DISC results. We've occasionally provided some coaching ideas so that you can leverage your strengths whenever possible to maximize your personal success.

You may be somewhat suspicious of new ideas or innovations, until you have an opportunity to do your own investigation and research. This may be a bit of a two-edged sword: you are a bit of a risk-taker, but you prefer those risks to be calculated. That is, once you're convinced that the risk is worth taking, you'll jump in and give it a try. Until that time, the suspicion flag flies high.

Sample, you score like those who have a high degree of self-discipline. This comes from three primary traits: your somewhat strong tendency toward risk avoidance, your high degree of patience, and your overall detail orientation. These three traits in combination are somewhat rare, but they converge in ways that provide a versatile strength for you. This strength can be used in both personal and business ventures.

You tend to be less talkative in work or social situations. This is not a reflection on ability or interest, just that you allow others be the more vocal participants. Even though they share your risk-taking attitude, those who score like you will frequently admit to feeling a bit introverted. They analyze situations internally rather than "thinking out loud," as others may do. When they arrive at a solution, they have a sound plan, a carefully thought-out design, and a pathway to achievement.

You persuade others with patience and persistence rather than emotion and coercion. Logic, facts, data, examples, and supporting evidence are the tools of your persuasion toolkit. This gives you a remarkable ability to persuade others without "jumping on the desk" and shouting enthusiastically. Your internal enthusiasm is fueled when you deliver the message in a direct, patient and factual manner.

Sample, your response pattern to the instrument indicates that you may tend to be most productive when working alone and undisturbed, or in rather self-contained small groups or teams. In some ways, you may become your own best ally on a project. Your risk-taking nature tends to allow you to function somewhat independently from the group, and your attention to detail is best amplified in an undisturbed climate. Letting others know, in a polite way, that you need some personal space in getting the job done can lead to a win-win situation for both you and the team.

You display a high degree of tenacity and follow-through in addressing complex and detailed activities. This trait emerges from your perseverance, attention to quality, and strong desire to win and achieve. This can be a great strength in a variety of technical climates, or anywhere there is a complexity of interconnected issues and activities.

You tend to provide an objective and vocal opinion when you feel strongly about an issue or procedure. The interesting point here, Sample, is that while you may remain somewhat quiet through much of the team's deliberation, you have the ability to present your case with vigor when you have an idea. This may sometimes take team members by surprise.

You are persistent and tenacious when it comes to solving complex problems. Along with your competitive spirit comes a high degree of patience when dealing with detailed problems and situations. Your high attention to quality control also motivates you to solve problems accurately.

YOUR BEHAVIORAL STYLE: Planner

Coaches are adept at solving "people problems." They are seen as warm, empathetic and insightful. They like to form extended personal relationships and often develop a reputation for unobtrusive, contributory efforts when working with others. They can become too lenient with marginal contributors and tend to be too mild when issuing corrections, directions and expectations.

Planners bring a high degree of follow-through to their role. They do what they say they will do and rarely under-deliver. Planners are not extremists in a behavioral sense, and as a result, have the ability to assimilate with a wide variety of people. They prefer areas of specialized expertise and skill, and they will demonstrate consistent performance. They are sometimes seen as the 'glue' that holds a group together successfully. They may be slower to adapt to change, until they adjust to the idea and see the change as positive.

Below are some key behavioral insights to keep in mind and share with others to strengthen your relationships.

- ☐ **Personal direction:** Likes to maintain stability with a minimum of disruptive change
- ☐ **Strengths offered:** Stable, steady, quality performance on all tasks with a willingness to assist anyone on any project
- ☐ **General characteristics:** Excellent listener and stabilizer who brings composure to all interactions
- ☐ **Contributions to others:** Reliable and consistent performance, and a consistent readiness to help others
- ☐ **Getting along with others:** Prefers sincere, quality relationships and demonstrated competency by those around them
- ☐ **When stressed:** May defer to a power figure or group direction and prefer to avoid sudden change
- ☐ **Keep in mind:** Unlikely to take risks and will quietly resist change, especially if it is abrupt or unclear
- ☐ **Additional notes:** Excellent stabilizing presence for the team, but may resist change quietly when they could be more expressive with concerns

WORD SKETCH: Planner

DISC is an observable, “needs-motivated” instrument based on the idea that emotions and behaviors are neither “good” nor “bad.” Rather, behaviors reveal the needs that motivate that behavior. Therefore, once we can accurately observe one’s actions, it is easier to “read” and anticipate their likely motivators and needs.

This chart shows your NATURAL DISC Graph as a “Word Sketch.” Use it with examples to describe why you do what you do and what’s important to you when it comes to (D)ominance of Problems, (I)nfluence of People, (S)teadiness of Pace, or (C)onscientiousness of Procedures. Share more about the specific needs that drive you in each area of FOCUS. If your DISC intensity scores at levels 1 and 2, your emotions and needs are the opposite of those at Levels 5 and 6 in that area.

	D	I	S	C
DISC Focus	Problems/Challenges	People/Contacts	Pace/Consistency	Procedures/Constraints
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze
Emotions	Anger, Impatience	Optimism, Trust	Patience, Non-Expression	Fear, Concern
Fears	Being taken advantage of/lack of control	Being left out/loss of social approval	Sudden change/loss of stability and security	Being criticized/loss of accuracy and quality
6	argumentative daring demanding decisive domineering egocentric	emotional enthusiastic gregarious impulsive optimistic persuasive	calming loyal patient peaceful serene team person	accurate conservative exacting fact-finder precise systematic
5	adventurous risk-taker direct forceful	charming influential sociable trusting	consistent cooperative possessive relaxed	conscientious courteous focused high standards
4	assertive competitive determined self-reliant	confident friendly generous poised	composed deliberate stable steady	analytical diplomatic sensitive tactful
3	calculated risk moderate questioning unassuming	controlled discerning rational reflective	alert eager flexible mobile	own person self-assured opinionated persistent
2	mild seeks consensus unobtrusive weighs pro/con	contemplative factual logical retiring	discontented energetic fidgety impetuous	autonomous independent firm stubborn
1	agreeing cautious conservative contemplative modest restrained	introspective pessimistic quiet pensive reticent suspicious	active change-oriented fault-finding impatient restless spontaneous	arbitrary defiant fearless obstinate rebellious sarcastic

MORE ABOUT YOUR DISC STYLE

In this portion of the report, you'll learn more about your DISC style behavioral tendencies and emotions. This information can be useful in helping you understanding your own behavior, and also support you in learning about and understanding others more effectively.

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 Sample, DO:

- ☐ Take your time; be precise and thorough.
- ☐ Ask 'how' oriented questions to draw out Sample's opinions.
- ☐ List pros and cons to suggestions you make.
- ☐ Motivate and persuade Sample by pointing out objectives and expected results.
- ☐ Give Sample time to verify the issues and assess potential outcomes.
- ☐ Be certain that individual responsibilities are clear, and that there are no ambiguities.
- ☐ Do your homework, because Sample's homework will already be done.

WHEN COMMUNICATING WITH Sample, DON'T:

- ☐ Be domineering or demanding.
- ☐ Try to develop "too close" a relationship, especially too quickly.
- ☐ Engage in rambling discussion, and waste Sample's time.
- ☐ Forget or lose things necessary for the meeting or project.
- ☐ Manipulate or bully Sample into agreement.
- ☐ Be sloppy or disorganized.
- ☐ Threaten with position or power.

