

KIDS DISC PROFILE

*With resources for
Kids, Parents, Teachers, and Coaches*



WHICH BIRD(S) ARE YOU?

Report For: **Sample Report**

Date: **3/20/2024**

Sample's style



D I **ONLINE**
S C **DISC**
PROFILE
A DIVISION OF THE TEAM APPROACH®

About this report

Welcome Sample!

Sample, this is a chance to learn about yourself! That's right. This report was created just for you. Inside its pages, you will discover how special and unique you are. Your bird style is your superpower and we are going to help you be the best that you can be.

For Sample's parents, you will gain a deeper understanding into what makes Sample tick. Take the time to reflect on who you are and consider whether you are honoring who Sample is or are trying to turn Sample into a copy of you. Do you recognize and celebrate Sample's strengths instead of harping on fixing what you perceive to be weaknesses? Here's your chance to help Sample soar!

For Sample's teachers and coaches, do you teach all of your students in the same way or do you consider each student's unique needs? In this report, you will discover exactly what Sample needs from you to thrive.

For adults who are familiar with the DISC styles, you may already know that they parallel the elements in China, the humors by Hippocrates, the elements by Aristotle, and the directions and animals in the medicine wheel by the Native Americans. In this report, the styles are represented by four birds. Of course, they all have strengths and challenges. But one thing is certain, they help to make up who we are, and they enable each of us to lead happy and productive lives.

So Sample, it's time to take flight and discover who you are!

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Hey! Who are you?

Sample, this is a chance to learn about yourself.

That's right. This report was created just for **YOU!**

A **big** part of who you are is what we call your **bird style**. Knowing your bird style is a **superpower** that can help you live your best life, be your best self, and build the best relationships.

Here are some very important things to remember:

- ✓ You are *perfect* just as you are.
- ✓ There's no such thing as a *good* or *bad* style. Everyone, including you, has something unique and precious to offer the world.
- ✓ All birds have *strengths* and *challenges*.
- ✓ We can be a combination of different birds at different times.

Now, you might be wondering, how do I know my bird style? And, how can I figure out someone else's bird style?

We're glad you asked. Let's meet the birds.



Which bird are you?

There is a simple way to understand the different types of styles. All you need to remember are four birds: **Eagle, Parrot, Dove, and Owl.**

When you picture an **Eagle**, what do you see? Eagles are powerful birds who fly high in the sky above the forests, lakes, and rivers. They are at the top of the food chain! If they see something they want... WHOOSH! They dive down and get it.



Kids with the Eagle style are confident, determined, and competitive. They say what they think and do what they want. They take charge and take action. They make quick decisions and aren't afraid of risks. They love to win and hate to lose.

Next, imagine a **Parrot** in the trees of the jungle with all their bird friends. Can you hear the noisy Parrot cawing out loud? Do you see the bright, colorful feathers that attract everyone's attention? Can you picture all the fun that Parrot has flapping around with other birds?



Kids with the Parrot style are enthusiastic, smiley, and social. They love to talk, laugh, and joke around with friends. They try new things and come up with wild ideas. To be a Parrot is to be the life of the party—and a bit of a mischief maker!

Now it's time to picture a white **Dove** on a shady, quiet tree branch. The Dove coos softly and kindly with a few other birds. The Dove would never hurt anyone. The Dove is there to support other birds and keep them out of trouble.

Kids with the Dove style are thoughtful, helpful, and caring. They love to do nice things for others. They think about how others feel and always try to help them. Doves have big hearts and can be counted on to be warm and friendly.



Last, picture an **Owl** perched in a nest with wide-open eyes. The Owl notices every little detail of the forest—every color, every animal, every gust of wind. The forest is fascinating and fills the Owl with curiosity and questions. The Owl wants to know everything!



Kids with the Owl style are precise, analytical, and careful. They have a reason for everything they do and say. They are organized and consistent. They like to plan ahead and learn everything they can before making decisions.

Introduction

Report for Sample Report

Motto:
I got this!



EAGLE



Confident



Daring



Takes charge



Independent



Competitive



Fast-paced

Focuses on: Getting things done

Listens for: What's the point?

Looks for: Action

Takes Risks: You bet!

Likes: Adventure

Best reward: Trophies

Talking Style: Speaks up

Helps others to: Get moving



Dislikes



Losing

Too many rules

Lack of power

Motto:
We can do it!



PARROT



Outgoing



Optimistic



Energetic



Talkative



Creative



Social

Focuses on: Being positive

Listens for: Something to share

Looks for: Fun

Takes Risks: You bet!

Likes: Lots of friends

Best reward: Cheers and confetti

Talking Style: Tells stories

Helps others to: Get motivated



Dislikes



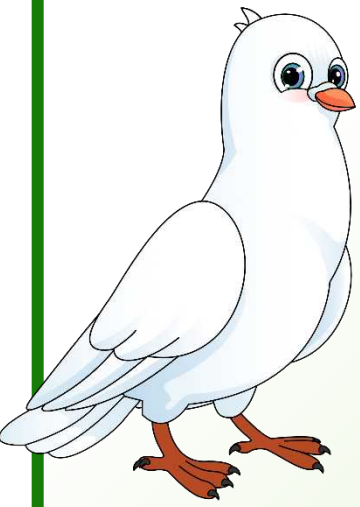
Negativity

Details

Boring routines


Introduction

Report for Sample Report




DOVE


Motto:
Let's help each other!




