

DISC BASIC™ + MOTIVATORS

A Dual Evaluation of Behavioral & Motivational Styles

Sample Report

Style: DC

Date: 9/19/2023

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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

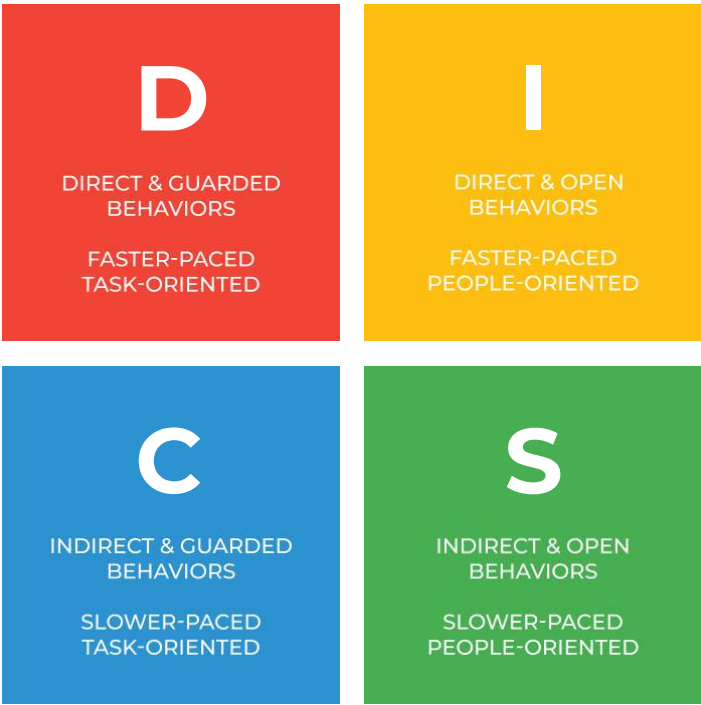
With this personalized and comprehensive DISC and Motivators combined report, you have tools to help you become a better you. The report is divided into 3 parts:

- **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.

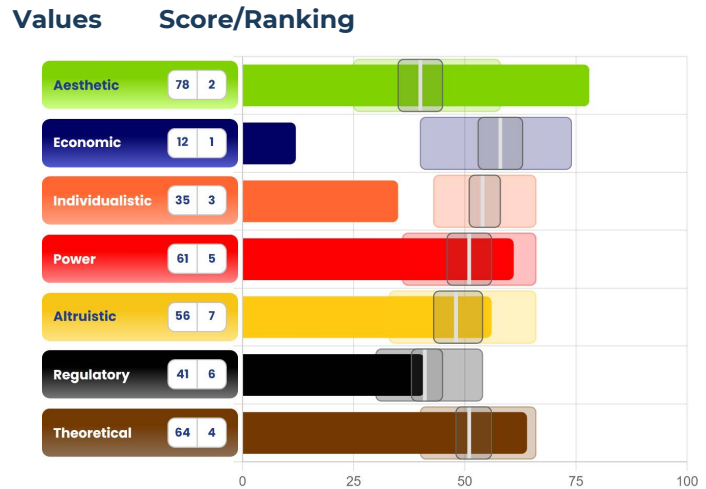
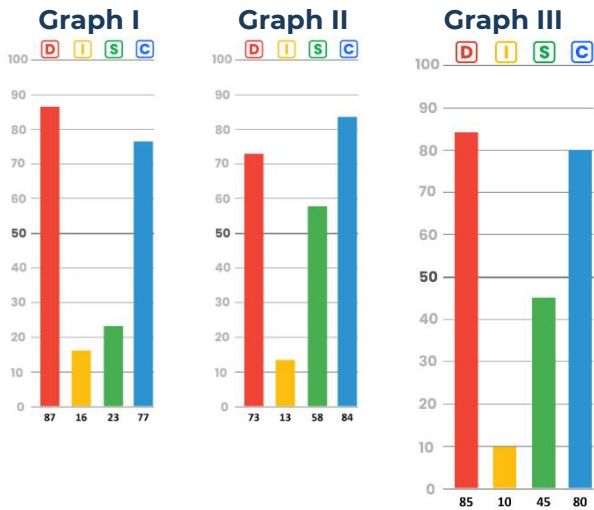
THE ELEMENTS OF THE MOTIVATION INDEX

