

DISC Styles™

DISC & MOTIVATORS COMBINATION

A DUAL EVALUATION
OF YOUR BEHAVIORAL
& MOTIVATIONAL
STYLES

A Demo
5/16/2019



The colors of leadership



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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 I - UNDERSTANDING DISC & MOTIVATORS

DISC STYLES

DISC is a simple, practical, easy to remember and universally applicable model. It focuses on individual patterns of external, observable behaviors and measures the intensity of characteristics using scales of directness and openness for each of the four styles: **Dominance**, **Influence**, **Steadiness**, and **Conscientious**.

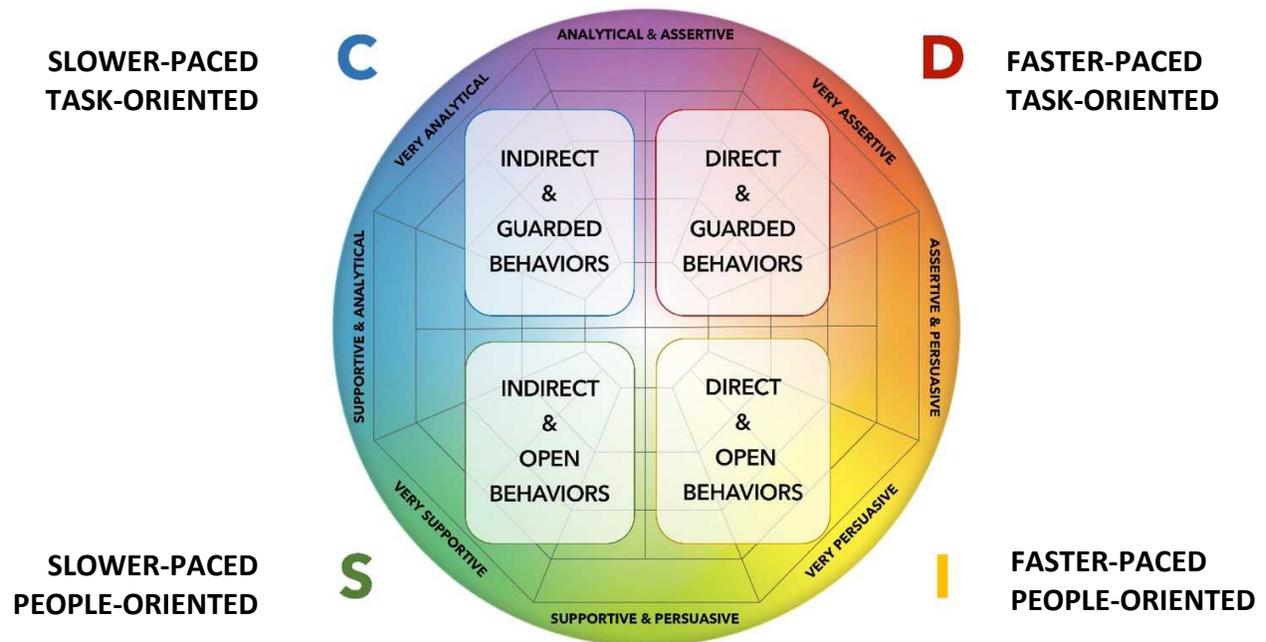
STYLE	TENDENCIES
Dominance	Tends to be direct and guarded
Influence	Tends to be direct and open
Steadiness	Tends to be indirect and open
Conscientious	Tends to be indirect and guarded

Using the DISC model, it is easy to identify and understand our own style, recognize and cognitively adapt to different styles, and develop a process to communicate more effectively with others. As you begin to explore the DISC styles and see them in your own life and in your relationships, keep in mind the following:

BEHAVIOR DESCRIPTORS OF EACH

HIGH DOMINANT STYLE	HIGH INFLUENCING STYLE	HIGH STEADY STYLE	HIGH CONSCIENTIOUS STYLE
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



PACE AND PRIORITY represent two of the main sources of tension between the styles.

- D&C and I&S have different **PACES**: D and I are faster-paced, and S and C are slower-paced.
- D&I and S&C have different **PRIORITIES**: D and C are task-oriented, and I and S are people oriented.
- D&S and I&C have **BOTH PACE AND PRIORITY DIFFERENCES**.

Tension Among the Styles

<p style="text-align: center;">PACE</p> <p style="text-align: center;"><i>Direct, Fast-Paced vs. Indirect, Slower-Paced</i></p>	 <p style="text-align: center;">High S + High I</p> <p style="text-align: center;"><i>(Lower Left vs. Lower Right Quadrant)</i></p>	 <p style="text-align: center;">High C + High D</p> <p style="text-align: center;"><i>(Upper Left vs. Upper Right Quadrant)</i></p>
<p style="text-align: center;">PRIORITY</p> <p style="text-align: center;"><i>Guarded, Task-Oriented vs. Open, People-Oriented</i></p>	 <p style="text-align: center;">High D + High I</p> <p style="text-align: center;"><i>(Upper Right vs. Lower Right Quadrant)</i></p>	 <p style="text-align: center;">High C + High S</p> <p style="text-align: center;"><i>(Upper Left vs. Lower Left Quadrant)</i></p>
<p style="text-align: center;">PACE & PRIORITY</p> <p style="text-align: center;"><i>Direct, Fast-Paced, Guarded, Task-Oriented</i> <i>vs.</i> <i>Indirect, Slower-Paced, Open, People-Oriented</i></p>	 <p style="text-align: center;">High S + High D</p> <p style="text-align: center;"><i>(Lower Left vs. Upper Right Quadrant)</i></p>	 <p style="text-align: center;">High C + High I</p> <p style="text-align: center;"><i>(Upper Left vs. Lower Right Quadrant)</i></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.