Supportive




Patient




Friendly



Good listener




Caring




Team player

Focuses on: Bringing harmony
Listens for: How you feel
Looks for: Kindness
Takes Risks: I'll help you do this
Likes: Helping people
Best reward: Sincere thanks
Talking Style: Polite
Helps others to: Cooperate

Dislikes




Conflict
Insensitivity
Sudden change




OWL


Motto:
Think about it!




Detailed




Logical




Polite



Deep thinker




Organized



Questioning

Focuses on: The fine details
Listens for: Does it make sense?
Looks for: Accuracy
Takes Risks: Calculated ones
Likes: Feeling smart
Best reward: Success
Talking Style: Thoughtful
Helps others to: Do better

Dislikes



Disorganization
Inaccuracy
Being rushed

EAGLES



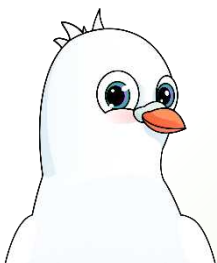
In the wild, Eagles are wired for the big picture and often claim a territory that spans a great distance. They're in charge! They're all about certainty, authority, and confidence. Without hesitation, Eagles can dive out of the sky and seize their prey in mid-flight. Eagles are so driven to achieve their goal, once their talons have locked onto their catch, they will not let go. That's commitment! Eagles are designed for vision, power, and results.

PARROTS



Enter a forest filled with Parrots and you will immediately feel their energy. They are colorful, exciting, and talkative. They're social creatures that love to be where the action is ... so they can comment on it. Parrots are always moving and looking for fun and excitement. They are the ultimate multi-taskers who jump from one object to another, then back again to what originally caught their attention. Parrots are truly the life of the forest.

DOVES



Unlike Eagles who demand their space, Doves will nest with hundreds of other Doves nearby, sharing resources and creating a peaceful environment. Throughout history, Doves have been a well-known symbol of peace and love. Doves focus on the needs of those in their flock and when they find food, they are quite willing to call to their friends to share in the feast. As creatures of habit, Doves have been known to travel in groups of up to 4000 birds to return to their former nesting sites.

OWLS



With large, powerful eyes and a turn of the head, Owls can see 270 degrees around them and are equipped to take in every detail of their world. Owls can spot a mouse in near darkness and their directional hearing is so precise, they can adjust their path in mid-flight. The incredible accuracy of the Owl is clear in everything they do. Owls don't seek the spotlight. In fact, they work mostly at night and there are more than you might expect.

Strengths and Challenges

Every bird style has strengths and challenges. What strengths and challenges, from the chart below, do you see in yourself? Also ask your parents or teachers which of these they see in you.



Strength

Challenge



Confident
Takes charge
Independent
Competitive

Arrogant
Bossy
Rejects direction
Ruthless



Outgoing
Talkative
Creative
Fast-paced

Attention seeking
Poor listener
Impractical
Careless



Patient
Friendly
Good listener
Team player

Open-minded
Clingy
Doesn't speak up
Follower



Detailed
Questioning
Deep thinker
Organized

Picky
Suspicious
Critical
Inflexible

You ready for the lowdown?

You are a combination of EVERY bird!

We each have some Eagle, Parrot, Dove, and Owl in us—but we don't have equal parts of each style. You can be any combination of birds. You can have more of one bird style and less of another, but they will still be a part of you!

One way you can know which of your bird styles you show the most is by how tall they are. If a bird is taller than any other, that bird is the biggest part of you. If you have a bird that is shorter than any other, that bird is a part of you too, but it might not show up as much or as often.



EAGLE

- ONE BIRD = MOSTLY one style

Example: mostly Eagle

- You do a lot of Eagle-ish things
- Sometimes might do things like a Parrot, Dove or Owl



EAGLE/Parrot

- TWO BIRDS = A LOT of one style, and some of another style too

Example: A lot of Eagle and some Parrot

- Many Eagle behaviors, but also a lot of Parrot too
- Sometimes might do things like a Dove or Owl



EAGLE/Parrot/Owl

- THREE BIRDS = A LOT of one style, but some of two other styles too

Example: A lot of Eagle and some Parrot and Owl

- Many Eagle behaviors, but also a lot of Parrot and Owl too
- Sometimes might do things like a Dove

The time has come to reveal which birds you are. Ready?