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 tend to be assertive and responsive to creative ideas and solutions. When in creative mode, you may tend to withdraw a bit and process information internally. Once the decision has been made, or the solution created, you emerge as a more assertive and mission-focused leader. Sample, you score like those who push the envelope of their own creativity, and tend to lead their teams to optimal performance. To get the most out of this trait, be certain to display a more people-oriented side at times, so that others on the team can see this side of you as well.

Your decisiveness and reaction time may suffer due to a desire to investigate all facets of a problem and all potential solutions before making a final decision. Your detail-oriented nature may work against you by creating an internal bottleneck.

Careful analysis of your response pattern indicates that you may tend to have dichotomous ambitions: On one hand, you are driven to achieve quick, visible results, but you are equally motivated by strong quality control and perfection. In an ideal world, these drives could work in harmony, but in reality, they might well prove detrimental to the result. You may sometimes seek quick results at the expense of quality, or vice versa.

You tend to handle assertive and aggressive people in a blunt and critical way. If someone is "dishing it out," you can take it and also dish it right back to them. This may be somewhat intimidating to those in the workplace who prefer a softer approach, so be careful not to overreact. In your communication with others, you tend to provide just the facts and information needed to get the job done, or the question answered. Sometimes, however, it may be necessary to tolerate some off-topic discussion in order to build a rapport with others on the team.

Sample, your response pattern on the instrument indicates that you evaluate others by their ability to bring about change and accomplish a task quickly and accurately. That is, you hold others to the same standards to which you hold yourself. There may be some peers and team members that struggle to meet that standard. It's important that you provide others on the team with the resources and tools to assist them in prioritizing tasks, making decisions, and practicing good quality control.

You like to be perceived as a pacesetter -- one who comes up with new ideas and creative solutions. This theme will emerge in other parts of this report due to its importance. You bring a creative spin to the way you solve problems and find solutions. You have the ability to evaluate the whole range of possibilities, and provide deep mindshare on the decisions you make. This comes from both your decision-making ability and your deep concern for details.

Your responses to the instrument show that you tend to be non-aggressive with your input, in order to avoid making waves. You tend to be brief and concerned with the bottom-line, and thus may be perceived as abrupt.

You make day-to-day operational decisions very quickly and easily. You put substantially more time, effort, and caution into larger decisions. You score like some who tend to be worriers, in a good sense, because of the level of detail and quality of thought behind the important decisions you make. At times, you may present yourself with "double-bind" situations: "damned if you do, and damned if you don't." You may reduce stress in these types of situations by seeking input from trusted advisors.

YOUR BEHAVIORAL STYLE: Explorer

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.

Explorers are creative change agents. They bring decisiveness, a sense of urgency, and an eye on quality control to their projects. Explorers can spin many plates and projects simultaneously. There are two goals on their radar: quick results and high quality. When they achieve both, it's great; but sometimes these two goals may be an either/or situation. Explorers make routine decisions very quickly, but become more cautious on bigger, riskier ones. Explorers appreciate a wide berth of authority to carry out their responsibilities.

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

- ☐ **Personal direction:** Creatively solving difficult and complex problems
- ☐ **Strengths offered:** Creativity in generating new ideas and solutions after doing the homework
- ☐ **General characteristics:** Brings a sense of firm direction and an awareness of quality control
- ☐ **Contributions to others:** Creative problem-solving and bringing focus on direction and solutions
- ☐ **Getting along with others:** Strong ideas and opinions, but may vacillate between focus on direction and focus on quality issues
- ☐ **When stressed:** May withdraw from others or become indecisive
- ☐ **Keep in mind:** May become overly critical and sometimes distant when in disagreement
- ☐ **Additional notes:** Creates unique ideas for projects, but may vacillate at times about direction or quality focus

WORD SKETCH: Explorer

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:

- ☐ Remember these three rules: Be brief, be bright, and be gone.
- ☐ Give Sample time to verify the issues and potential outcomes.
- ☐ Be efficient: Hit the major points first.
- ☐ Be specific about what's needed, and who is going to do it.
- ☐ Stick to business matters only -- small talk or charm won't be appreciated.
- ☐ Give Sample the opportunity to express opinions and make some of the decisions.
- ☐ Be prepared to handle some objections.