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:

- ☐ Identification with a team and organization which you respect.
- ☐ Clear lines of communication and responsibility.
- ☐ The existence of as few barriers, bottlenecks, and snags in the system as possible.
- ☐ Up-to-date facts and figures for use in analysis and critical thinking.
- ☐ Opportunities to work independently, or as a member of a small team.
- ☐ Having the ability to take calculated risks in developing new solutions, processes, or utilities.
- ☐ Established and efficient procedures for completing projects of a detailed and complex nature.

PEOPLE WITH PATTERNS LIKE YOU TEND TO NEED:

- ☐ Freedom from responsibility for the quality control of other stakeholders.
- ☐ A supportive team that is tolerant of the occasional blunt or critical remark.
- ☐ An occasional revalidation of your contribution to the team or organization at large.
- ☐ Minimal hostility or conflict within the team or organization.
- ☐ A supervisor who delegates by using specifics, not ambiguities.
- ☐ Appreciation for your skills, and freedom to do the job with few interruptions.
- ☐ Sufficient opportunity for beta-testing of a project or idea, before it is actually deployed.

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 demonstrate a high degree of expertise in the operations which you choose to perform.
- ☐ You tend to be patient in working with others.
- ☐ You always follow through, with a strong emphasis on completeness.
- ☐ You bring a high degree of objectivity to the organization's systems and projects.
- ☐ You provide excellent support and expertise to challenging problems and assignments.
- ☐ You are able to provide factual, authoritative, and objective communication on topics to which you have given proper intellectual consideration.
- ☐ You utilize a very deliberate and systematic approach in analyzing answers and creating solutions.

YOUR WORK STYLE TENDENCIES:

- ☐ You demonstrate patience in working with people, but also maintain a bit of an emotional distance from others on the team.
- ☐ You demonstrate a tireless work ethic in solving complex problems.
- ☐ You may tend to be most productive when working alone and undisturbed.
- ☐ You show a high degree of tenacity and follow-through in complex and detailed activities.
- ☐ You are able to research into a variety of complexities and emerge with new facts that can be of value in future decision making.
- ☐ You tend to be more quiet, letting others be the more vocal participants in meetings or groups.
- ☐ You persuade others on the team through perseverance and determination to get the project completed.

YOU TEND TO BE MOST EFFECTIVE IN ENVIRONMENTS THAT PROVIDE:

- ☐ A culture that encourages open expression and dialogue of ideas and creativity.
- ☐ Freedom from constraints, direct supervision, and process bottlenecks.
- ☐ A job culture in which your critical thinking skills can be maximized.
- ☐ An organizational culture that keeps an eye out for future trends and issues.
- ☐ A work culture that provides opportunity for challenges and complex problem solving.
- ☐ A direct, detailed approach to what needs to be done on a project.
- ☐ The ability to work independently with no interruptions.



THE Sc STYLE

UNDER STRESS - PERCEPTIONS, BEHAVIOR AND NEEDS FOR THE Sc

Stress is unavoidable. The perceptions of our behavior may have a significant impact on our effectiveness - both in how we perceive ourselves and how others perceive us. The way we behave under stress can create a perception that is not what we intend. The descriptions below of perceptions by others may seem somewhat extreme at times (especially if our behavior is an over-extended strength that becomes a weakness or limitation). As you understand these perceptions more clearly, you are able to modify your behavior to maximize your own effectiveness and ensure that others see you as you intend.

POTENTIAL SELF PERCEPTION:

- ☐ Patient with others
- ☐ High self-discipline
- ☐ Tenacious on follow-through
- ☐ High level of determination toward goals

UNDER STRESS, MAY BE PERCEIVED BY OTHERS:

- ☐ Overly blunt toward others
- ☐ Low level of empathy
- ☐ Resists ideas of others
- ☐ Possessive with own domain

UNDER STRESS YOU NEED:

- ☐ Relationships
- ☐ Reassurances that you are liked
- ☐ Personal assurance

YOUR TYPICAL BEHAVIORS IN CONFLICT:

- ☐ You are quite uncomfortable with conflict, aggression and anger. You will do whatever you can to avoid such situations. If you are not able to physically avoid a situation involving conflict or anger, you will probably attempt to ignore it, functioning as best you can without interacting -- or interacting very superficially -- with others.
- ☐ The anger and dissatisfaction that you have been repressing builds up inside of you and eventually some (often, trivial) event will trigger an explosion, releasing a torrent of angry words and a litany of past offenses -- often in considerable detail. Once you have vented this built up emotion, you return to your normal behavior.
- ☐ You seldom express your own feelings of anger or dissatisfaction, fearing that doing so would damage relationships and destabilize the situation. You tend to go along with what others want in order to avoid any controversy.

STRATEGIES TO REDUCE CONFLICT AND INCREASE HARMONY:

- ☐ Share your needs, feelings and expectations with your friends and coworkers.
- ☐ Ask for what you need from your supervisor, friends and coworkers. Do not expect them to know what you want or what you are thinking. This will avoid many misunderstandings and increase your effectiveness and efficiency.

- ☐ Be sure to clarify any instructions or communications that you do not fully understand, no matter how busy the other person may appear to be. Pay particular attention to the desired results and timeframes.

POTENTIAL AREAS FOR IMPROVEMENT

Everyone has struggles, limitations, or weaknesses. Oftentimes, it's simply an overextension of our strengths which may become a weakness. For example, a High D style's directness may be a strength in certain environments, but when overextended they may tend to become bossy.

As you consider ways to continue to improve to be a better communicator, we recommend you focus on no more than two at a time, practice and strengthen them, and then choose another area to focus on and improve.

Check the two most important areas you are committed to improve upon and transfer them to the Summary of Your Style page.

POTENTIAL AREAS FOR IMPROVEMENT:

- ☐ You could use better "people skills" when it comes to motivating and managing others.
- ☐ You can sometimes be blunt, opinionated and inflexible when asked to make sudden changes without prior warning or consideration.
- ☐ You may take some criticism personally, even if it was directed at a work process and not you.
- ☐ You could project a bit more enthusiasm at times. This is necessary for building team spirit and morale.
- ☐ You may tend to hang on too much to current or past procedures, especially when faced with impending change.
- ☐ You may affect morale with your tendency to focus on results over attention to team members. You may need to take a softer approach at times.
- ☐ You may become rather stubborn once your mind is made up on a decision.

SUMMARY OF Sample Report's STYLE

Communication is a two-way process. Encourage others to complete their own DISC Online Assessment and then share the Summary Sheet with each other. By discussing preferences, needs and wants of the people you work with, socialize with and live with, you can enhance these relationships and turn what might have been a stressful relationship into a more effective one just by understanding and applying the DISC information. Complete the worksheet below from the previous pages of this report.