Sample's bird style

Sample's style

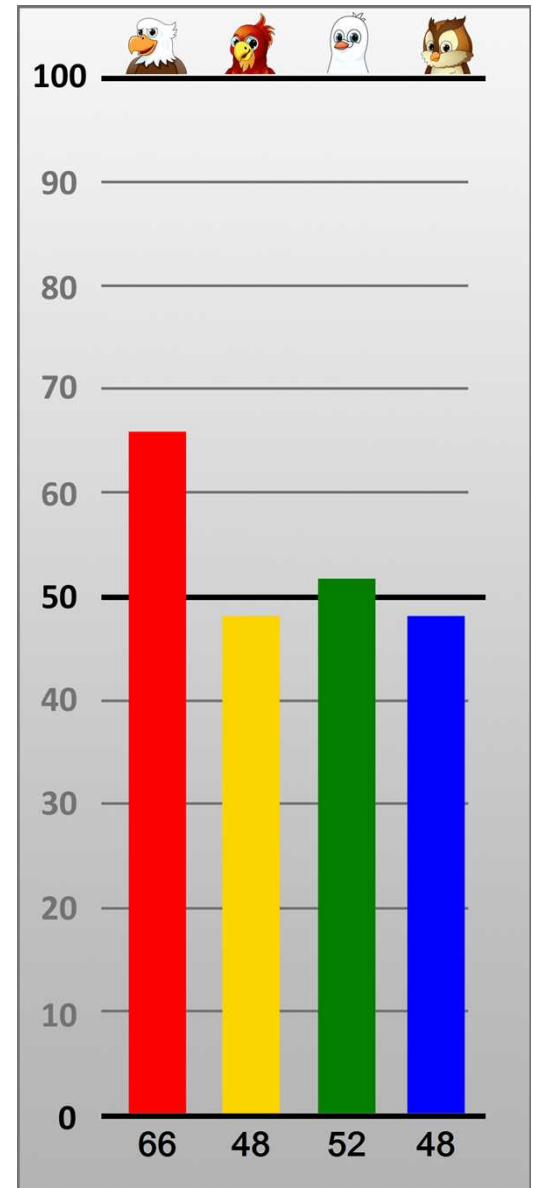


Notice how the graph to the right shows that you have some bird styles that are stronger than others. That's true for everyone. The higher the point on the graph, the more you show that bird style. The lower the point, the less often you show that style. Of course, you can be any bird at any time, but this graph shows the birds you are likely to be most of the time.

Sample's style description

The Eagle style is confident, determined, and competitive. You say what you think, prefer to do what you want, and are not afraid to try new things, take charge, or take action. Eagles love to win and hate to lose.

The Dove style is thoughtful, helpful, and caring. You love to do nice things for others and probably think about how they feel. You always try to help when you can. Doves have big hearts and can be counted on to be warm and friendly.



Sample's bird style

Sample, you bring kindness and hard work to everything you do. When people are treated unfairly, you do something about it. You know what is right and what is wrong. You cannot stand by and watch bad things happen to good people. Your superpower is standing up courageously for what you believe in.

At home, you probably try to get along with everyone for the most part. You do chores if asked and don't argue with your siblings. You tend to listen rather than speak first, but you won't hesitate to tell your family members how you feel and why. If you realize that you did something wrong, you apologize and try to make it right. When something is important to you—and you need permission to do it or buy it—you'll speak from the heart in a direct way, so everyone knows what you think.

At school, teachers find you to be responsible and a good leader. You probably don't want to disappoint them and will work hard to meet expectations. In group projects, you want everyone to share their ideas, and you may like to take the lead. When kids are mean to other kids, you stand up to the bullies—not physically, but by using your words. You want people to know what they are doing is not ok and will tell them to behave differently.

In your extracurricular activities—things like sports, arts, theater, school clubs, and volunteering—you want to be supportive, and you want to win. In sports, whether you win or lose, you high five your opponents after and always support your teammates, even when they make mistakes. When coaches give critical feedback, you may feel upset at first but then will pay attention and work hard to improve. Volunteering may be important to you because it's a chance to help fix big problems, like hunger and homelessness.

Standing up bravely for your beliefs is quite a superpower, but like all powers, it comes with challenges. First, you may feel so strongly about an issue—like helping people in need—that you get mad at family and friends who don't care as much as you do. You may feel disappointed in them, especially if you respect them. How can they not do something to help?! Be understanding, though, and keep standing up for what you believe. Just because they aren't ready to help now doesn't mean that they won't ever be. It can take time for some people to take action.

Second, you may sometimes feel that nothing you do is good enough. For example, you may decide that bringing food to your local food bank is helpful, but not helpful enough. What about the millions of people starving in other countries? When people compliment you for helping, you might feel like you don't deserve it. Don't be so hard on yourself. Solving global problems takes a lot of time. These challenges took many lifetimes to create and could take many years to solve. Even small steps lead to big changes.

Third, be careful of being too stubborn and locked into your way of doing things. The Dove part of you might like to do things how you've always done them. Your inner Eagle might believe that your way is the only way. Be open to trying new things and new ways of doing them. Flexibility is a very important part of success.