WHEN COMMUNICATING WITH Sample, DON'T:

- ☐ Forget or lose things necessary for the meeting or project.
- ☐ Leave things up in the air, or decide by chance.
- ☐ Try to develop "too close" a relationship, especially too quickly.
- ☐ Confuse or distract Sample from the issues at hand.
- ☐ Use unreliable evidence or testimonials.
- ☐ Provide incomplete or unclear directions or instructions.
- ☐ Fail to follow through. If you say you're going to do something, do it.

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:

- ☐ Time to analyze facts and data prior to making a final decision.
- ☐ New experiences, and new challenges to meet.
- ☐ Things being done correctly the first time, so that later corrections aren't necessary.
- ☐ Authority equal to the responsibility you have been given.
- ☐ Time to react to sudden changes, and to analyze the impact on overall quality.
- ☐ High standards of quality that all members of the team honor and support.
- ☐ Immediate results for the high quality effort provided on any project.

PEOPLE WITH PATTERNS LIKE YOU TEND TO NEED:

- ☐ To be able to trust the competence and high standards of others on the team.
- ☐ To seek more input from others for a more effective team cooperation.
- ☐ To focus on reaching closure on projects, as you tend to resist finalizing because there is always something that could be improved.
- ☐ Opportunities to use your professional expertise to solve problems by finding creative solutions.
- ☐ Fewer daily critical decisions, as you may hesitate when under too much pressure due to the desire for a high-quality result.
- ☐ To verbalize more of your reasons for decisions, and to include others in the decision-making process.
- ☐ A minimum of oversight, interference, and organizational politics getting in the way of the creative processes.

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 maintain a strong, businesslike focus on problems, ideas, and solutions.
- ☐ You have the ability to use your imagination and take calculated risks in developing new solutions to problems.
- ☐ You are able to make decisions having the bottom-line in mind.
- ☐ You tend to be a strong agent of change.
- ☐ You put hard work and heavy effort into finding the best possible answers to questions or problems.
- ☐ You are a very creative thinker and innovator.
- ☐ You consider many alternatives, theories, and possibilities in your problem-solving approach.

YOUR WORK STYLE TENDENCIES:

- ☐ You seek authority equal to your responsibility.
- ☐ You want to be seen as assertive, and at the vanguard of leadership regarding new ideas and solutions.
- ☐ You sometimes hesitate in making decisions due to a desire to investigate all facets of a problem, and all potential solutions.
- ☐ You motivate others on the team with a sense of competition and urgency.
- ☐ You are able to look at a project from a "big picture" perspective, while keeping track of the details and minutiae that contribute to each step.
- ☐ Your ability to quickly analyze the facts allows you to show dominance in many new situations.
- ☐ You are motivated to be an initiator of creative new ideas, and may be seen as an agent of change within an organization.

YOU TEND TO BE MOST EFFECTIVE IN ENVIRONMENTS THAT PROVIDE:

- ☐ Power and authority to make decisions and create change.
- ☐ Freedom from external pressure, while allowing for self-imposed pressure and urgency.
- ☐ Time to react to alternatives, but also support for the fact that the clock is ticking.
- ☐ Freedom to create in new and different ways.
- ☐ Support which allows you to focus maximum effort on the job tasks, and not to be concerned with social protocol.
- ☐ Challenging assignments that are both detailed and wide in scope.
- ☐ Security and confidence in quality control measures.