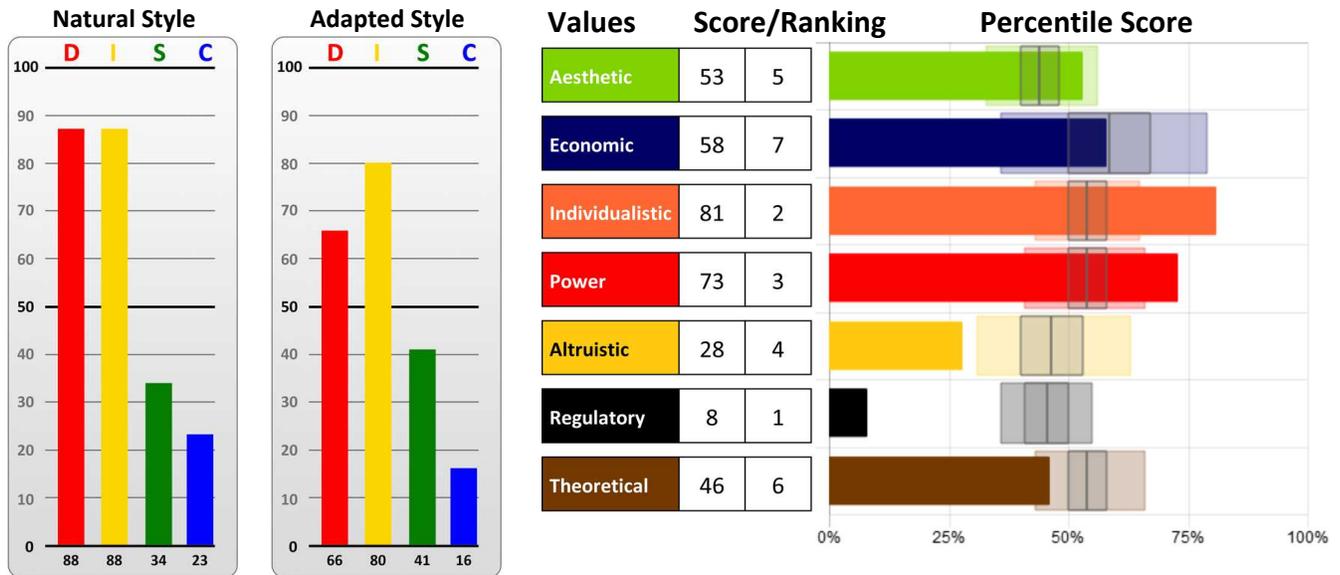
The Elements of the Motivation Index

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.

A, your pattern of responses to the instrument indicates that you have very strong verbal and persuasive skills. Consequently, you can likely provide insight on a number of decisions, and have your influence make a difference. Thus, you have probably gotten what you wanted in many situations. However, you may become disappointed sometimes when you don't get your way.

You are poised, confident, and very articulate in front of groups, either large or small. While this is something you are certainly aware of, our coaching would encourage you to leverage this trait to maximize its benefit. The ability to present an idea to a large group is valuable to any organization.

A, you have a high sense of urgency, and a desire to get things done quickly. This urgency may extend to a wide variety of venues, including meetings, events, and even relationships. While this is a strength, sometimes it can be perceived as overly abrupt, or even rude, especially by those who don't share the same urgency. Be sensitive to this, and be flexible enough to soften your approach when necessary.

A, the responses you gave on the instrument indicate that you project an image of openness and friendliness toward others, even while maintaining self-control. You also have an ability to distance yourself from others when necessary. This assists in helping you to be objective in situations when others may be feeling more emotional, either enthused or reticent. You have the rare ability to step back from a situation and view it unemotionally.

A, you tend to be confident and independent; a self-starter with a strong competitive edge. While attention from others is important to you, at times you desire independence from the group. These are not necessarily opposing traits. Your high degree of decisiveness fuels a need to be a trailblazer, leading the way with new ideas. This, in turn, yields the competitive spirit, which then feeds the drive to be a self-starter.

You are able to think quickly on your feet, often providing new and unique solutions, sometimes developed spontaneously. This ability comes from two combined traits: a high level of decisiveness, and excellent verbal skills. This rare combination allows you to speak smoothly and effectively while simultaneously planning what to say next.

You function at a faster pace than most people and tend to be a multi-tasker. This theme emerged in your responses to the instrument and is a strength that could propel you into a variety of leadership positions, should you choose to follow that path. Due to your rapid problem-solving ability and verbal skills, you are able to juggle many projects without anything hitting the ground. However, be aware that some people who score like you have difficulty saying "no" to requests, and sometimes spread themselves too thin.

People who score like you tend to make quick and firm decisions. They process information rapidly and often act decisively. Once a decision is made, they usually stick to it and will build a case to support it.

Your Behavioral Style: Dynamo

Dynamos will make an attempt to adjust or modify the thoughts and actions of others. They are good at understanding how to steer others toward a predetermined result. They will set the stage for the desired result before they verbalize that desire. Their strong persuasive skills can elicit cooperation from others but sometimes create a feeling by others of being manipulated. Dynamos can be intimidating and can seek to override the decisions of others.

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

- **Emotional characteristic:** May appear to not need attention or affirmation from others.
- **Goals:** To gain control over circumstances, outcomes and other people.
- **How others are valued:** How they project their personal power.
- **Influences group:** Uses relationships, personal power, incentives and rewards to get the results they want.
- **Value to the organization:** Will be a "mover and shaker." Uses a variety of methods when interacting with others to move behaviors towards a desired result.
- **Cautions:** Understand that the ends do not always justify the means.
- **Under Pressure:** Can be seen as manipulative, argumentative and abrasive.
- **Fears:** Being seen taken advantage of or losing social status in the group.

WORD SKETCH - Natural Style

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 our behavior. Therefore, once we can accurately observe one’s actions, it’s easier to “read” and anticipate their likely motivators and needs. This allows us to predict what will and will not please them, which makes for better relationships and a more harmonious and productive workplace! 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 other People, (S)teadiness of Pace, or (C)ompliance to Procedures and Rules. Share more about the specific needs (now maybe habits) that drive you in each area of FOCUS. Is your DISC point at levels 1 and 2? Then your emotions and needs are the opposite of those whose graph is at Levels 5 and 6 in that area.

	D	I	S	C
DISC Focus	Problems / Tasks	People	Pace (or Environment)	Procedures
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze
Observable	Decisive, risk-taker	Optimistic, trust others	Patience, stabilizer	Cautious, careful decisions
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 discriminating 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

WORD SKETCH - Adapted Style

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 allows us to predict what will and will not please them which makes for better relationships and a more harmonious and productive workplace! This chart shows your ADAPTED 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 other People, (S)teadiness of Pace, or (C)ompliance to Procedures and Rules. Share more about the specific needs (now maybe habits) that drive you in each area of FOCUS. Is your DISC point at levels 1 and 2? Then your emotions and needs are the opposite of those whose graph is at Levels 5 and 6 in that area.