Sample, to be an Eagle and Dove is to play a special role in your community—and maybe even change history. Our big human family needs leaders like you who will stand up courageously for what is right. In doing so, you may face criticism and pushback, even from people you love and respect. You have the heart and drive to achieve your vision. Don't settle for anything less!

Bird style at school

One of the most challenging but rewarding parts of being a kid is going to school. For most of the year, you get to learn important skills in a place filled with EVERY type of bird. Your teachers, classmates, and friends all have different styles. That means that their habits, needs, strengths, and challenges could be different from yours.

When you're at school, how can you best share your superpowers and overcome challenges? What will help you get along with people, learn amazing things, and earn good grades?



Do:

- It's important to learn how to work well under pressure. You may need to practice moving through some assignments more quickly or take your time on some assignments that need more attention.
- Encourage friends who are struggling with schoolwork.
- Ask questions that other students may not be comfortable asking.
- Try to raise your hand in big classes. It's good practice, and people value your contributions!

Don't:

- Don't get upset if teachers correct something you did. They want to help you improve!
- Don't interrupt your teachers or classmates. Let everyone finish what they have to say before you speak.
- Don't insist that other students play the games you want to play. Be open to their choices.
- Don't just talk with the same people each day. Making new friends can be great.



Family and Friends

The people we love most don't necessarily share our bird styles. Your extended family and group of friends probably include many combinations of Eagles, Parrots, Doves, and Owls. That is awesome because every style has something special to offer! That is also hard because different styles can clash. They argue not because one person is wrong and the other is right, but because their styles lead them to see the same situations differently.

The key to getting along with your family and friends is to be aware of your bird style. Some of your tendencies can make relationships strong and rewarding. Some of your tendencies can cause conflicts and stress. These dos and don'ts will help you make the best of relationships.



Do:

- Be willing to try new foods, games, and experiences. You might discover something you like!
- Speak up if you feel like you or someone you know is being treated unfairly or disrespectfully.
- Share your toys and games with your siblings. They'll be more likely to share their stuff too!
- Express gratitude and say "thank you" when your parents provide something nice like a special meal.

Don't:

- Don't think that your opinions are always the right ones.
- Don't assume that others know what you want. Don't be afraid to ask for what you desire.
- Don't tattle on siblings until you've tried encouraging them to do something differently.
- Don't try to take advantage of your siblings by getting them to do chores you are supposed to do.

Sports and Activities

Your style travels with you everywhere you go, including to your favorite hobbies and activities. Whether your passion is sports, theater, singing, science, or volunteering, you will have to work with many different styles. Great teams and groups are almost *always* a diverse mix of birds! Every community needs Eagles, Parrots, Doves, and Owls to reach its potential.

By becoming aware of your style's strengths and weaknesses, you can help your team and community thrive. How, you ask?



Do:

- Recognize that you can't always win. Congratulate the opposing team.
- Be vocal while playing the game - if you are going to make the play, like catching the ball in baseball, let your team know.
- Look for ways to learn from failure or a loss.
- Work hard and motivate your teammates to do the same. Many of them look up to you!

Don't:

- Don't be too hard on yourself if you struggle with a new activity. It takes time to learn!
- Don't blame others when you or your team loses. Losing is an opportunity to learn.
- Don't complain to your parents about something you can talk to your coach about.
- Don't be angry at coaches who ask you to practice in new ways! Variety can test your skills.

Adaptability - How to use your Superpower

Now that you know your bird style and understand the birds, you will see them everywhere!

Every community needs Eagles, Parrots, Doves, and Owls to reach its potential. Your parents, teachers, classmates, and friends all have different styles. That means that their habits, needs, strengths, and challenges could be different from yours.

Did you know that most people think that everyone else wants to be treated the same way they do? That just isn't true. **People like to be treated the way they want to be treated.**

What does that mean? Well, Eagles like to be treated like Eagles. Parrots like to be treated like Parrots. Doves like to be treated like Doves, and you guessed it - Owls like to be treated like Owls.

To treat others the way **they** want to be treated, you may need to **change your behavior**. So how can we flex our bird style to build better relationships with others?

When you learn how to use all four birds—Eagle, Parrot, Dove, and Owl—you can switch birds whenever you need, just like how Chameleons switch the color of their skin. This is how you use your Superpower and it's called **ADAPTABILITY**.

On the next page, we give you some suggestions.



Information for You

Report for Sample Report

Sample, here is how you can interact with other bird styles

Do be kind and patient with Doves. They will be thankful for that and open up to you.

Do laugh, joke, and have fun with your Parrot friends. They love the attention!

Do ask your Owl friends tough questions. They love puzzles and challenges to think through.



Don't criticize Doves or yell at them. You are likely to hurt their feelings.

Don't boss Parrots around. They like having freedom and sharing their ideas too.

Don't force your Owl friends to make quick decisions about anything. They need time to think.

Do tell Eagles exactly what you think. They like to debate and don't care if you disagree.

Do invite Doves to speak one-on-one. They may be quiet in groups but really enjoy personal conversations.

Do give Owls details about what you want to do and why. They want to hear your reasoning!