THE DC STYLE

UNDER STRESS - PERCEPTIONS, BEHAVIOR AND NEEDS FOR THE DC

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:

- ☐ Both visionary and practical
- ☐ Creative solutions to problems
- ☐ Wants clear, quick answers
- ☐ Quality control driven

UNDER STRESS, MAY BE PERCEIVED BY OTHERS:

- ☐ Aloof and blunt
- ☐ Plays favorites
- ☐ Moody
- ☐ Creates double-bind situations

UNDER STRESS YOU NEED:

- ☐ Understanding of principles and details
- ☐ Guarantees that you are right
- ☐ A slow pace for "processing" information

YOUR TYPICAL BEHAVIORS IN CONFLICT:

- ☐ Your tendency to be something of a loner may make it more difficult for other people to trust you, although your demonstrated reliability tends to offset this.
- ☐ You often resort to various indirect techniques to manipulate the environment to make it more favorable to your position. You may resort to little known rules and procedures, the literal meaning of regulations, the use of committees, and other indirect approaches.
- ☐ You appear to acquiesce to the demands of others and, thus, avoid conflict. In reality, however, you are often just withdrawing to prepare for a future, probably covert, attempt to reestablish your position.

STRATEGIES TO REDUCE CONFLICT AND INCREASE HARMONY:

- ☐ Recognize that others may be more comfortable dealing with conflict, anger, and aggression. Expressions of anger or somewhat aggressive behavior by others are not necessarily personal attacks on you.
- ☐ Be sure to share the reasoning behind your decisions. Failure to do so makes them seem arbitrary.
- ☐ Stand up for yourself with supervisors, friends, and coworkers rather than avoiding them or pretending to go along with them.

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 may appear indecisive to some because of the need to re-examine evidence, or even wait for new evidence prior to making decisions.
- ☐ You have a strong need for perfection and may not be satisfied until it has been reached.
- ☐ You may like to work under pressure, and thus you put others under unwelcome pressure sometimes.
- ☐ You tend to be unconcerned about social poise and may appear somewhat abrupt or aloof toward others without being aware of this. You could build more bridges by showing more sensitivity to their feelings.
- ☐ You may need some improvement on your communication skills. It is important to share ideas with others on the team, allowing them to be a "sounding board" for your thoughts.
- ☐ You could use some assistance in prioritizing issues.
- ☐ You may tend to work in rapid bursts, followed by periods of quiet reflection. This style may be confusing to others who might prefer a more consistent approach.