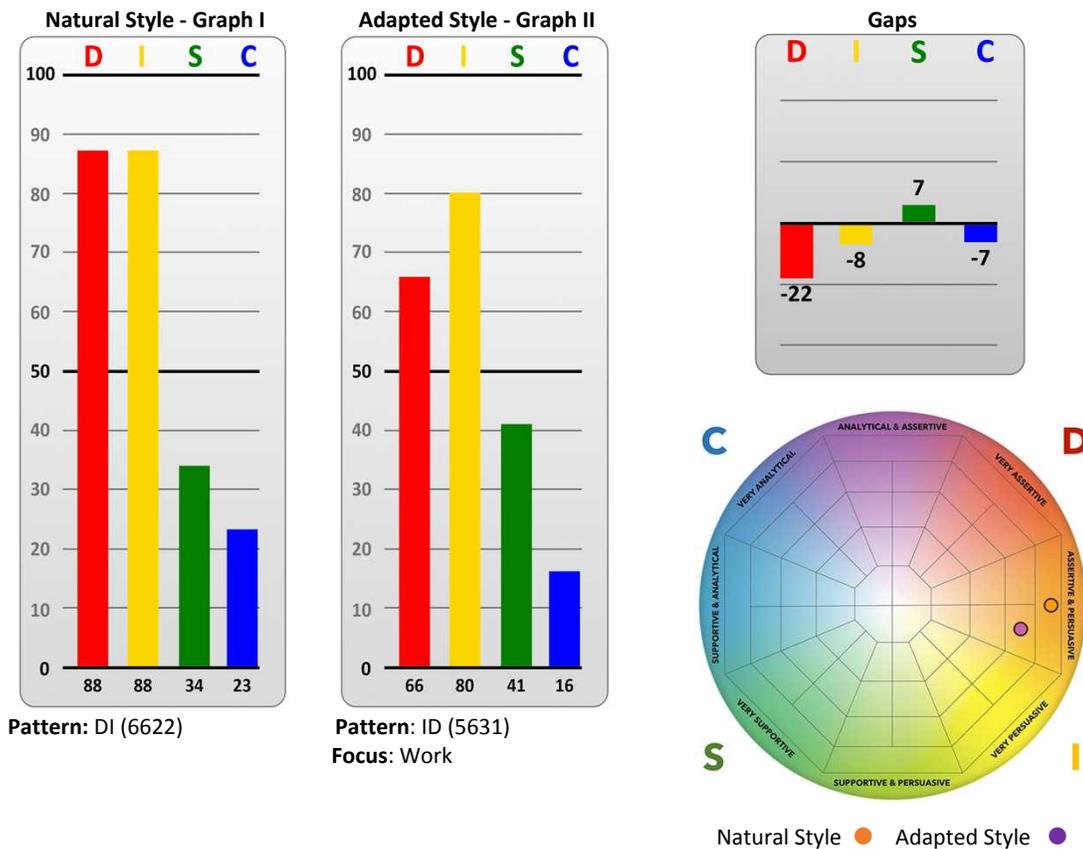
	D	I	S	C
DISC Focus	Problems / Tasks	People	Pace (or Environment)	Procedures
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze
Observable	Decisive, risk-taker	Optimistic, trust others	Patience, stabilizer	Cautious, careful decisions
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 discriminating 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

DISCstyles Graphs for A Demo

Your Adapted Style indicates you tend to use the behavioral traits of the **ID style(s)** in your selected Work focus. Your Natural Style indicates that you naturally tend to use the behavioral traits of the **DI style(s)**.

Your Adapted Style is your graph displayed on the right. It is **your perception of the behavioral tendencies you think you need to display to be successful in your focus situation**. This graph may change when you change roles or situations.

The graph on the left is your Natural Style **and indicates the intensity of your instinctive behaviors**. It is often a better indicator of the “real you” and your “knee jerk”, inherent behaviors. This is how you would choose to behave when you are most comfortable and there are no additional considerations or influences on your behavior. It is also what shows up in stressful situations. This graph tends to be fairly consistent, even in different environments.



If the bars are similar, it means that you tend to use your same natural behaviors in either environment. If your Adapted Style is different from your Natural Style, this may cause stress over a long period of time because you are using behaviors that are not as comfortable or natural for you.

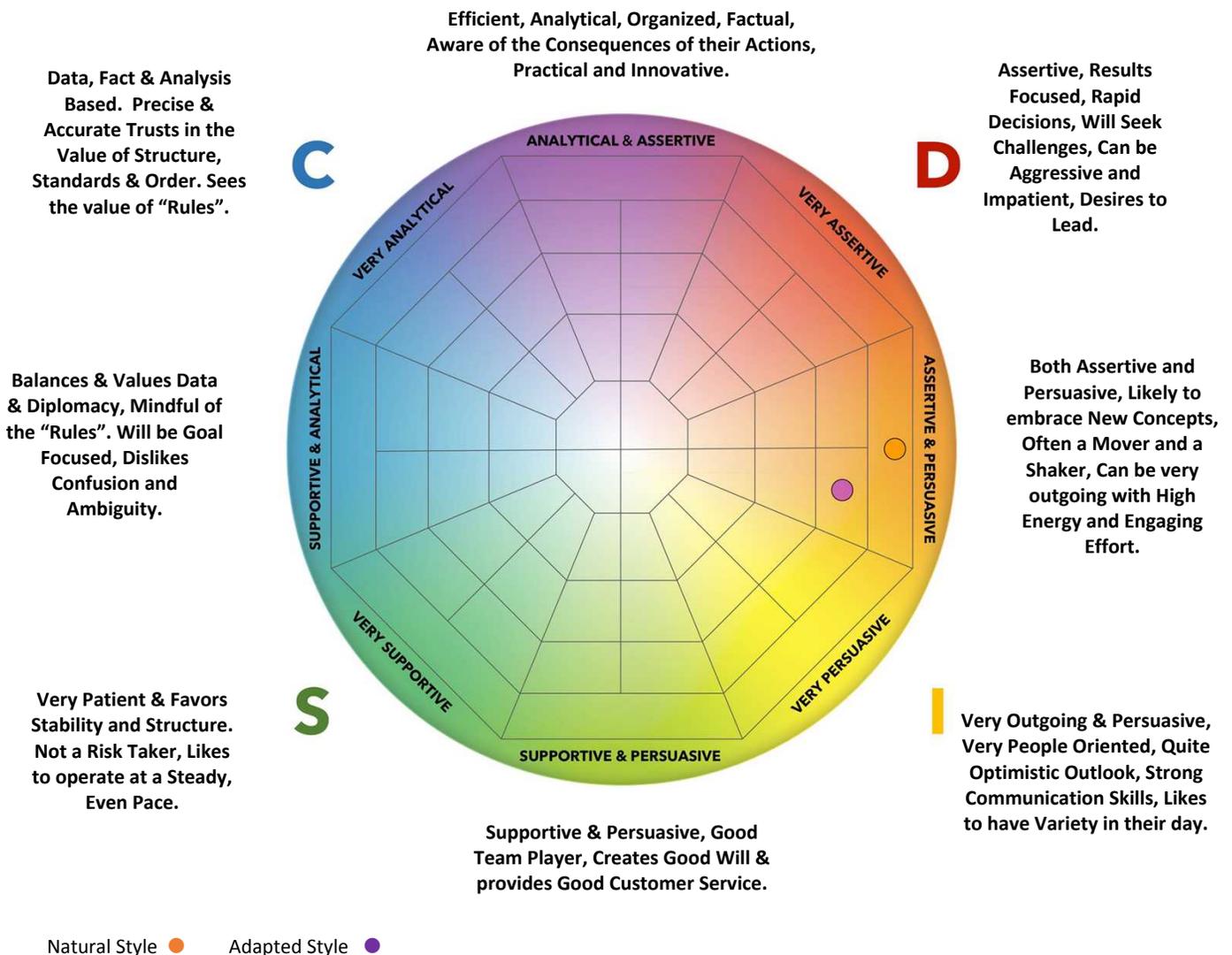
The higher or lower each D, I, S, C point is on your graph, the greater or lesser that behavior impacts your results at work and with others around you. Once aware, you can adapt your style to be more effective. Can you change? Of course! You do it every day depending on your situations. However, permanent behavioral change comes only with awareness and practice.

Your Behavioral Pattern View

The BPV has eight behavioral zones. Each zone identifies a different combination of behavioral traits. The peripheral descriptors describe how others typically see individuals with your style. Plots on the outer edges of the diamond identify that one factor (DISC) of your style will dominate the other three. As you move towards the center of the diamond, two and eventually three traits combine to moderate the intensity of your style descriptors within a specific behavioral zone.