Don't give impatient Eagles tons of options and ideas. Just pick your favorite one!

Don't force Doves to be in the spotlight! They don't like speaking in front of a big group.

Don't rush Owls to follow along with your crazy plans! They need time to think about them first.

Do tell Eagles how you feel and think. They aren't great at guessing other people's feelings.

Do give your Parrot friends time to share their stories and ideas. They like being heard.

Do invite Owl friends to play one-on-one or in small groups. They can be shy too!



Don't take it personally if Eagles get loud and bossy. Appreciate that they like to take charge.

Don't assume that Parrots remember birthdays, playdates, or homework. They can forget that stuff.

Don't force Owls to organize things or play the way you do. They can be a bit particular.

Do challenge your Eagle friends! They like a good argument, as long as you're quick about it.

Do let Parrots talk and share ideas! They think out loud, whereas you probably think quietly.

Do hang out with your Dove friends in small groups or one-on-one. They can be shy in big groups!



Don't be offended if Eagles stop listening or interrupt before you finish. They don't like details.

Don't attack Parrots' ideas! Be accepting and ask questions. Help them see what is missing.

Don't attack or criticize how your Dove friends feel. Try to understand them instead.

Action planning for Sample

What are some of your greatest strengths that make you special?

How might your challenges get in your way and what can you do to make sure your bird style helps you rather than hinders you?

What can you do that will help you build stronger relationships with friends or siblings?

What could you do that would help you get along better with your parents?

What would help you to be more successful in your favorite activities or sports?



Parenting the four styles

In this report, you learned about the Eagle, Parrot, Dove, and Owl styles. Now, it's time to discover how the power of the bird styles can help you raise Sample. To begin, notice how different the four styles can be, and how that might shape your approach to parenting.

Eagle children are likely to challenge your authority at home. They don't hesitate to argue with peers and adults. They can get into trouble at school for being too blunt or defiant. At the same time, they earn respect for standing in their superpower, taking risks, and striving for high achievement.



Parrot children are talkative and thrive in creative and social pursuits. They tend to enjoy spending time with large groups of friends and classmates. Remembering chores and homework may not come naturally for Parrots, who prefer to have fun and avoid the boring parts of life. Energetic, spontaneous, and unfiltered, Parrots can be as disruptive as they are entertaining.

Dove children are quite sensitive and may have cried easily as young children. Naturally shy and reserved, Doves might hesitate to meet new people, try new things, or let go of old habits. However, Doves tend to listen attentively, follow rules, and meet deadlines. Empathetic and giving, Doves support their friends through challenges and find joy in helping others flourish.



Owl children are the "Why?" kids. They ask lots of questions and move slowly but methodically through their chores and homework. They often get absorbed in solo activities like playing a video game, solving a puzzle, or honing a craft. They likely follow the rules, but ask you why the rules are necessary to begin with.

Because Eagles, Parrots, Doves, and Owls have innate differences, they respond best to different ways of parenting. The goal here is to discover how you can reinforce your child's strengths while building greater awareness of style-based challenges and differences.

Information for Your Parents/Guardians

Report for Sample Report

As you think about your child, you might be thinking about what type of adult they may become.

Below is a description of the four bird styles as adults.

Eagle tendencies include:

- Getting immediate results
- Causing action
- Accepting challenges
- Making quick decisions
- Questioning the status quo
- Solving problems

Eagles desire an environment that includes:

- Power and authority
- Prestige and challenge
- Direct answers
- Opportunity for advancement
- Freedom from controls
- Many new and varied activities

To be more effective, Eagles may need to:

- Communicate more respectfully under stress
- Consider all options before deciding
- Be aware of the emotional needs of others
- Verbalize reasons for conclusions
- Relax and slow down the pace
- Listen more effectively



Parrot tendencies include:

- Engaging and interacting with people
- Making a favorable impression
- Motivating and inspiring others
- Generating enthusiasm
- Viewing people and situations optimistically
- Participating in a group

Parrots desire an environment that includes:

- Popularity and social recognition
- Public recognition of accomplishments
- Freedom of expression
- Freedom from control and detail
- Opportunity to verbalize ideas
- Positive and upbeat work environment

To be more effective, Parrots may need to:

- Be more realistic in ideas and expected outcomes
- Complete one task before starting another
- Set priorities and deadlines
- Talk less and listen more
- Follow through on commitments
- Pay more attention to details



Owl tendencies include:

- Concentrating on important tasks
- Checking for accuracy
- Thinking analytically, weighing pros and cons
- Being diplomatic with people
- Analyzing performance quality
- Using a systematic approach to solve problems

Owls desire an environment that includes:

- Clearly defined performance expectations
- Valuing quality and accuracy
- Control over factors that affect performance
- Opportunity to ask “why” questions
- A framework to work within
- Time to perform up to their high standards

To be more effective, Owls may need to:

- Consider the intent of rules and guidelines
- Tolerate ambiguity
- Develop tolerance for conflict
- Delegate important tasks
- Exhibit enthusiasm and excitement for success
- Make decisions without all of the information