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. _____

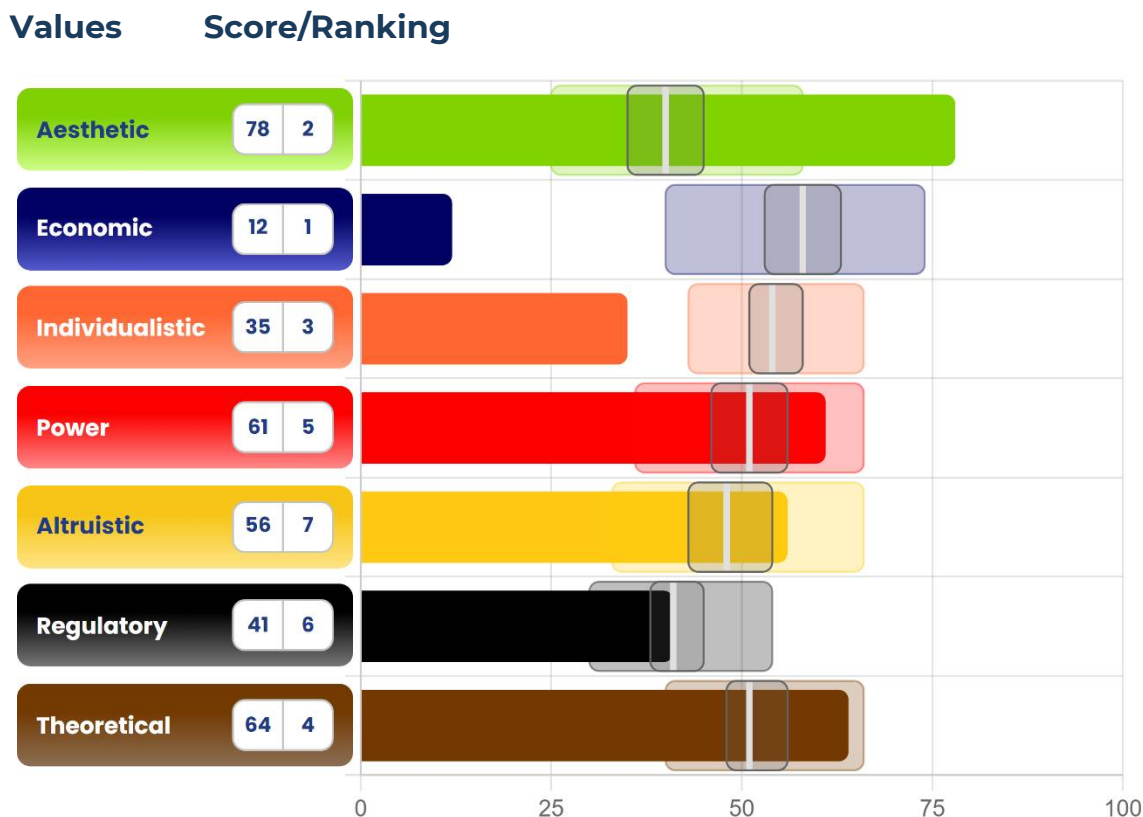
EFFECTIVE ENVIRONMENTAL FACTORS

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 - Eccentric

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



Economic - Satisfied

You appreciate and are likely satisfied with what you already have and will not exert your emotional energy to gain more.



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 - Controlling

You will endeavor to own the roles and responsibilities under your leadership and control.



Altruistic - Obliging

You connect personally before connecting professionally and are always willing to lend a hand.



Regulatory - Open-Minded

You understand structure but will not be bound by another's idea if it does not work for you.



Theoretical - Studious

You will learn whatever you need to know to get the job done and then some.

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 - Eccentric



Universal Assets:

- You will likely struggle with deciding what to do with your life. Making choices like career, college, or your direction may feel daunting.
- You may prefer to be your own person and will likely have a high interest in protecting wildlife, the environment, and the undiscovered.
- You may think in unconventional ways which could lead to inefficient processes to real world problems.
- You may feel as though you were born at the wrong time and might feel misunderstood by most.



Driving Intuitions:

- You should really fight for what you want rather than settling for what you can get.
- Although you may feel you are misplaced, you will likely bloom later when things become a little more clear to you.
- You should support your drive to understand the deeper meanings behind issues or objectives.
- You should consider your path and be true to yourself, if it isn't something you really want to do.



Critical Advantages:

- You will see things differently than most because your insights are intuitive, like seeing the rainbow in a prism.
- You may demonstrate a very high personal and professional regard for the feelings and emotions of those outside the machine.
- You believe in giving your energy and not taking up space.
- You may not be moved by monetary rewards, but rather you are looking for personal fulfillment and peace of mind.



Growth Opportunities:

- At times, you may try to be too much of a non-conformist and may rebel against established systems and processes.
- You could get lost in creative intuition if not kept somewhat reined in and on target.
- You run the risk of your work backing up because you are using impractical means to accomplish work tasks.
- You may place too great an emphasis on creative alternatives leading to impractical outcomes or not meeting important deadlines.



Learning Paths:

- You have the ability to act as a go-between and integrate people's imaginations with certain tasks.
- You can assist team members in accessing their creative side.
- You should not be afraid to look like the rest of society; it doesn't mean you are one of them.
- To increase the meaning of people's lives you could act as a facilitator between people's gifts and talents and meaningful jobs that might require them.

Your Economic Motivator - Satisfied



Universal Assets:

- You may see using material gains as a yardstick to measure one's worth or impress others is distasteful.
- You are not solely motivated by competitive financial incentives, but may be easily satisfied with what you have.
- You may be sensitive to perceived injustices and discriminations among your peers.
- Those who constantly talk about their great accomplishments and financial gains may turn you off.