COMMUNICATION DOS & DON'TS

1. _____
2. _____

YOUR MOTIVATIONS: WANTS

1. _____
2. _____

YOUR MOTIVATIONS: NEEDS

1. _____
2. _____

YOUR STRENGTHS

1. _____
2. _____

YOUR WORK STYLE TENDENCIES

1. _____
2. _____

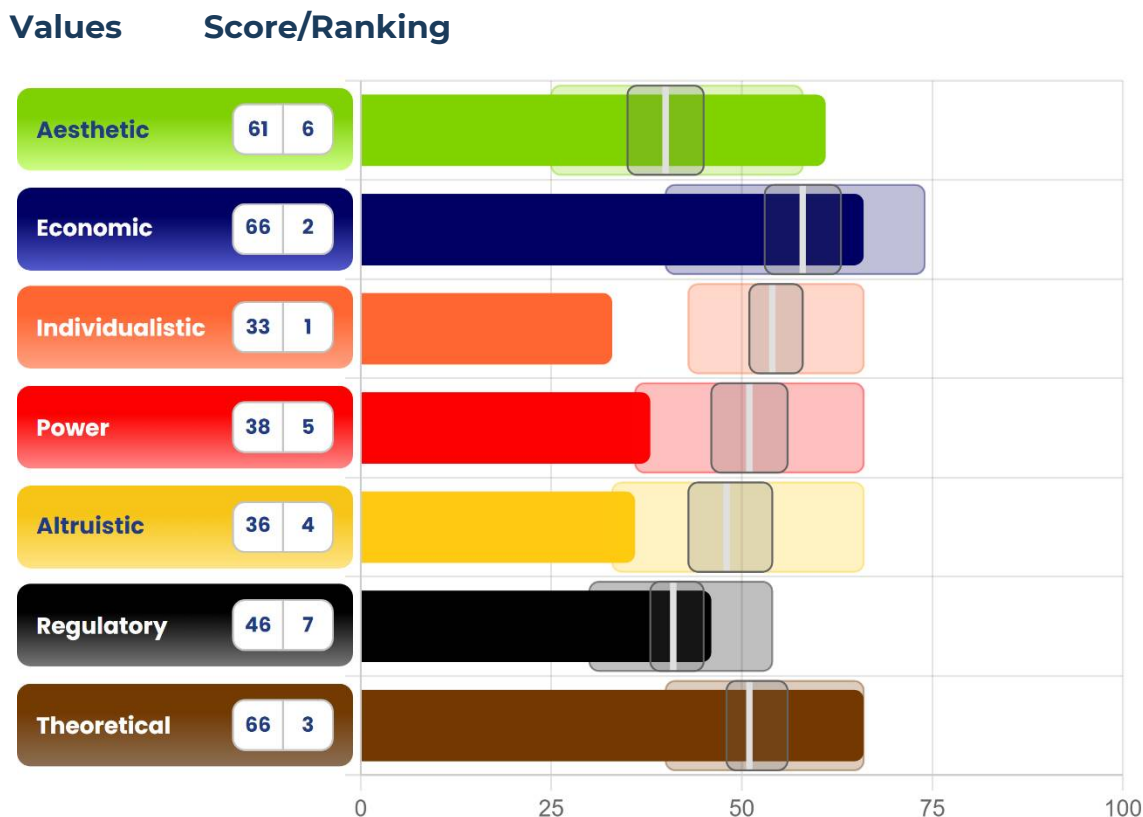
EFFECTIVE ENVIRONMENTAL FACTORS

1. _____
2. _____

POTENTIAL AREAS FOR IMPROVEMENT

1. _____
2. _____

SUMMARY OF Sample's MOTIVATION



Personal Scores

Importance & Impact

- Importance: The score number & solid bar**
Individual Score – shows how much passion you have for that dimension, and reveals how you'll likely express that Motivator
- Impact: Ranking**
Distance from 50 (whether high or low) – indicates the order of influence that the motivator has on your decisions, from 1-7

Population Scores

Comparison

- The median line**
Half of the population scores above and half scores below the median
- The grey box**
AVERAGE scores fall in this range, based on comparison to population
- The shaded area**
LOW & HIGH scores fall in this range, based on comparison to population

NOTE: If your score falls outside of the shaded area, you are driven differently than most of the population, whether your score is VERY LOW or VERY HIGH.

A CLOSER LOOK AT THE SEVEN MOTIVATOR DIMENSION SCORES

Each descriptor below reveals your preference for shaping behavior and indicates what energizes you.

	Low Score Energized by...	High Score Energized by...
 Aesthetic	Grounded Pragmatic and tangible approaches that bring concrete and reliable results.	Eccentric Achieving equilibrium and harmony between the world around you and yourself.
 Economic	Satisfied Less competitive approaches and being more satisfied with what you already have.	Self-Mastered Self-interest, economic gains, and achieving real-world returns on efforts.
 Individualistic	Secure Not seeking the limelight, keeping ideas to yourself, and less likelihood of self-promotion.	Unrestricted Expressing your autonomy and freedom from others' ideas and protocols.
 Power	Submissive Supporting other people's efforts and a less focused approach to owning your own personal space.	Domineering Directing and controlling people, environments, and personal spaces.
 Altruistic	Self-Focused Focusing on personal wants and needs and taking a more suspicious stance towards the moves of others.	Pushover Helping and eliminating pain and suffering of others at personal cost.
 Regulatory	Defiant Remaining independent of as opposed to depending on the restrictive ideas of others.	Black & White Establishing routine, order, and setting boundaries for yourself and others.
 Theoretical	Disinterested A more dismissive view of gathering new information and discovery while relying more on your natural instincts and past experiences for answers.	Scholarly Activities towards knowing everything that can be known about what you believe to be important and truthful.

DETAILS OF Sample'S MOTIVATION



Aesthetic - Impractical

You tend to think “alternatively” and will likely seek personal fulfillment, creative alternatives, and peace of mind rather than the status quo.



Economic - Incentivized

You will likely possess a competitive spirit and will focus on gaining a practical return for your time and energy.



Individualistic - Secure

You appreciate what others bring to the table and may be apt to become the unsung hero of any project or team.



Power - Yielding

You are a better collaborator and won't likely seek position power or authoritative roles.



Altruistic - Suspicious

You will make sure you position yourself, so you don't get burned when working closely with others.



Regulatory - Orderly

You believe there's only one way to solve a problem and will endeavor to work within established boundaries.



Theoretical - Studious

You have an excessive need to uncover, discover, and recover the truth and will spend the necessary time to learn it all.

Sample's MOTIVATOR WORD MATRIX

The Motivator Word Matrix translates your numeric score into a descriptor in each dimension, and highlights each word relative to other descriptors. By labeling your numeric score, you can better identify, understand, and describe your motivator orientation.

Eccentric	Self-Mastered	Unrestricted	Domineering	Subservient	Black & White	Scholarly
Impractical	Maximized	Independent	Forceful	Sacrificial	Fixed	Fact-Finder
Unconventional	Competitive	Self-Reliant	Authoritative	Accommodating	Systemic	Studious
Divergent	Incentivized	Creative	Controlling	Obliging	Orderly	Investigative
Imaginative	Practical	Balanced	Directive	Supportive	Disciplined	Inquisitive
Sensible	Judicious	Cooperative	Influential	Helpful	Open-Minded	Reflective
Realistic	Relaxed	Accommodating	Supportive	Self-Protective	Flexible	Street Smart
Practical	Aloof	Supportive	Yielding	Suspicious	Independent	Intuitive
Real World	Apathetic	Apprehensive	Passive	Distrusting	Spontaneous	Surface Analyzer
Grounded	Satisfied	Secure	Submissive	Self-Focused	Defiant	Disinterested
AES	ECO	IND	POW	ALT	REG	THE

Your Aesthetic Motivator - Impractical



Universal Assets:

- You prefer an enjoyable and meaningful work environment that makes your soul feel inspired.
- You work better in surroundings that are pleasant aesthetically or environmentally responsible.
- You possess an inner awareness and desire to understand the moods, beliefs, and values of yourself and others.
- You tend to appreciate the deeper meanings in life, which may include interesting clothing, beautiful places, and alternative foods.