Dove tendencies include:

- Desiring to help others
- Showing loyalty
- Listening with empathy
- Demonstrating patience
- Mediating conflict
- Performing in a consistent, predictable manner

Doves desire an environment that includes:

- Maintenance of the status quo
- Predictable routines
- Calm working conditions
- Sincere appreciation
- Identification with a group
- Minimal conflict

To be more effective, Doves may need to:

- Validate their own self-worth
- Set limits with others
- State needs during times of change
- Be more assertive
- Step out of their comfort zone and try new things
- Accept that conflict may lead to a better solution



Parenting Sample: Overview

In the pages that follow, you will learn about the nuances of Sample's bird style. The following bullets offer a high-level overview of Sample's style that will get you started.



Parenting:

- Sample is probably stubborn. You may find it difficult to change Sample's behaviors, beliefs, and habits without offering an incentive.
- Sample is likely a risk taker, provided it's for the greater good. In words or deeds, Sample sees how far boundaries, rules, and norms can be pushed.
- Sample might struggle to forgive people who cause hurt feelings. Although Sample may hide it, grudges can be held for a long time.
- Sample's bedroom and personal spaces are probably organized in a specific way - their way. Sample likely finds comfort in knowing where possessions are at all times.
- Sample probably finds comfort in habits, traditions, and consistency. Moments of quick or intense change might be difficult for Sample, unless Sample was the initiator of the change.
- Sample has strong feelings about what is right or wrong and just or unjust. Sample probably wants everyone to be treated fairly and compassionately.
- Sample will convince peers that the best way to help themselves get their needs met is to help others.
- Sample needs to create consensus, but may push others into agreeing even if they are not fully on board.



Parenting tips for Sample

In families, bird style differences can be a source of great joy, but also of tension and conflict. Although your children may share your genes, that doesn't mean they share your style. You might want your child to be more gentle, assertive, social, organized, etc., but that might be unnatural for their style.

If we try to force our Eagle, Parrot, Dove, or Owl ways on a child with a different bird style, we inadvertently send the message that who they are is not okay. This can lead to anxiety, conflict, and low self-esteem.



Rather than treat our children the way we would want to be treated, we must strive to parent our children in the way they need to be parented. Remember, it is VERY LIKELY that if you have more than one child, you'll have all different birds in your nest! Pay attention to what each of your kiddos needs as an individual. Try to understand all the birds in your family and what each one might specifically need from you. The following pointers about your child's style can help you accentuate their strengths and manage their challenges.



Parenting Tips:

- Arguments and conflicts can intimidate Sample, but Sample will overcome this fear to defend others.
- Sample may object to rules if they think they are not fair for everyone. If necessary, it may be helpful to explain to Sample why the rules are appropriate.
- Sample is probably sensitive and easily upset. It's important to be patient and kind when correcting Sample's behavior, and also explain how this will benefit Sample in the future.
- Sample probably takes comfort in routines and familiarity. Rather than surprise Sample, give a heads up before you change a family routine or alter Sample's schedule.
- Sample takes pride in visible achievements like earning sports trophies and high grades. Help Sample set healthy goals that focus on personal growth and learning, not just accolades.
- At home, Sample is likely content to play alone or with one person. Try to provide Sample with time and space for that calm, predictable opportunity to unwind.



Sample's relationship habits

As our children mature, their relationships grow beyond our sphere of influence and observation. We, of course, try to model and nurture habits that will help our children become good friends, good students, good workers, and good citizens. However, our children's styles will shape their relationships in ways that go beyond our control.

The habits of communication, collaboration, and decision making that your child develops now can shape how they navigate relationships as teenagers, young adults, and perhaps even as parents. Below, you'll find some of the interpersonal strengths and weaknesses associated with your child's bird style. Awareness of these can help you guide your child through the joys and challenges of dealing with people.



Relationship Habits:

- Sample tends to hold grudges for a long time. Something said long ago may still upset Sample today and may influence relationships negatively.
- Sample may not admit wrongdoing in a conflict or refuse to apologize, unless the other party also apologizes.
- Sample tends to communicate feelings and emotions as opposed to iron-clad thoughts or beliefs.
- Sample may become stubborn and insistent if Sample feels like something is unfair.
- Sample is collaborative but says yes too easily and ends up feeling upset about doing too much work.
- Sample is likely to build friendships around shared activities and goals.



Keeping Sample safe

Of all the responsibilities we bear as parents, none is more important than looking after the safety, health, and well-being of our children. No matter how attentive we are though, our kids eventually suffer physical injury and emotional pain. And at some point, our children may cause others to feel pain, by intention or by accident. Sadly, these are unavoidable parts of life.

Awareness of your child's style can help you anticipate some of the ways your children may endanger their own safety or that of others.