Driving Intuitions:

- You may prefer job "enrichment" strategies over monetary rewards.
- You prefer praise for continued contributions to the job, as opposed to monetary rewards.
- You need more creative options for taking on tough challenges.
- Being the 'helping hand' behind the scenes may not get you where you need to be.



Critical Advantages:

- You are less concerned with personal gain and more in terms of personal contribution.
- You are likely more sensitive and responsive to the lives of others than you are your own.
- You think in terms of "we" and less in terms of "me."
- You see a much wider spectrum of the picture, not just your own view.



Growth Opportunities:

- You are likely ten times the person you think you are.
- You are not time sensitive and therefore a project may end up taking longer than you and others expect.
- You should think about where you'll be in five years and if your current path will get you there.
- You may avoid conflicts and inadvertently end up with a greater one in the end.



Learning Paths:

- You may prefer group-oriented activities: to work, have fun, and share ideas with others.
- You score like those who are more cooperative and less competitive.
- You score like those who enjoy "being" more than "doing."
- You will come to a training or development function typically without a 'What's in it for me?' attitude.

Your Individualistic Motivator - Secure



Universal Assets:

- You will likely support others while rarely focusing on gaining the personal support you may want or need.
- You may never make the necessary noise surrounding important issues and may set yourself up for being overlooked.
- 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.



Driving Intuitions:

- You may hide rather than thrive in team environments so don't be discouraged when people don't recognize your contribution.
- You may need more support than you initially imagine.
- You will likely be seen more than you are heard within team dynamics and may feel overlooked.
- Because you demonstrate a high degree of team-mindedness, you can easily get overlooked.



Critical Advantages:

- You will be able to offer ideas with respect to others and their ideas.
- 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'll likely be seen as supportive and serene when the pressure is on.



Growth Opportunities:

- You may settle for less as opposed to fight for what you want.
- You may not project your voice when speaking and may not be heard easily.
- You may shudder to think about public speaking or directive roles.
- You may not share your opinions openly and then later regret not saying something when the heat is off.



Learning Paths:

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

Your Power Motivator - Controlling



Universal Assets:

- You don't mind taking on difficult problems when you know how to fix them.
- When you have a challenge to overcome, you will feel better about the environment.
- You are more likely a fixer.
- You believe others should know you are in charge and therefore, you might find ways to let them know.



Driving Intuitions:

- You should know that yielding your position is not always a bad idea.
- You should be open to sharing information with others when necessary.
- It's important to know that some people are not interested in too much responsibility.
- You should recognize that some people may want to question your decisions and it's okay.



Critical Advantages:

- You are likely going to accept responsibility for both successes and failures.
- You will likely take initiative without having to be asked.
- You are likely to look for leadership roles within group settings.
- You may get angry or agitated quickly with slow moving people and will nudge them forward.



Growth Opportunities:

- You may not appreciate slower moving people.
- With you, some people types may seem like they don't care or are irresponsible when they are not.
- You need to be aware of the fact that being in charge feels right to you and give others a chance to lead.
- You may need to listen more and not be too quick to control outcomes.



Learning Paths:

- Know when to participate, initiate, and when to accommodate.
- Some will see you as someone they may want to follow; step up when this happens.
- You may need some freedom to come up with your own agenda at times.
- You can appreciate a variety of options when making decisions with others.

Your Altruistic Motivator - Obliging



Universal Assets:

- You can both help and hold back. You are able to discern between real needs and when people simply have complaints.
- You're a stabilizing force between givers and takers and have no extreme view.
- You are able to understand both the poor and the affluent equally without harsh judgment of either one.
- You can think clearly, logically, and with balanced judgment about the needs of others as well as your own personal needs.



Driving Intuitions:

- You'll likely be uncomfortable with those who only focus on themselves.
- You will moderate between giving and taking with balanced judgment.
- You'll likely be uncomfortable with people who give in excess.
- You have a general level of appreciation for others in relationship to the over-all working world.



Critical Advantages:

- You are not moved by every sob story that comes down the pike.
- You know when helping becomes a hindrance to long-term success.
- You can both take a stand for injustice and let some seemingly unjust situations ride.
- You have a balanced outlook when assisting people who may be scamming the system.