Driving Intuitions:

- You likely have a keen awareness of harm, care, fairness, and reciprocity toward people and animals.
- You will work to live rather than live to work.
- You show an interest in the deeper meaning of ordinary things.
- You bring unconventional thinking to the table. Make sure you aren't afraid to share your intuitive insights.



Critical Advantages:

- You will attempt to solve practical problems in unconventional ways.
- You likely think beyond yourself in regards to work and will seek balance between yourself and your surroundings.
- You show the aptitude to see beyond the common, and may bring a refreshing unconventionality to those around you.
- You don't just go to work; you're usually on a mission.



Growth Opportunities:

- Don't deliver a Cadillac when a Chevy will suffice.
- You tend to approach problems, opportunities, and challenges in uncommon ways, which might create unnecessary risks.
- It's OK that some don't understand and appreciate your passion and creativity as much as you do.
- You could benefit from being a little more realistic.



Learning Paths:

- You combine new knowledge with creativity to achieve greater harmony and balance in work and life.
- As you learn new things, link them to your ability to see beyond the present and your unorthodox ideas.
- You have the ability to connect training and development to people's creativity and intuition.
- You can assist teams in seeing beyond the present and thinking outside the box.

Your Economic Motivator - Incentivized



Universal Assets:

- You will notice expensive cars and confident people.
- Your outcomes should demonstrate a bottom-line financial result to match your effort.
- You want tangible rewards based on the results you achieve.
- You respond best when your time is not being wasted on superficial things.



Driving Intuitions:

- Make certain that economic rewards are fair and provide a high-end return for those willing to work for it.
- You should realize that it's not just money that motivates, but also personal fulfillment in the job.
- You should provide the same opportunity for financial rewards as you want provided for you.
- You should remember that you have awareness of the revenue clock, whereas others may not.



Critical Advantages:

- You play to win or you don't play.
- You pay attention to your return on investment in business or team activities.
- You are driven by competition, challenges, and economic incentives.
- Your decisions are often pragmatic, results oriented, and bottom-line based.



Growth Opportunities:

- You may need to develop an increased sensitivity to the needs of others.
- You may appear superficial and self-interested to others.
- Remember to include those whose gifts and talents don't generate high returns on their time and efforts.
- You may need to learn how to mask your greed factor so as not to alienate a prospect, a client or others on the team.



Learning Paths:

- You link learning outcomes to the ability to become more effective in increasing earnings.
- Remember to pay attention to those who are less incentivized and not only those driven to win.
- If possible, allow time for fun and relaxation as this reduces stress within teams.
- You score like those who want information that will help them increase bottom-line activity and effectiveness.

Your Individualistic Motivator - Secure



Universal Assets:

- Because you don't seek attention for your efforts, you may be left feeling like a ghost, never drawing attention to yourself.
- You will not likely seek lime light roles, but rather stay back and support someone else.
- Since the squeaky wheel gets the grease, you'll need to speak up to be noticed more.
- You will likely support others while rarely focusing on gaining the personal support you may want or need.



Driving Intuitions:

- Because you demonstrate a high degree of team-mindedness, you can easily get overlooked.
- Don't accept leadership roles that make you uncomfortable.
- You'll prefer a supportive environment where members are equally recognized.
- You will likely be seen more than you are heard within team dynamics and may feel overlooked.



Critical Advantages:

- You'll likely be seen as supportive and serene when the pressure is on.
- You'll likely be the unsung hero of any project or team endeavor.
- Not one to draw attention to your own efforts, you will likely be pointing out the efforts of others.
- You will be able to offer ideas with respect to others and their ideas.



Growth Opportunities:

- You may struggle with social poise and people interaction at times.
- You may not share your opinions openly and then later regret not saying something when the heat is off.
- You may need to speak up more when you want to suggest something.
- You may shudder to think about public speaking or directive roles.



Learning Paths:

- You may enjoy more traditional activities as opposed to experiencing very unique or unusual settings.
- You will likely enjoy group activities.
- You may be more practical and less innovative.
- You should work in cooperative settings where no one is the star of the show.

Your Power Motivator - Yielding



Universal Assets:

- You may pick and choose or avoid positions of intense responsibility.
- You may be more of a maintainer than you are an obtainer in certain situations.
- At times you'd rather not handle all the responsibility that accompanies being in charge.
- You will excel when in situations that require a maintenance mindset over very high drive.



Driving Intuitions:

- Just because people don't voice it, you can't always believe you haven't made a difference.
- Remember not to say yes to things you don't really want to do.
- You won't mind yielding your position to avoid controversy or conflict.
- You won't need to ask for input once decisions are final and people have moved on.



Critical Advantages:

- You're a better collaborator and won't expect credit for all you do.
- You will likely wait your turn and not jump in front.
- Personal accomplishments far outweigh the need for recognition and power.
- You'll likely be more of a helper as opposed to being controlling and authoritative.



Growth Opportunities:

- You should know that your destiny is up to you and not others or circumstance.
- You might second-guess your own ideas and therefore hang back when unsure of what to do.
- You may be settling for less as opposed to fighting for more.
- You may not want to be the one in charge of something if it's too daunting.



Learning Paths:

- You may enjoy more cooperative learning activities as opposed to activities that require directing and controlling.
- You may need to take stronger initiative when working with dominant types.
- You may not want to compete, but will feel at home when working as a team.
- Being forceful isn't always bad.

Your Altruistic Motivator - Suspicious



Universal Assets:

- You will be difficult to take advantage of most of the time.
- You probably have low tolerance for people who complain and whine about their problems.
- You will not likely be moved by emotional appeals or sad faces.
- You will likely not appreciate people who don't carry their own weight.



Driving Intuitions:

- Remember that there will be a decent amount of people that may believe you don't like them.
- You respond better to logic and reason and will likely rebuff touchy-feely approaches.
- Because you will gravitate towards independence when working, schedule time for independent activities.
- You connect all outcomes to practical needs as opposed to people needs.



Critical Advantages:

- You are usually able to do the harder things when it comes to people decisions.
- You are less likely to put up with emotional nonsense.
- You take problems and challenges seriously.
- You will be difficult to take advantage of in business.



Growth Opportunities:

- Some may see you as reserved and closed to their emotional appeals.
- Remember that helping others helps you as well.
- You may be somewhat cutthroat when competing with others.
- Because you have little patience for stupidity, make sure the person is trying before passing judgment.



Learning Paths:

- You may need to step back and realize your strength when working with passive types.
- Being forceful isn't bad, but sometimes it scares people if it's too strong.
- Be aware of your no-nonsense approach to other people.
- You may not enjoy cooperative learning activities as opposed to activities that require directing and controlling.

Your Regulatory Motivator - Orderly



Universal Assets:

- You can challenge rules that do not make any sense to you.
- You may desire a more stable atmosphere with some structure and uniformity.
- You can work with both leaders and followers and will bring something to the table with either one.
- You have no extremes when it comes to regularity and dependence on methods that work.