Safety:

- Telling Sample not to do something will encourage Sample to try it, just because you said no. Give them alternatives instead.
- In relationship conflicts, Sample is likely to feel hurt or angry and say something regrettable.
- Sample may be likely to be picked on because Sample reacts emotionally to antagonists.
- When Sample sees friends or family members treated disrespectfully, Sample may respond aggressively.
- When Sample feels mistreated, passive-aggressive behaviors may be used to manipulate others.
- Sample tends to be risk-averse but may not always avoid situations where some risk or danger is possible.



Action planning for Sample's parents

What parenting behaviors do you currently display that demonstrate you understand Sample's style-driven needs?

As a parent, what do you need to start doing so that you honor Sample's unique style?

What do you need to stop doing, so you refrain from trying to turn Sample into someone else?

How can you help Sample build better relationships?

How can you parent Sample to help ensure safety and security?



Teaching to the four bird styles

In this report, you have learned about the Eagle, Parrot, Dove, and Owl bird styles. Now, it's time to examine style from the perspective of an educator or coach. How can you bring out the best in Sample by tapping into the power of style?

Every classroom presents a unique style dynamic. Some students work well together and others clash. Likewise, some students respond well to your natural style, and others might not. Different styles present different challenges.

Eagles, for instance, are inclined to challenge authority. They have nothing against you personally. They just seek power and therefore clash with whoever is in charge. They may test you to find out where the boundaries are. But if you can harness an Eagle's drive for achievement, you can bring out their best and temper more disruptive behaviors.

Parrots, on the other hand, love attention and will speak whether you've called upon them or not. They enjoy laughs from their peers and praise from you. And most of all, they want to have fun. By adding creativity, games, and collaboration into classroom activities, you might engage Parrots in rigorous learning without triggering their disdain for rote schoolwork.

Doves, often the quiet listeners and diligent notetakers, might seem easier to manage. Yet they may struggle in classes that demand out-loud participation or that subject students to high-pressure, timed tests. They're much more likely to participate in small groups or when they can speak with you one-on-one. They thrive when they feel understood and supported.

Owls want independence and time to solve interesting problems. But without specific directions and chances to ask questions, Owls might feel stressed and unmotivated. Owls also struggle in group projects, where they worry about losing control over the outcome. Part of teaching Owls is helping them find a balance between perfectionism and forward progress.

You can't control which bird styles fill your classroom. However, as you gain awareness of each student's style, your ability to motivate and manage the classroom will improve. How you feel during class and the way you execute lessons might change in significant ways.



Teaching Sample: Overview

Let's take a bigger-picture look at Sample's bird style.



Teaching:

- Sample feels motivated by competition. Points, awards, grades, teams, and win-lose challenges can drive Sample to work hard.
- Sample is probably sensitive to criticism. It's important to express support and appreciation for Sample when giving feedback.
- Sample is likely to give short, confident answers to your questions. You may have to push Sample to elaborate on the reasoning behind the answers.
- After a hard question is posed followed by an awkward silence, Sample may be the first one to speak up, even if only to make others feel more comfortable.
- Sample probably seeks out positions of responsibility or importance. For instance, becoming the team captain or class assistant could be incredibly important to Sample.
- Sample is likely to speak up in class if a grade or classroom policy is perceived to be unfair.
- Sample probably follows class rules and expects others to do the same. Sample may be passive-aggressive towards students who test, bend, and break those rules.
- Sample probably prefers to work alone or in small groups. Achievement is personal for Sample.



Teaching or coaching Sample

When you meet students on the first day of school or at the first practice, you size up their bird style automatically. You can tell who is loud and who is quiet, who causes trouble and who follows rules, who does their homework and who doesn't, who collaborates well and who bickers. Without even meaning to, you pick up on the Eagles, Parrots, Doves, and Owls. Of course, those students size you up too! Are you flexible or rigid? Do you grade easy or hard? Do you laugh at mischief or send kids to the principal's office?

Managing 20+ styles in one room is no easy feat. The more you know about each bird style and how they tend to interact, the better you can motivate students, anticipate their weaknesses, and create an effective learning environment. Below, you will find some tips for managing Sample's style.



Teaching and Coaching:

- Sample probably does not handle pressure well. Help Sample develop strategies for managing timed tests, class presentations, and other performance-based evaluations.
- If you make a rule, Sample will notice if you break it or play favorites with particular students and is likely to speak up about it.
- Sample tends to be uncomfortable with change, even something as simple as new seat assignments. Try to give Sample a heads up about changes rather than announcing them suddenly.
- In group projects, Sample probably takes charge by asking the other children to share their opinions and how they think the workload should be divided.
- Sample is likely to give short, direct answers to questions. Ask follow-up questions to draw out details and critical thinking from Sample.
- Sample needs to feel safe and welcomed before speaking up. Be aware of class dynamics and try not to subject Sample to sarcastic or critical comments from other kids.

How Sample interacts with others

One of the most difficult parts of teaching and coaching kids is managing their relationships. Some kids bond tightly and work brilliantly together. Others clash. Some kids seem detached and isolated. Others reach out to those kids to make them feel welcome. With so many distinct styles in one room, there's potential for magic—and chaos.