THE SCORING LEGEND

- D = Dominance:** How you deal with Problems and Challenges
- I = Influence:** How you deal with People and Contacts
- S = Steadiness:** How you deal with Pace and Consistency
- C = Conscientious/Compliance/Structure:** How you deal with Procedure and Constraints



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 A, DO:

- Give A the opportunity to express opinions and make some of the decisions.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- When you disagree, take issue with the methods or procedures, not with the person.
- Be engaging, stimulating, and fast-paced.
- Put the details in writing, but don't plan on discussing them too much.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.
- Stay on track. Hit the major points first, and get to the main point quickly.

When Communicating with A, DON'T:

- Confuse or distract A from the issues at hand.
- Engage in rambling discussion, and waste A's time.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and action plans are the result.
- Leave loopholes or vague issues hanging in the air.
- Speculate wildly without factual support.
- Let the discussion with A get caught in dreams too much, otherwise you'll lose time.
- Get bogged down in facts, figures, or abstractions.

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:

- Work activities involving contacting, leading, and directing people.
- New experiences and a variety of activities.
- Social or public recognition for accomplishments and successes.
- A flexible job culture.
- Participatory administrative infrastructure, and a democratic supervisor or board.
- Independence and autonomy.
- Wielding authority equal to the responsibility you are given.

People With Patterns Like You Tend to Need:

- Freedom to express your own ideas, initiatives, and creativity.
- Opportunities for leadership, self-development, rapid learning, broad scope of operations, and advancement.
- To be presented with the expected outcome of a project or assignment, and to be evaluated on that outcome.
- To mask strong emotions at times so as not to distance yourself from others.
- To be more aware of your impact on other people, especially in pressure situations.
- Opportunities for involvement with a wide variety of people, both in and out of the organization.
- Support when dealing with detailed work and repetitive tasks.

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 tend to set high goals, then work hard with people to achieve those goals.
- You have excellent presentation skills when dealing with groups. You bring a poised, confident, and engaging message to any audience.
- You are excellent at initiating activity and providing direction for the team or organization.
- You have a strong tendency to work toward making things happen, rather than waiting for things to happen.
- You have the ability to use discipline in an appropriate manner, often effecting win-win situations.
- You are able to juggle many projects and activities simultaneously, while maintaining a keen awareness of the status of each.
- You are a very active agent in all that you do.

Your Work Style Tendencies:

- You project emotional strength and a talent for working with others.
- You are a self-starter with a strong competitive edge.
- You tend to be a "multi-tasker," capable of juggling several projects simultaneously.
- You are decisive and like to get things done quickly and efficiently.
- You are able to think quickly on your feet -- you can react, adjust, or modify your behavior in a variety of situations.
- You have the ability to inspire others to reach their maximum potential.
- You set high operational goals for yourself and others and expect all involved to provide maximum effort.

You Tend to Be Most Effective In Environments That Provide:

- Direct answers to questions.
- An arena for you to verbalize your ideas and opinions.
- A system of evaluation based on the results achieved, rather than the process used to achieve the results.
- Participatory leadership and management.
- An organizational eye toward the future that rewards innovation and encourages creative risk-taking.
- Assignments involving the motivation and persuasion of a network of people.
- A variety of challenging assignments with high-stakes opportunities for success.

The D Style

Under Stress - Perceptions, Behavior and Needs for the D

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:

- Innovative entrepreneur
- Thinks quickly on solutions
- Many simultaneous activities
- Inspires others

Under Stress, May be Perceived by Others:

- Knee-jerk decisions and vacillation
- Irritable
- Impatient
- Poor listener

Under Stress You Need:

- A fast pace for moving toward goals
- Tangible evidence of progress
- Control of the situation and yourself

Your Typical Behaviors in Conflict:

- Your passion to win may result in win/lose situations, making it difficult for others to work with you.
- Since you tend to focus on your own results, you may tend to become autocratic in order to get your way.
- You are quite comfortable with conflict, aggression and anger. Many times you may not realize the impact your behavior has on others. In other instances, however, you may consciously choose anger and aggression as a tactical weapon. In any case, you are likely to increase the level of aggression.

Strategies to Reduce Conflict and Increase Harmony:

- Recognize that others may not be comfortable dealing with conflict, anger, and aggression. Therefore, reacting with your normal behavior may be counterproductive, resulting in interference with your desired results.
- Avoid creating controversy or "stirring up the pot" just to keep things interesting. This may increase your own energy for the task; however, it is likely to have a serious negative effect on many others.
- You need to include all the people involved with a project in your decision-making process. Ask for their input on a regular basis and take it into consideration. You can still make the final decision; however, it is likely to be a more informed decision and the others are more likely to buy into it.

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's directness may be a strength in certain environments, but when overextended they may tend to become bossy.

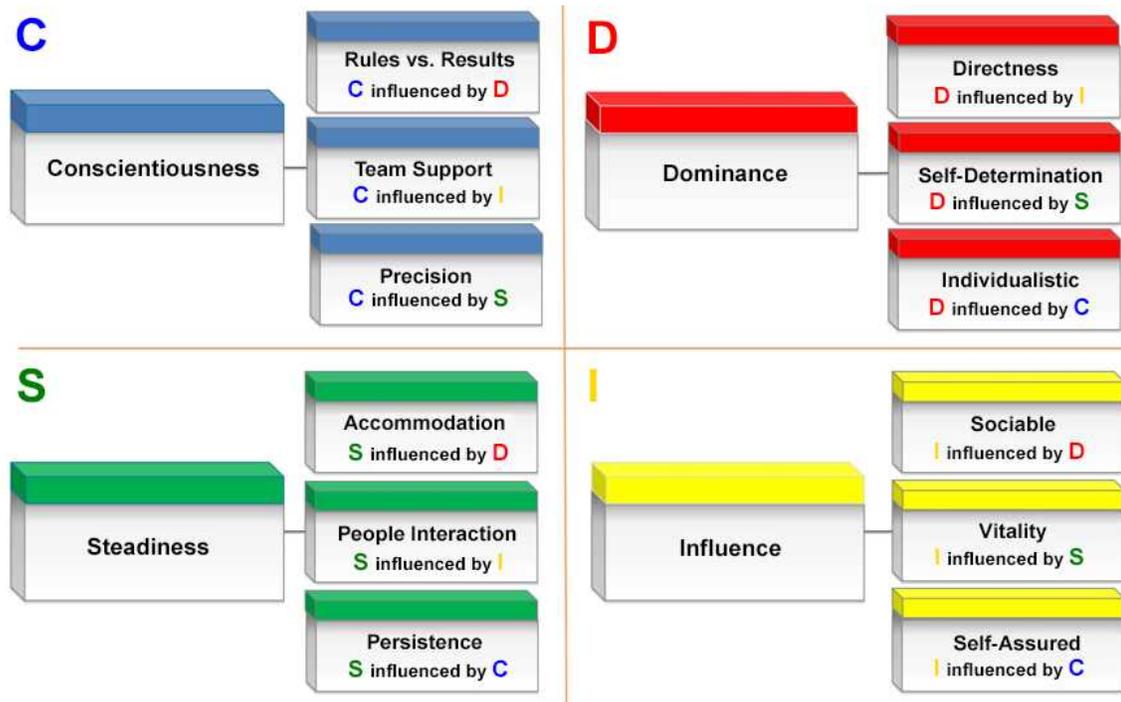
As you consider ways to continue to improve to be a better communicator, we recommend you focus on no more than two at a time, practice and strengthen them, and then choose another area to focus on and improve.