Driving Intuitions:

- You bring continuity and structure to untidy situations when necessary.
- You can understand both the tried and true and those who may be revolutionary in their thinking.
- You can bring stability when opinions vary and emotions run strong.
- You can be a breath of fresh air within routine environments.



Critical Advantages:

- You can be both judgmental and merciful, depending on the situation.
- You are not so closed that you can't see things in multiple dimensions.
- You understand logical sequence, but will be able to move things around when necessary.
- You may have both open and narrow views on many things.



Growth Opportunities:

- You could benefit from refusing to give into pressure from those who want change when it's not warranted.
- It might be a good idea to explore more options when facing challenges.
- There are more ways to get things done than you may be familiar with.
- You could likely benefit from being more independent.



Learning Paths:

- You will typically settle upon ways that have been established and proven effective.
- You will likely get behind programs that have been proven to work well when dealing with people and training initiatives.
- You will likely support established doctrine.
- You're open to new ideas and creative solutions that work as long as there are no extremes.

Your Theoretical Motivator - Studious



Universal Assets:

- You will spend a lot of time getting to the bottom of something.
- You will stick with it until you figure out what is wrong.
- You need more proof than most people before buying into an idea.
- You love learning things you never knew.



Driving Intuitions:

- You need more opportunities to expand your theoretical bandwidth.
- You will prefer opportunities that draw upon your expertise.
- People will see you as technically credible and a resource for information.
- As a life-long learner, you will continue to look for ways to grow and understand.



Critical Advantages:

- Others may seek you out in order to help them understand things.
- If you don't know you will try to find out.
- You have a hungry brain that must constantly be fed with new information.
- You do your homework most of the time.



Growth Opportunities:

- You may be over corrective when around others who know less than you.
- You're not the only one who is right.
- Remember, just because one knows things, it doesn't mean they're wise in their application of that knowledge.
- Your sense of urgency may vacillate depending on how much information you have gathered.



Learning Paths:

- Your learning development should be connected to new ideas and concepts.
- Your learning activities need to be structured and outlined.
- Your learning and development should be connected to an ongoing stratagem for personal development.
- You should be exposed to others who take more risks and allow yourself the benefit of being around them.

Social Awareness Insights

Each Motivator is divided into population scoring ranges to help you know how similar or different your Motivators are when compared to others. **Very Low** and **Low** scores indicate a lower drive or passion to fulfill the value, while **High** and **Very High** scores indicate a strong drive or passion to fulfill the value. **Average** scores indicate that there is no significant drive or passion, and the desire to fulfill the value will likely be circumstantial in the dimension.

Your scores, as compared to the population:



Remember: Very High and Very Low scores are potential risks because **wants** become **needs** and can impact your effectiveness.

● Aesthetic

Compared to others in the population in this Motivator, you score Very High.

This means that you likely value things in this area very differently from the majority of the population, which may be a source of miscommunication or misunderstanding in some relationships. Very High Aesthetic styles may tend toward impracticality and originality, and are often described as eccentric or unusual by others. They likely value work life balance and place focus on their well-being. The journey and the experience matter much more than the result.

● Economic

Compared to others in the population in this Motivator, you score High.

This means that you likely value things in this area somewhat differently from the majority of the population, which may be a source of miscommunication or misunderstanding in some relationships. High Economic styles are likely more competitive and driven to get something in return for their efforts, and they appreciate incentives and rewards for their contribution. Getting something back for their investment is important to those high in this Motivator.

● Individualistic

Compared to others in the population in this Motivator, you score Very Low.

This means that you likely value things in this area very differently from the majority of the population, which may be a source of miscommunication or misunderstanding in some relationships. Very Low Individualistic styles often blend in with the group, are very collaborative, and prefer not to stand out or be noticed for anything other than making a collective contribution. They are supportive and accommodating.

● Power

Compared to others in the population in this Motivator, you score Low.

This means that you likely value things in this area somewhat differently from the majority of the population, which may be a source of miscommunication or misunderstanding in some relationships. Low Power styles tend to be more yielding to circumstances and dictated expectations, and are frequently supportive of the execution of others' priorities.

● Altruistic

Compared to others in the population in this Motivator, you score Low.

This means that you likely value things in this area somewhat differently from the majority of the population, which may be a source of miscommunication or misunderstanding in some relationships. Low Altruistic styles tend to be helpful, but with a self-protective awareness so they are not taken advantage of, and will limit support to what they perceive is reasonable. They have firm boundaries around their time and energy and how it is applied.

● Regulatory

Compared to others in the population in this Motivator, you score High.

This means that you likely value things in this area somewhat differently from the majority of the population, which may be a source of miscommunication or misunderstanding in some relationships. High Regulatory styles are more likely to be conventional in their approach, preferring to use traditional, established, and proven methods to reach their goals. They appreciate a structured framework, guidelines, systems, and plans, and do not need to deviate from what has worked before.

● Theoretical

Compared to others in the population in this Motivator, you score Very High.

This means that you likely value things in this area very differently from the majority of the population, which may be a source of miscommunication or misunderstanding in some relationships. Very High Theoretical styles are typically complicated thinkers, analyzers, skeptical investigators, and those who become the experts in not just some subjects, but as many subjects as they encounter. They have a strong desire for knowledge, learning, and understanding, and value retention of information, truth, complex problem solving, and others with curiosity and expertise.

SUMMARY OF Sample Report'S MOTIVATORS

Encourage others to complete their own Motivators Assessment and then share the Summary Sheet with each other. By discussing preferences, needs and wants of the people you work with, socialize with and live with, you can enhance these relationships and turn what might have been a stressful relationship into a more effective one just by understanding and applying this information. Complete the worksheet below from the previous pages of this report.

MOST INFLUENTIAL ORDER OF MOTIVATORS

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

MOTIVATOR NEEDS (SCORES OVER 85)

1. _____
2. _____

MOTIVATOR RISKS (SCORES BELOW LOW TEENS)

1. _____
2. _____

MOST IMPORTANT TO KNOW ABOUT MY MOTIVATORS COMBINATION

1. _____
2. _____
2. _____

PART III UNDERSTANDING OTHERS AND ADAPTABILITY

People generally make the mistake of assuming that others interact and think the same way they do, and many of us grew up believing in The Golden Rule: treating others the way you would like to be treated. Instead, we encourage another practical rule to live by - what Dr. Tony Alessandra calls **The Platinum Rule®: to treat others the way THEY want to be treated.**

DISC ADAPTABILITY

PEOPLE WANT TO BE TREATED ACCORDING TO THEIR BEHAVIORAL STYLE, NOT YOURS.

Adapting to another's behavioral preference is not always easy! Adaptability is based on two elements: **Flexibility and Aptitude** to adjust your approach or strategy based on the particular needs of the situation or relationship at a particular time. **Flexibility** is your **Willingness** and **Aptitude** is your **Capability**. Adaptability is something you must **cognitively choose to apply** to yourself (to your patterns, attitudes and habits), not expect from others.

Adaptability does not mean an "imitation" of the other person's style. It does mean adjusting your openness, directness, pace, and priority in the direction of the other person's preference, while maintaining your own identity.