Growth Opportunities:

- Remember, helping others succeed can have practical results that can deliver business results that matter.
- You should respect those who appear self-interested and not always mistake them for being "selfish."
- You can take or leave leadership roles; make sure you are not needed if you decide to sit back.
- You may need to take more control in certain situations and not remain neutral.



Learning Paths:

- Your ability to be supportive of others as opposed to always having to control the show will benefit you when involved with team dynamics.
- You're able to be an accommodating participant and a controlling factor in training and developmental programs.
- You're flexible and will know when to say no and when to say yes during training and developmental programs.
- You can either be involved in a team-oriented or an individualistic and independent learning activity.

Your Regulatory Motivator - Open-Minded



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'll accept authority, but will not do it blindly especially if the authority figure does not obey their own rules.
- You are generally in the middle when it comes to instructions, protocols, and having to do things a certain way.



Driving Intuitions:

- You can understand both the tried and true and those who may be revolutionary in their thinking.
- You bring continuity and structure to untidy situations when necessary.
- You can bring stability when opinions vary and emotions run strong.
- You can create acceptable policies and procedures that speak to most minds.



Critical Advantages:

- You can be a stabilizing member when necessary, but can also do your own thing if required.
- You are not so closed that you can't see things in multiple dimensions.
- You can moderate those who may challenge established authorities while understanding both sides.
- You can be both judgmental and merciful, depending on the situation.



Growth Opportunities:

- You could likely benefit from being more independent.
- You could benefit from refusing to give into pressure from those who want change when it's not warranted.
- You may need to take a stronger stand on some important issues.
- You could benefit from being a bit more flexible.



Learning Paths:

- You're open to new ideas and creative solutions that work as long as there are no extremes.
- You will likely support established doctrine.
- 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.

Your Theoretical Motivator - Studious



Universal Assets:

- Your intellectual capacity may seem limitless.
- You need cognitive challenges or you may become bored.
- You likely fear looking stupid in front of other people.
- You have a need to uncover, discover, and recover the truth about a thing.



Driving Intuitions:

- You likely learn more by accident than others do on purpose.
- You should be open to teach others.
- If there's a learning event, you're sure to be involved in it.
- You prefer knowledge-based incentives.



Critical Advantages:

- You will continually educate yourself without prodding.
- Your approach will be gaining the necessary information first.
- You have the capacity for learning a lot of material and remembering it.
- You may have forgotten more than some people know.



Growth Opportunities:

- Try being more yielding and less closed to beliefs that cannot be proven empirically.
- You may be over corrective when around others who know less than you.
- You may have a fear of looking stupid, or not knowing.
- You may have more skills for acquiring knowledge than for acquiring relationships.



Learning Paths:

- Your learning development should be connected to new ideas and concepts.
- You're more dedicated than a casual learner when getting new information.
- Your learning activities need to be structured and outlined.
- Your learning and development should be connected to an ongoing stratagem for personal development.

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 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 Economic styles settle for what is given to them, and focus more on what they can do for others and how to help others succeed and win. They tend to be more indifferent and detached from getting a return on their investment.

● 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 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 Power styles are more likely to want to have control over their own destiny and to have influence over decisions, circumstances, and outcomes. They value recognition, advancement, and others who willingly take charge.

● Altruistic

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 Altruistic styles are more likely to be quite accommodating and supportive of others. They are generous with time and resources and value people over results or profit. They tend to be compassionate and want to help.

● Regulatory

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

This means that you likely value things in this area quite similarly to the majority of the population. Average Regulatory styles balance understanding flexibility and conventionality, knowing that sometimes the established methods may be effective, but there is also room for examining new approaches, as there may be more than one way to get things done. While they appreciate order and systematic approaches, they also see value in flexibility and adaptability.

● Theoretical

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 Theoretical styles are more likely to be studious and investigative, looking into more information about a variety of topics and wanting to understand more about how things work, why they are as they are, and how they can be usefully applied to an array of circumstances and experiences.

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. 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.”