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 not always verbalize the complete story and tend to consciously withhold some information.
- You may need to lower project expectations a bit in light of real-world constraints.
- You may sometimes intimidate others with power, position, or politics.
- You could increase your sensitivity toward others.
- You may be a selective listener, at times hearing only what you want to hear.
- You could be a bit more willing to share talents in order to help others develop professionally. You may tend to be a bit too self-serving.
- You may become somewhat angry or belligerent when under pressure, or when threatened.

The 12 Integrated DISC Style Relationships



For a more complete understanding of a person's overall behavior style, you can view how each of the primary (4) four DISC factors interact to produce (12) twelve integrated behaviors, or how your individual D style is influenced by your I, S and C styles. The ability to identify and measure the interaction of the (12) twelve factors represents a dramatic improvement in the use and application of DISC to better understand human behavior. These behaviors define how we deliver our thinking into the world.

Each of the (12) twelve factors has been assigned specific descriptors to help you naturally associate the factor to a specific behavior.

Each person will display some of these factors more strongly than the others. The (5) five intensity levels range from Low (absent in most situations) through High (clearly displayed in most situations). Intensity is a measurement of the relative contribution of a specific factor to a person's observable natural behaviors that are most often displayed in most situations. We can measure the strength of a factor in a person's overall behavioral style by viewing the intensity score.

The DISC factors are presented in order from highest to lowest influence and are specific to you.

The 12 Integrated DISC Style Relationships Graphs

This list of (12) twelve Integrated DISC relationships reveals how the (4) four Primary DISC behaviors combine and work together to create the socialized behaviors others see and experience. These are presented in order from highest to lowest influence and are specific to you.

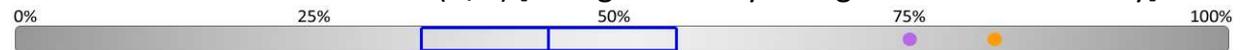
Intensity Scoring Legend – DISC Style intensity is a measure of how you will likely display the specific behavior when interacting and communicating with others in most situations.

- **Low Intensity** - Low Intensity scores indicate the ABSENCE of this behavior in MOST situations.
- **Low Moderate** - Low Moderate Intensity scores are only SOMETIMES observable in SOME situations.
- **Moderate Intensity** - Moderate Intensity score is flexible and may or may not become observable based upon the requirements of the specific situation.
- **High Moderate** - High Moderate Intensity scores are frequently observable in many situations.
- **High Intensity** - High Intensity scores will be clearly observable, displayed more often and seen in most situations.

 The **blue box** identifies 68% of all scores in the general population for each integrated behavior. One standard deviation (34%) below the median score (vertical link) and one standard deviation (34%) above the median score (vertical link). Unlike an AVERAGE, the median score will not always be shown with equal space on both sides.

Natural Style ●
 Adapted Style ●

1. The Individualistic Behavior (D/C) [N: High Intensity A: High Moderate Intensity]



“How this individual's “results now” assertiveness is impacted by their desire to be accurate, analytical and structured.” The Individualistic behavior measures HOW the strength of this individual’s direct, assertive and “results now focus” is influenced by their need to precisely follow established structural and procedural guidelines while pursuing objectives. Higher intensity scores will not likely be deterred by potential restraints or established policies especially if they are perceived to impede immediate results while Lower intensity scores will favor strong and precise compliance and adherence to established structure, rules, policy and procedures.

2. The Self-Assured Behavior (I/C) [N: High Intensity A: High Intensity]



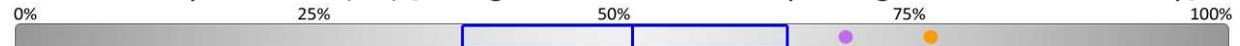
“How this individual's people oriented extroversion is impacted by their need for accuracy and structure.” The Self-Assured behavior measures HOW the strength of this individual's extroversion and desire for personal connection with others is influenced by their need for structure, detail, and accurate evidence prior to taking action. Higher intensity scores can sometimes lead to overconfidence with a willingness to improvise and to take spontaneous actions vs. thorough planning while Lower intensity scores reflect a cautious and conscientious approach that seeks to take actions that are supported by reliable tactics, trusted data and past successes.

3. The Self-Determination Behavior (D/S) [N: High Moderate Intensity A: High Moderate Intensity]



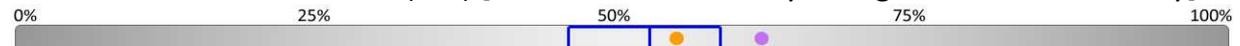
“How this individual's degree of assertive “results now” focus is impacted by their level of patience.” The Self-Determination behavior measures HOW the strength of this individual's direct, assertive and “results now” oriented behaviors are influenced by their degree of patience and preferred pace. Higher intensity scores identify a preference toward a more “now oriented pace” that is keyed toward taking actions that achieve immediate results and goals while Lower intensity scores identify a steadier, less urgent pace that embraces planning and careful consideration of consequences prior to taking action.

4. The Vitality Behavior (I/S) [N: High Moderate Intensity A: High Moderate Intensity]



“How this individual's people focused extroversion is impacted by their preferred pace and activity level.” The Vitality behavior measures HOW the strength of this individual's desire for interpersonal connections is influenced by their degree of urgency, preferred pace and activity level. Higher intensity scores reflect a high energy, freewheeling, confident and engaging style that will likely embrace new ideas and concepts while Lower intensity scores reflect thoughtfulness and care when crafting both words and deeds as one moves steadily toward the identified goal and objective.

5. The Persistence Behavior (S/C) [N: Moderate Intensity A: High Moderate Intensity]



“How this individual's need for pace and patience is impacted by their need for accuracy, precision and planning.” The Persistence behavior measures HOW the strength of this individual's patience, activity level and team support is influenced by their need for accuracy, precision and structure. Higher intensity scores reflect an emphasis on supporting planned group and team efforts while Lower intensity scores reflect a need to follow established policies and procedures even if it requires running counter to the team's direction that may be advocating alternative or even potentially risky actions.

6. The Directness Behavior (D/I) [N: Moderate Intensity A: Moderate Intensity]



“How this individual's dominance and 'results now focus' is impacted by their desire to interact, connect and relate to others.” The Directness behavior measures HOW the strength of this individual's direct, assertive and results oriented communication style is influenced by their desire to build relationships and connect with others. Higher intensity scores identify a willingness to make and defend tough and even unpopular decisions while Lower intensity scores will identify an inclination to search for a more socially interactive, popular and accommodating solution.