*We practice adaptability each time we slow down for a **C** or **S** style; or when we move a bit faster for the **D** or **I** style. It also occurs when the **D** or **C** styles take the time to build the relationship with an **S** or **I** style, or when the **I** or **S** style focuses on facts or gets right to the point with **D** or **C** styles.*

IMPORTANT:

- ☐ Adaptability is important to all successful relationships.
- ☐ No one style is naturally more adaptable than another.
- ☐ Adaptability is a choice:
 - You can choose to be adaptable with one person, and not so with others.
 - You can choose to be adaptable with one person today and less adaptable with that same individual tomorrow.

ADAPTABILITY IS DEPENDENT ON RECOGNIZING ANOTHER'S PERSON'S BEHAVIORAL STYLE.

To quickly determine someone's style, ask these 2 questions & based on the answers, adapt accordingly:

1. Are they **DIRECT** or **INDIRECT** in their communication?
2. Are they **GUARDED** or **OPEN** in their communication?

Guarded Style: D or C

More private, specific, logical and analytical, task focus

Direct Style: D or I

Enthusiastic, competitive and results focus, fast paced

Indirect Style: C or S

Reserved, cooperative & patient, slower/deliberate

Open Style: I or S

Desire to build a connection with others, relationship focus

MOTIVATORS ADAPTABILITY

Adapting to another's Motivational preference can be quite difficult! Sometimes Motivations are not readily observable, or may be disguised in behavior that doesn't align to them. A key way to understand another's Motivations is to pay attention to the things they value, the way they speak, and where they spend their time and attention (or other resources). What do you see that drives them? You can use some of these questions to guide your discovery; you may ask them or just observe. Once you know someone's Motivators, you can interact with them in a more effective way.

Aesthetic

What is beautiful to you?
How important is it for you that you can express yourself creatively?
Are form and aesthetics more important, or is functionality more important?
How important is work/life balance?
Do you find that you are more "head in the clouds" or more practical?

Economic

How important is winning for you?
What is a reasonable return on investment?
Do you generally think people have an agenda or want/need something from you?
Would you consider starting your own business or being an entrepreneur?
When you are faced with a situation do you first consider how it will affect you, or how it will affect others?

Individualistic

How important is it for you to be independent and autonomous?
If you could do anything you wanted today, what would it be?
Do you think people generally see the world the same way you do?
How do you feel about teamwork and collaboration?
What does "freedom" mean to you?

Power

What role do you typically take in a group?
How important is it for you to be in charge?
How would you motivate others to take action?
What kinds of things do you like to have control over?
Do you take initiative, or do you prefer direction before acting?

Altruistic

Do you have a hard time saying no, or feel overwhelmed and spread too thin?
What is considered a reasonable amount of assistance or help for others?
Would you more likely give to anyone who needs it, or only to those who deserve it?
Do you tend to sacrifice your needs for the needs of others?
Do you feel like you need to do things for others to be valuable or loved?

Regulatory

Is there a right way and a wrong way, or many ways to accomplish something?
How important is it for you to be right?
Are rules and regulations important to you?
How important is structure and process to you?
When you solve problems, do you prefer the tried and true approach or are you more flexible and open to options?

Theoretical

How important is it to understand all perspectives and details of a project/problem?
Do you consider yourself to be an expert in any field?
Would you rather spend time studying and reading, or just learn as you go?
What do you love about learning new things?
What do you think is most important – action or knowledge?

COMMUNICATING WITH THE DISC STYLES™

COMMUNICATING WITH THE **DOMINANT** STYLE

D CHARACTERISTICS:	SO YOU SHOULD...
Concerned with being #1	Show them how to win, new opportunities
Think logically	Display reasoning
Want facts and highlights	Provide concise data
Strive for results	Agree on goal and boundaries, then support or get out of their way
Like personal choices	Allow them to "do their thing," within limits
Like changes	Vary routine
Prefer to delegate	Look for opportunities to modify their workload focus
Want others to notice accomplishments	Compliment them on what they've done
Need to be in charge	Let them take the lead, when appropriate, but give them parameters
Tendency towards conflict	If necessary, argue with conviction on points of disagreement, backed up with facts; don't argue on a "personality" basis

COMMUNICATING WITH THE **INFLUENCING** STYLE

I CHARACTERISTICS:	SO YOU SHOULD...
Concerned with approval and appearances	Show them that you admire and like them
Seek enthusiastic people and situations	Behave optimistically and provide upbeat setting
Think emotionally	Support their feelings when possible
Want to know the general expectations	Avoid involved details, focus on the "big picture"
Need involvement and people contact	Interact and participate with them
Like changes and innovations	Vary the routine; avoid requiring long-term repetition by them
Want others to notice THEM	Compliment them personally and often
Often need help getting organized	Do it together
Look for action and stimulation	Keep up a fast, lively pace
Surround with optimism	Support their ideas and don't poke holes in their dreams; show them your positive side
Want feedback that they "look good"	Mention their accomplishments, progress and your other genuine appreciation

COMMUNICATING WITH THE STEADY STYLE

S CHARACTERISTICS:	SO YOU SHOULD..
Concerned with stability	Show how your idea minimizes risk
Think logically	Show reasoning
Want documentation and facts	Provide data and proof
Like personal involvement	Demonstrate your interest in them
Need to know step-by-step sequence	Provide outline and/or one-two-three instructions as you personally "walk them through"
Want others to notice their patient perseverance	Compliment them for their steady follow-through
Avoid risks and changes	Give them personal assurances
Dislike conflict	Act non-aggressively, focus on common interest or needed support
Accommodate others	Allow them to provide service or support for others
Look for calmness and peace	Provide a relaxing, friendly atmosphere
Enjoy teamwork	Provide them with a cooperative group
Want sincere feedback that they're appreciated	Acknowledge their easygoing manner and helpful efforts, when appropriate

COMMUNICATING WITH THE CONSCIENTIOUS STYLE

C CHARACTERISTICS:	SO YOU SHOULD..
Concerned with aggressive approaches	Approach them in an indirect, nonthreatening way
Think logically	Show your reasoning
Seek data	Give data to them in writing
Need to know the process	Provide explanations and rationale
Utilize caution	Allow them to think, inquire and check before they make decisions
Prefer to do things themselves	When delegating, let them check procedures, and other progress and performance before they make decisions
Want others to notice their accuracy	Compliment them on their thoroughness and correctness when appropriate
Gravitate toward quality control	Let them assess and be involved in the process when possible
Avoid conflict	Tactfully ask for clarification and assistance you may need
Need to be right	Allow them time to find the best or "correct" answer, within available limits
Like to contemplate	Tell them "why" and "how"

The first step to building stronger communication is awareness. By identifying how we are similar and different, we can make cognitive choices when interacting to create stronger, more engaged relationships.