Here, you can find some pointers on how Sample is likely to interact with other students.



Interacting with Others:

- When Sample feels mistreated by others, Sample tends to stand their ground and make sure the appropriate adults hear about it later.
- Sample tends to assign blame to others rather than take responsibility for failures.
- Sample tends to hold grudges against people for even minor slights. The grudge may come across as passive aggression.
- Sample wants to be seen as someone who is trusted and respected.
- Sample struggles to express preferences and may unfairly expect others to anticipate unspoken needs.
- Sample is generous and believes in sharing, and may even insist on it. This sounds great until the intended sharing item is not Sample's property or possession.



Providing feedback to Sample

In school and extracurricular activities, students gain self-awareness and grow through feedback. That feedback can come in many forms—grades, marked-up essays, conversations, wins, and losses. The way students respond to feedback has a lot to do with their bird style. Eagles, Parrots, Doves, and Owls may make the same mistakes, but that doesn't mean they'll respond well to the same feedback.

Below, you'll find principles and strategies for giving constructive feedback to Sample. You'll also find ideas on how Sample is likely to respond to forms of feedback that go beyond your control.



Feedback:

- Sample is consistent about practicing what you teach. Sample wants you to feel listened to and respected.
- During a plateau in performance, Sample may resist help and try to do more of the same until it leads to burnout.
- Sample can work on something difficult for a long time if given emotional support and encouragement throughout.
- Sample judges feedback based on your tone and whether it is given with the intention of help or improvement.
- Sample takes failure personally, and may unintentionally take anger or frustration out on others.
- Sample wants to be acknowledged for putting your feedback into action. That validation means a lot.



Action planning for Sample's teachers and coaches

What teaching or coaching techniques are you currently employing that demonstrate you understand Sample's needs?

How can you better honor Sample's unique style?

What do you need to stop doing, so you refrain from trying to turn Sample into someone else?

How can you help Sample to improve relationships?

How can you provide feedback in a way that will resonate with Sample's unique style?



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The Assessment Industry's Past and Present

Assessments have been used since the mid-20th century, initially relied upon by Fortune 500s, calculated by highly skilled PhDs and produced by only a handful of trusted developers. With the advent of the internet in the 1990s, the ability to produce, market, and sell assessments became exponentially easier and less expensive. Since then, it has developed into a kind of “global cottage industry” with hundreds of new assessment developers, producing thousands of different assessments. Each developer purporting its assessments to be scientifically accurate instruments - sold, resold and used by individuals and organizations of all kinds; including many of our largest institutions like Fortune 500s, major universities, world governments, and even military. Frighteningly, this “global cottage industry,” which produces data relied upon by millions, is entirely unregulated with nothing to ensure its consumers are receiving what they are being told and sold. There are zero requirements, safeguards, laws or regulations ensuring the consumer receives a scientifically accurate instrument - or even what the developers and sellers claim.

The Solution? Independent & Verifiable Testing by a Qualified Institution

The *Assessment Standards Institute (ASI)* provides our assessments with verifiably objective testing and reporting that meet standards set by the [American Psychological Association \(APA\)](#) and the [Equal Employment Opportunity Commission \(EEOC\)](#). This battery of tests is both voluntary and verifiably transparent. Our goal? To ensure this assessment's professional merit and scientific accuracy for you, the user. These reports are readily available upon request and include:

Construct Validity ([APA Standards](#))

Construct validity is one of the most central concepts in psychology. It is the degree to which a test measures what it claims, or purports to be measuring. Researchers generally establish the construct validity of a measure by correlating it with a number of other measures and arguing from the pattern of correlations that the measure is associated with these variables in theoretically predictable ways.

Reliability - Cronbach's alpha ([APA Standards](#))

This technique is regarded as one of the most robust measures of reliability and presents the highest 'bar' from which to compare. The readers should note that Cronbach's alpha is the method selected for this instrument, because of its high standards. The reader is encouraged to compare reliability coefficients presented herein to other vendors, and also to ask those vendors which reliability formulas they used to compute their reliability coefficients. Cronbach's alpha is a measure used to assess the reliability, or internal consistency, of a set of scale or test items. In other words, the reliability of any given measurement refers to the extent to which it is a consistent measure of a concept, and Cronbach's alpha is one way of measuring the strength of that consistency.

Disparate Impact ([EEOC Guidelines](#))

Employers often use tests and other selection procedures to screen applicants for hire and employees for promotion. The use of tests and other selection procedures can be a very effective means of determining which applicants or employees are most qualified for a job. However, use of these tools can also violate the EEOC Guidelines if they disproportionately exclude people in a protected group by class, race, sex, or another covered basis. Importantly, the law does allow for selection procedures to select the best candidates based on job related requirements. If the selection procedure has a disparate impact based on race, color, religion, sex, or national origin, the employer is required to show that the selection procedure is job related and consistent with business necessity. If discrimination exists, the challenged policy or practice should therefore be associated with the skills needed to perform the job successfully.