7. The Sociable Behavior (I/D) [N: Moderate Intensity A: Moderate Intensity]



“How this individual's need for social interaction is impacted by their assertiveness and desire for immediate results.” The Sociable behavior measures HOW the strength of this individual's preference for cordial social interaction and people connection is influenced by their need for immediate results. Higher intensity scores reflect an emphasis on seeking, building and sustaining personal relationships while Lower intensity scores reflect a much stronger competitive “result now” focus with less effort on accommodation and building relationships.

8. The Precision Behavior (C/S) [N: Moderate Intensity A: Low Moderate Intensity]



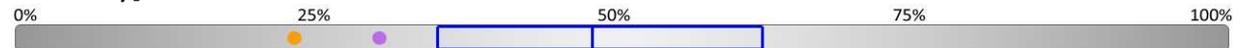
“How this individual's need for accuracy, precision and planning is impacted by their desire for team support and accommodation.” The Precision behavior measures HOW the strength of this individual's need for structure, accuracy, order and precision is influenced by their pace, patience and level of team accommodation. Higher intensity scores reflect a desire to operate in a “fail-safe” environment supported by accurate data and through preparation while Lower intensity scores suggest steady paced progress, strong support, consideration and accommodation for the team's overall direction.

9. The Accommodation Behavior (S/D) [N: Low Moderate Intensity A: Low Moderate Intensity]



“How this individual's need to operate at a steady pace and innate degree of patience is impacted by their need for immediate results.” The accommodation behavior measures HOW the strength of this individual’s level of patience and activity level are influenced by the strength of their desire to lead, command and direct activities focused on immediate results and solutions. Higher intensity scores reflect a willingness to consider, accommodate and support alternative solutions and ideas while Lower intensity scores reflect a propensity to make difficult decisions, remain firm in supporting and defending them sustained by a strong focus on achieving immediate results and accomplishing assigned goals.

10. The People Interaction Behavior (S/I) [N: Low Moderate Intensity A: Low Moderate Intensity]



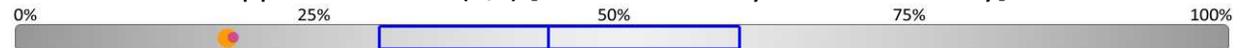
“How this individual's need for a steady pace and exercise of patience is impacted by their desire to connect and engage in social interaction.” The People Interaction behavior measures HOW the strength of this individual’s degree of patience and preferred activity level are influenced by the strength of their extroversion and a desire to socially interact and accommodate others. Higher intensity scores will display a great deal of care and consideration when crafting the words and deeds that impact others while Lower intensity scores will reflect a freewheeling and confident belief that most if not all interactive social situations can be handled “on the fly.”

11. The Rules vs. Results Behavior (C/D) [N: Low Intensity A: Low Moderate Intensity]



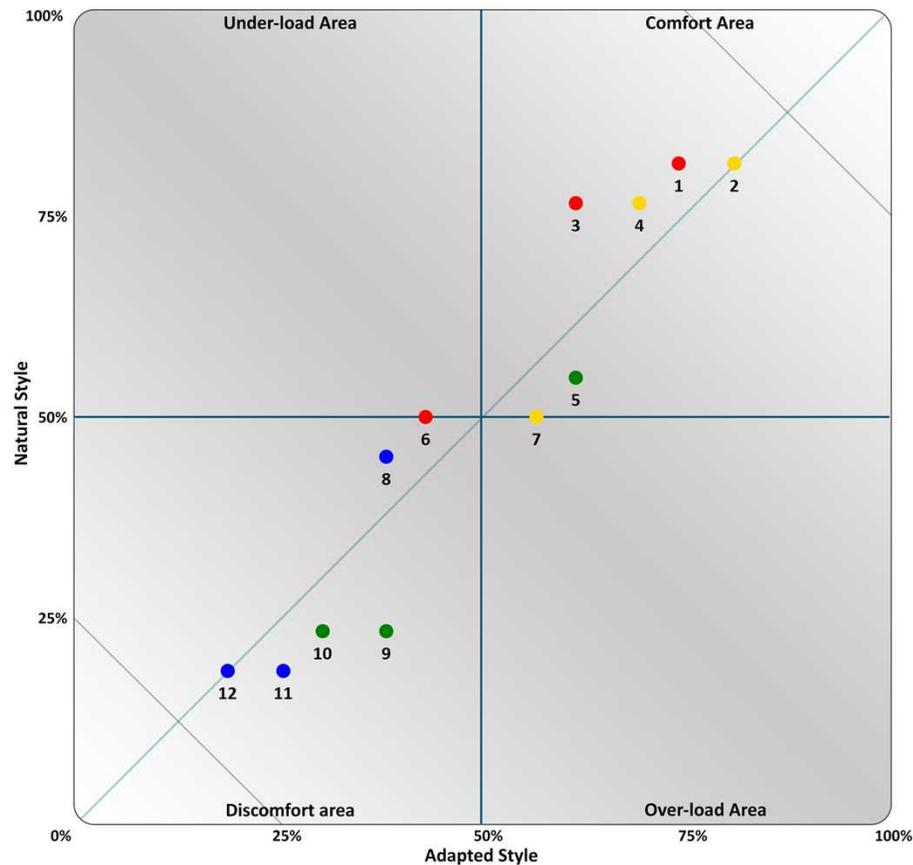
“How this individual's need for accuracy, precision and guidelines is impacted by their need for immediate results.” The Rules vs. Results behavior measures HOW the strength of this individual's need to precisely follow established structural and procedural guidelines, standards and codes is influenced by their need for direct “results now” actions that target immediate accomplishments. Higher intensity scores identify a strong need to pursue objectives with guidance and reliance upon established structure, rules, organizational protocols and policies while Lower intensity scores suggest a more direct, immediate “result now” focus that will not likely be restrained by established protocols, procedures and policies.

12. The Team Support Behavior (C/I) [N: Low Intensity A: Low Intensity]



“How this individual's need for accuracy, precision and following procedure is impacted by their desire for social connection and interaction.” The Team Support behavior measures HOW the strength of this individual’s desire for accuracy, structure, rules and standards is influenced by the strength of their desire to interact, engage and accommodate other people. Higher intensity scores display reliance upon structure, logic, facts and established data, procedures and protocols while Lower intensity scores display a more cordially social, engaging and accommodating communication style with a less focus on established protocols.

The 12 Integrated DISC Style Relationships Graphs



- | | |
|--|---|
| 1. The Individualistic Behavior (D/C) [N: High Intensity A: High Moderate Intensity] | 7. The Sociable Behavior (I/D) [N: Moderate Intensity A: Moderate Intensity] |
| 2. The Self-Assured Behavior (I/C) [N: High Intensity A: High Intensity] | 8. The Precision Behavior (C/S) [N: Moderate Intensity A: Low Moderate Intensity] |
| 3. The Self-Determination Behavior (D/S) [N: High Moderate Intensity A: High Moderate Intensity] | 9. The Accommodation Behavior (S/D) [N: Low Moderate Intensity A: Low Moderate Intensity] |
| 4. The Vitality Behavior (I/S) [N: High Moderate Intensity A: High Moderate Intensity] | 10. The People Interaction Behavior (S/I) [N: Low Moderate Intensity A: Low Moderate Intensity] |
| 5. The Persistence Behavior (S/C) [N: Moderate Intensity A: High Moderate Intensity] | 11. The Rules vs. Results Behavior (C/D) [N: Low Intensity A: Low Moderate Intensity] |
| 6. The Directness Behavior (D/I) [N: Moderate Intensity A: Moderate Intensity] | 12. The Team Support Behavior (C/I) [N: Low Intensity A: Low Intensity] |

Zone of comfort = this zone groups together the easily exploited characteristics as well in the natural profile as in the adapted profile.