TO MODIFY DIRECTNESS AND OPENNESS

DIRECT/INDIRECT

With D Styles DIRECT	With I Styles DIRECT	With S Styles INDIRECT	With C Styles INDIRECT
<ul style="list-style-type: none"> • Use a strong, confident voice • Use direct statements rather than roundabout questions • Face conflict openly, challenge and disagree when appropriate • Give undivided attention 	<ul style="list-style-type: none"> • Make decisions at a faster pace • Be upbeat, positive, warm • Initiate conversations • Give recommendations • Don't clash with the person, but face conflict openly 	<ul style="list-style-type: none"> • Make decisions more slowly • Avoid arguments and conflict • Share decision-making • Be pleasant and steady • Respond sensitively and sensibly 	<ul style="list-style-type: none"> • Do not interrupt • Seek and acknowledge their opinions • Refrain from criticizing, challenging, or acting pushy – especially personally

GUARDED/OPEN

With D Styles GUARDED	With I Styles OPEN	With S Styles OPEN	With C Styles GUARDED
<ul style="list-style-type: none"> • Get right to the task, address bottom line • Keep to the agenda • Don't waste time • Use businesslike language • Convey acceptance • Listen to their suggestions 	<ul style="list-style-type: none"> • Share feelings, show more emotion • Respond to expression of their feelings • Pay personal compliments • Be willing to digress from the agenda 	<ul style="list-style-type: none"> • Take time to develop the relationship • Communicate more, loosen up, and stand closer • Use friendly language • Show interest in them • Offer private acknowledgements 	<ul style="list-style-type: none"> • Maintain logical, factual orientation • Acknowledge their thinking • Downplay enthusiasm and body movement • Respond formally and politely

TO MODIFY PACE AND PRIORITY

PACE

With D Styles FASTER	With I Styles FASTER	With S Styles SLOWER	With C Styles SLOWER
<ul style="list-style-type: none"> Be prepared, organized Get to the point quickly Speak, move at a faster pace Don't waste time Give undivided time and attention Watch for shifts in attention and vary presentation 	<ul style="list-style-type: none"> Don't rush into tasks Get excited with them Speak, move at a faster pace Change up conversation frequently Summarize details clearly Be upbeat, positive Give them attention 	<ul style="list-style-type: none"> Develop trust and credibility over time, don't force Speak, move at a slower pace Focus on a steady approach Allow time for follow through on tasks Give them step-by-step procedures/instructions Be patient, avoid rushing them 	<ul style="list-style-type: none"> Be prepared to answer questions Speak, move at a slower pace Greet cordially, and proceed immediately to the task (no social talk) Give them time to think, don't push for hasty decisions

PRIORITY

With D Styles TASK	With I Styles PEOPLE	With S Styles PEOPLE	With C Styles TASK
<ul style="list-style-type: none"> Get right to the task Provide options and let them decide Allow them to define goals and objectives Provide high-level follow up 	<ul style="list-style-type: none"> Make time to socialize Take initiative to introduce yourself or start conversation Be open and friendly, and allow enthusiasm and animation Let them talk Make suggestions that allow them to look good Don't require much follow-up, details, or long-term commitments 	<ul style="list-style-type: none"> Get to know them personally Approach them in a friendly, but professional way Involve them by focusing on how their work affects them and their relationships Help them prioritize tasks Be careful not to criticize personally, keep it specific and focused 	<ul style="list-style-type: none"> Be prepared with logic and practicality Follow rules, regulations, and procedures Help them set realistic deadlines and parameters Provide pros and cons and the complete story Allow time for sharing of details and data Be open to thorough analysis

ADAPTING IN DIFFERENT SITUATIONS: AT WORK

DOMINANT STYLE

HELP THEM TO:

- ☐ More realistically gauge risks
- ☐ Exercise more caution and deliberation before making decisions
- ☐ Follow pertinent rules, regulations, and expectations
- ☐ Recognize and solicit others' contributions
- ☐ Tell others the reasons for decisions
- ☐ Cultivate more attention/responsiveness to emotions

INFLUENCING STYLE

HELP THEM TO:

- ☐ Prioritize and organize
- ☐ See tasks through to completion
- ☐ View people and tasks more objectively
- ☐ Avoid overuse of giving and taking advice
- ☐ Write things down

STEADY STYLE

HELP THEM TO:

- ☐ Utilize shortcuts and discard unnecessary steps
- ☐ Track their growth
- ☐ Avoid doing things the same way
- ☐ Realize there is more than one approach to tasks
- ☐ Become more open to some risks and changes
- ☐ Feel sincerely appreciated
- ☐ Speak up and voice their thoughts and feelings

CONSCIENTIOUS STYLE

HELP THEM TO:

- ☐ Share their knowledge and expertise with others
- ☐ Stand up for themselves with the people they prefer to avoid
- ☐ Shoot for realistic deadlines and parameters
- ☐ View people and tasks less seriously and critically
- ☐ Balance their lives with both interaction and tasks
- ☐ Keep on course with tasks, less checking
- ☐ Maintain high expectations for high priority items, not everything

ADAPTING IN DIFFERENT SITUATIONS: IN SALES AND SERVICE

DOMINANT STYLE

- ☐ Plan to be prepared, organized, fast-paced, and always to the point
- ☐ Meet them in a professional and businesslike manner
- ☐ Learn and study their goals and objectives – what they want to accomplish, how they currently are motivated to do things, and what they would like to change
- ☐ Suggest solutions with clearly defined and agreed upon consequences as well as rewards that relate specifically to their goals
- ☐ Get to the point
- ☐ Provide options and let them make the decision, when possible

INFLUENCING STYLE

- ☐ Take the initiative by introducing yourself in a friendly and informal manner and be open to new topics that seem to interest them
- ☐ Support their dreams and goals
- ☐ Illustrate your ideas with stories and emotional descriptions that they can relate to their goals or interests
- ☐ Clearly summarize details and direct these toward mutually agreeable objectives and action steps
- ☐ Provide incentives to encourage quicker decisions
- ☐ Give them testimonials

STEADY STYLE

- ☐ Get to know them more personally and approach them in a non-threatening, pleasant, and friendly, but professional way
- ☐ Develop trust, friendship, and credibility at a relatively slow pace
- ☐ Ask them to identify their own emotional needs as well as their task or business expectations
- ☐ Get them involved by focusing on the human element... that is, how something affects them and their relationships with others
- ☐ Avoid rushing them and give them personal, concrete assurances, when appropriate
- ☐ Communicate with them in a consistent manner on a regular basis

CONSCIENTIOUS STYLE

- ☐ Prepare so that you can answer as many of their questions as soon as possible
- ☐ Greet them cordially, but proceed quickly to the task; don't start with personal or social talk
- ☐ Hone your skills in practicality and logic
- ☐ Ask questions that reveal a clear direction and that fit into the overall scheme of things
- ☐ Document how and why something applies
- ☐ Give them time to think; avoid pushing them into a hasty decision
- ☐ Tell them both the pros and cons and the complete story
- ☐ Follow through and deliver what you promise

ADAPTING IN DIFFERENT SITUATIONS: IN SOCIAL SETTINGS

DOMINANT STYLE

- ☐ Let them know that you don't intend to waste their time
- ☐ Convey openness and acceptance of them
- ☐ Listen to their suggestions
- ☐ Summarize their achievements and accomplishments
- ☐ Give them your time and undivided attention
- ☐ Appreciate and acknowledge them when possible

INFLUENCING STYLE

- ☐ Focus on a positive, upbeat, warm approach
- ☐ Listen to their personal feelings and experiences
- ☐ Respond openly and congenially
- ☐ Avoid negative or messy problem discussions
- ☐ Make suggestions that allow them to look good
- ☐ Don't require much follow-up, detail or long-term commitments
- ☐ Give them your attention, time and presence

STEADY STYLE

- ☐ Focus on a slower-paced, steady approach
- ☐ Avoid arguments and conflict
- ☐ Respond sensitively and sensibly
- ☐ Privately acknowledge them with specific, believable compliments
- ☐ Allow them to follow through on concrete tasks
- ☐ Show them step-by-step procedures
- ☐ Behave pleasantly and optimistically
- ☐ Give them stability and minimum of change

CONSCIENTIOUS STYLE

- ☐ Use a logical approach
- ☐ Listen to their concerns, reasoning, and suggestions
- ☐ Respond formally and politely
- ☐ Negative discussions are OK, so long as they aren't personally directed
- ☐ Privately acknowledge them about their thinking
- ☐ Focus on how pleased you are with their procedures
- ☐ Solicit their insights and suggestions
- ☐ Show them by what you do, not what you say

ADAPTING IN DIFFERENT SITUATIONS: IN LEARNING ENVIRONMENTS

DOMINANT STYLE

- ☐ Likes to learn quickly; may be frustrated with a slower pace
- ☐ Has own internal motivation-clock, learns for their own reasons, not for anyone else's reasons
- ☐ May like to structure their own learning design
- ☐ Does okay with independent self-study
- ☐ Defines own goals
- ☐ May have a short attention span

INFLUENCING STYLE

- ☐ Likes learning in groups
- ☐ Interacts frequently with others
- ☐ Responds to extrinsic motivation, praise, and encouragement
- ☐ Needs structure from the facilitator; may lose track of time
- ☐ Needs "what to do" and "when to do it"
- ☐ May exceed deadlines if left on their own and learning may be completed late

STEADY STYLE

- ☐ Accepts a balance between individual and group work
- ☐ Shows patience with detailed or technical processes
- ☐ Likes journaling and follow-through
- ☐ Prefers explicit instructions
- ☐ Wants to know the performance outcomes and expectations
- ☐ May need help in prioritizing tasks if a long assignment; may take criticism personally

CONSCIENTIOUS STYLE

- ☐ Prefers individual work over group interaction
- ☐ Accepts more impersonal training, such as remote or on-line
- ☐ Has high expectations of their own performance
- ☐ Will structure their own activities only with explicit goals and outcomes established
- ☐ Emphasizes details, deep thinking, and theoretical bases for the learning
- ☐ May get overly bogged down in details, especially if the learning climate is pressured

TENSION AMONG THE STYLES EXERCISE

Even if you have the highest regard toward a person, tension can exist in a relationship where styles are different. If this is behavior related, applying The Platinum Rule® - Treat others the way THEY want to be treated – may be helpful. Complete this exercise to gain insights on how to improve tense relationships. If you feel comfortable, you may discuss with the other person things you can do to ease the tension.

Style: _____

Pace: _____

Priority: _____

RELATIONSHIP

SAMPLE

Name: John Doe

Style: High I

Pace: Faster-paced

Priority: People-oriented

Difference: Pace and Priority

Strategy: Be more personable, social, upbeat, and faster-paced with John

RELATIONSHIP 1

Name: _____

Style: _____

Pace: _____

Priority: _____

Difference: _____

Strategy: _____

RELATIONSHIP 2

Name: _____

Style: _____

Pace: _____

Priority: _____

Difference: _____

Strategy: _____

GUIDELINES TO HELP YOU EXPLORE AND APPLY WHAT IS IN THIS REPORT.

1. The scores in this report are a snapshot in time. These scores represent your preference-pathways (desires, such as being in control or not) at the time you completed the survey. These are not lifelong motivators from which you have no choice or power to influence. Your scores are not the end of your learning they are the beginning of what you have learned.
2. There are no good or bad scores to have, but there are consequences. If you do not like the level of effort you feel toward your goals, how you are behaving toward others or how others are behaving toward you, you can influence them through intended behavior and emotions (See your DISC).
3. The key is to understand your motivational preferences so you can flex with the situation to encourage progress.

WHAT WORKS?

- ☐ Decide what level of effort and intensity (energy) you want to use moving forward.
- ☐ Pick one simple behavior such as how long you take to think through a problem or how you endeavor to get what you need from someone.
- ☐ Make it easier to do using your motivational orientation you have right now, rather than finding a greater or a more difficult motivational element.
- ☐ It is important for you to develop a practical understanding of your own motivational orientation so you do not trick yourself into feeling you lack motivation. We are all motivated but we may lack the “emotional energy” (your natural/concealed DISC graph) for the process of getting what we want.

WHAT IS PROVEN NOT TO WORK?

- ☐ Not starting or giving up.
- ☐ Getting more information. Information may help to change your attitude and intention but information alone does not work well to change your behaviors. Advice is hard to give and receive. When you hear advice, you may not be sure it will work for you. The way to get unstuck is not becoming extreme by exaggerating your efforts or stopping them altogether. Try doing something small and then look at the evidence.
- ☐ Wanting to get better at something is easy. Sticking with small changes is a different story.
- ☐ Avoid pursuing “ideal motivational activities or work.” Instead, improve your pursuit of vital work/activities using your natural motivational orientation within this report.

TINY STEPS, BIG RESULTS PLAN

You are only a few behaviors away from making progress.

WHERE DO I CURRENTLY EXCEL AT WORK AND WHAT MOTIVATORS ARE IN PLAY ALREADY?

WHICH MOTIVATORS DON'T NEED ANY ADDITIONAL ATTENTION?

WITH WHICH MOTIVATORS AM I CURRENTLY STRUGGLING AND NEED AN EXTRA BOOST?

USING MY UNDERSTANDING OF MY MOTIVATIONAL ORIENTATION, WHICH TYPES OF ADDITIONAL MOTIVATIONS WOULD WORK BEST FOR ME RIGHT NOW?

USING MY UNDERSTANDING OF MY MOTIVATIONAL ORIENTATION, WHICH TYPES OF ADDITIONAL MOTIVATIONS WOULD NOT WORK FOR ME RIGHT NOW?

CHOOSE ONE HARMFUL INFLUENCE ON YOUR MOTIVATIONAL ORIENTATION (TAKE IN SMALL STEPS) TO ACT ON TODAY. THEN, PRACTICE AND REPEAT.

CHOOSE ONE POSITIVE INFLUENCES ON YOUR MOTIVATIONAL ORIENTATION (TAKE IN SMALL STEPS) TO ACT ON TODAY. THEN, PRACTICE AND REPEAT.

WE ALL ARE MOTIVATED TO GET BETTER BUT WE GET STUCK WITH THE PROCESS WE MUST GO THROUGH TO MOVE TOWARD WHAT WE WANT. HOW CAN I MAKE THE PROCESS OF MAKING PROGRESS SMALLER AND SIMPLER? LIST UP TO THREE (3).

SO NOW WHAT?

This report is filled with information about your behavioral and motivational style and the styles that you will encounter in others. There are many suggestions in the application section of this report for you to apply this information. Take the next step and **DO** the exercises. Don't put this report on a shelf or in a file. Knowing your own style is just the beginning— you must be able to apply this information to improve all of your relationships.

Continually use this report as a reference tool. It contains a lot of information and was never meant to be digested in a single reading. Experiment with making a few changes in your behavior and examine the results. You might be surprised!

Remember The Platinum Rule® - “Treat others the way THEY want to be treated.”