Over-load zone = this zone groups together the characteristics mobilized in the current situation. Little mobilized in the natural profile, they become strongly in the adapted profile, that is to say when a constraint experienced as important is felt. This adaptation can be difficult to maintain over time.

Zone of discomfort (or effort zone) = this area groups characteristics that are difficult to exploit both in the natural profile and in the adapted profile.

under-load zone = this zone groups the characteristics that are demobilized in the current situation. Present in the natural profile, you demobilize them in the adapted profile, that is to say as long as you seek to answer a specific constraint.

The characteristics to the right of the dotted diagonal are those that are most mobilized both in adapted behavior and in natural behavior. The features to the left of the diagonal are those that are least mobilized both in natural and adapted.

Summary of A Demo's Style

Communication is a two-way process. Encourage others to complete their own DISCstyles 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 DISCstyles 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. _____

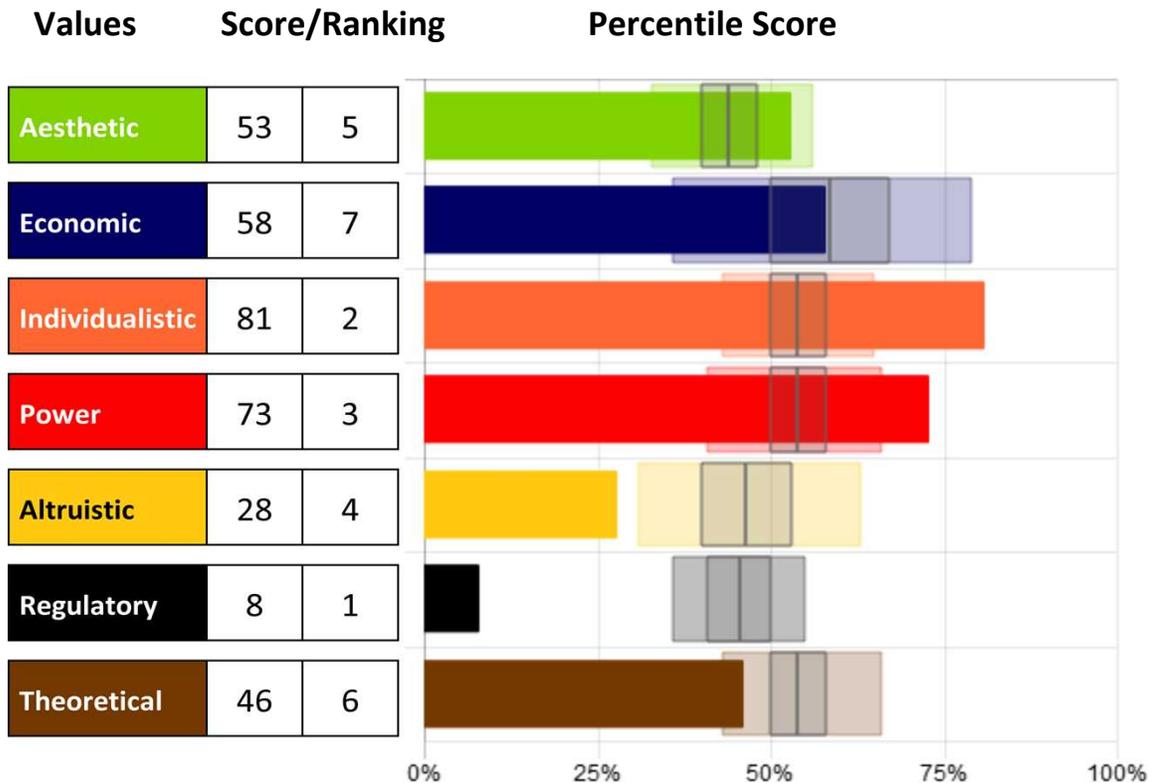
EFFECTIVE ENVIRONMENTAL FACTORS

1. _____
2. _____

POTENTIAL AREAS FOR IMPROVEMENT

1. _____
2. _____

Summary of A's Motivation



1. The **lightly colored, shaded area** for each Motivator highlights **the majority of the population's scores**. This means that if you took a normal sample of motivator scores and ranked the scores from 1 – 100, you can expect that a majority of the scores would fall inside the shaded area. This indicates if most of the population scores higher or lower in the dimension. Are you similarly driven in your Motivators as most others are?
2. The **norm box** (small box plot) represents the **AVERAGE** scoring range. The scores inside this box represent the scores of people who are **more like everyone else** (therefore, it is considered **normal**). When your score falls inside the norm box, it is **situational**; you consistently ranked the statements of that dimension **both high and low**.
3. The **line in the center** of the box plot represents the **median score**. Like the median in a road, the median divides the range of scores into equal halves. 50% of the scores are above the median line and 50% of the scores fall below the median line.
4. The **colored bar is aligned to your score from 1-100**. These reveal the **level of importance** of that motivator to you. Higher numbers mean you consistently ranked the motivator as **more important** & lower numbers mean the motivator was consistently ranked **less important**. The number also reveals placement in **Very Low, Low, Average, High and Very High**. The people who score within each group share common traits and descriptions (i.e. those who have *Very Low* scores will share common values with one another).
5. Your **ranking** reveals **how influential the Motivators are to your behavior and decisions in order from 1-7**. Keep in mind that some Motivators have relationships with other Motivators that strengthen them, but this is a true 1 through 7 ranking based on which are individually most impactful.

A Closer Look at the Seven Motivator Dimension Scores

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

Motivator	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	Dis-Interested 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 A's Motivation



Aesthetic - High

You will likely possess an “inner awareness” and will desire to understand the moods, affections, and values of yourself and others.



Economic - Average

You will balance yourself between being satisfied with what you have and a need for more.



Individualistic - Very High

You will seek independence, freedom, and positions of autonomy where you can freely express and display your intuitive ideas.



Power - Very High

You will seek to achieve positions of authority and will be drawn to roles that allow you to direct and control yourself and others.



Altruistic - Low

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



Regulatory - Very Low

You may subvert or break the rules you feel don't apply and will attempt multithreaded approaches to solving problems.



Theoretical - Low

You are more apt to rely on past experiences and intuition when making decisions.

A's Motivator Word Matrix

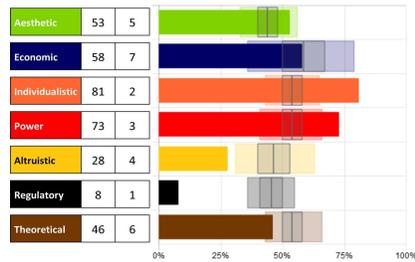
Eccentric	Self-Mastered	Unrestricted	Domineering	Pushover	Black & White	Scholarly
Impractical	Maximized	Independent	Forceful	Sacrificial	Fixed	Fact-Finder
Unconventional	Competitive	Self-Reliant	Authoritative	Accommodating	Systemic	Studious
Divergent	Incentivized	Creative	Controlling	Obliging	Orderly	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	Dis-interested
AES	ECO	IND	POW	ALT	REG	THE

This charting of your descriptors provides a better sense of what drives your motivation.

The motivator word matrix translates your numeric score into a one-word description and places each word in a relative position to other descriptors.

By labeling your numeric score with one word you can better understand, describe and locate your motivator orientation.

Your Aesthetic Motivator - High



The Aesthetic Motivator: Strong desire and need to achieve equilibrium between the world around us and ourselves (within) while creating a sustainable work/life balance between the two. Creative, imaginative, arty, mystical and expressive, this style may redefine or resist real world approaches to current challenges.



Universal Assets:

- You tend to appreciate the deeper meanings in life, which may include interesting clothing, beautiful places, and alternative foods.
- You work better in surroundings that are pleasant aesthetically or environmentally responsible.
- You are more sensitive and intuitive to issues others may have a hard time pinpointing.
- You will really appreciate things and places purely for their intrinsic value rather than any status reasons.



Driving Intuitions:

- You ensure that creativity and form work in tandem with function and results.
- You show an interest in the deeper meaning of ordinary things.
- You will work to live rather than live to work.
- You bring unconventional thinking to the table. Make sure you aren't afraid to share your intuitive insights.



Critical Advantages:

- You will likely believe others think as unconventionally as you do.
- You show the aptitude to see beyond the common, and may bring a refreshing unconventionality to those around you.
- You will attempt to solve practical problems in unconventional ways.
- You don't just go to work; you're usually on a mission.



Growth Opportunities:

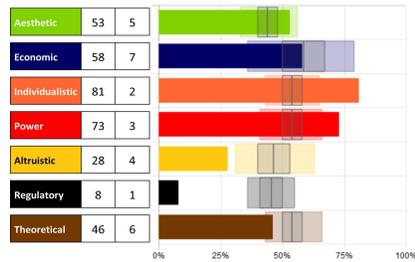
- You could be using creative and complicated ideas as a safety blanket to avoid having to be overly pragmatic.
- You could benefit from being a little more realistic.
- It's OK that some don't understand and appreciate your passion and creativity as much as you do.
- Don't deliver a Cadillac when a Chevy will suffice.



Learning Paths:

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

Your Economic Motivator - Average



The Economic Motivator: The motivation for security from self-interest, economic gains, and achieving real-world returns on personal ventures, personal resources, and focused energy. The preferred approach of this motivator is both a personal and a professional one with a focus on ultimate outcomes.



Universal Assets:

- You are realistic and down-to-earth in regards to getting what you believe you deserve.
- Your score indicates that there would be no excessive need to win when engaging with others.
- You may have already achieved substantial economic goals of your own.
- You have the ability to identify with individuals who have both high and low satisfaction rates.



Driving Intuitions:

- You're an asset when it comes to getting along with both practical and imaginative types.
- You are likely not bent on having to win in everything.
- You'll bring a more balanced approach to giving and gaining.
- You are comfortably poised between what's in it for you and what's in it for them.



Critical Advantages:

- You do not try to compete to the extent of creating dissension within the group.
- You're fine with helping others with their projects and initiatives without experiencing to "get yours."
- You can balance the needs and perspectives of those with different attitudes towards financial gain.
- You are likely motivated by more than just personal gain.



Growth Opportunities:

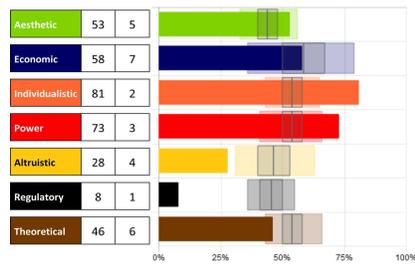
- You may not be as focused on your future as you should be.
- Because you work to live as opposed to living to work, you could be missing out on greater opportunities.
- you may need to get into a different gear in order to get what they want.
- You might need to be aware of those who are not as incentivized as you.



Learning Paths:

- You can focus both on the ambitious and those who are content where they are.
- You will be somewhat flexible between being cooperative and competitive.
- You may engage in training and development activities in a balanced and supportive method.
- You should work with those who are not so concerned about leveraging their best interests.

Your Individualistic Motivator - Very High



The Individualistic Motivator: Need to be seen as autonomous, unique, independent, and to stand apart from the crowd. This is the drive to be socially independent and have opportunity for freedom of personal expression apart from being told what to do.



Universal Assets:

- You'll likely take the necessary risks depending upon your appetite for jumping off the cliff and building your wings on the way down.
- If you were a penny in a jar of 500 pennies, you'd need to be the red one.
- You will likely have out-of-the-box ideas and want to share them.
- You really enjoy doing your own thing your own way.



Driving Intuitions:

- You may have expanded on current ideas and need to be aware that unless you push for them, they'll go unnoticed.
- Many times your style thinks outside the box, but you may keep it to yourself if you're the quiet type.
- You must realize you don't do things in the standard, traditional way.
- You need the freedom and autonomy to bring your ideas to a conclusion.



Critical Advantages:

- Your energy and expressive intuition enables you to think like MacGyver.
- You will have a variety of outstanding ideas to choose.
- Your ideas are likely to be forced to the forefront because of your need to be seen as unique.
- You are likely to be fearless with calculated risks.



Growth Opportunities:

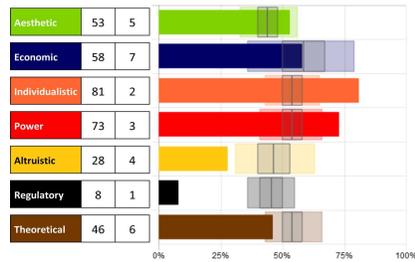
- You may get caught up in selling yourself instead of your idea.
- Sometimes your extremely exclusive process isn't the most effective or efficient means to an end.
- Your potential value can clash with realistic people who think in only real-world terms.
- Sometimes innovation isn't the answer when existing processes will do.



Learning Paths:

- You need a wide variety of options available to you.
- You need hyper flexibility and freedom to create when learning new things.
- You'll create an environment that encourages organic thinking.
- You'll need a large amount of creative space when working with teams.

Your Power Motivator - Very High



The Power Motivator: Being seen as a leader, while having influence and control over one's environment and success. Competitiveness and control is often associated with those scoring higher in this motivational dimension.



Universal Assets:

- You must be in charge within your area of knowledge.
- You believe others must know you are in charge and if they don't, you will find ways to let them know.
- You will create relationships just to advance your own position.
- You feel like you always deserve an opportunity.



Driving Intuitions:

- You should understand that you might come across stronger than you think.
- It's important to empower others with the same power you want to have.
- You should allow others the same freedom to make decisions that you want.
- You should be willing to share victories and not keep them all for yourself.



Critical Advantages:

- You will likely advance quickly within your area of expertise.
- You believe you will be victorious before you start.
- You never quit trying.
- You are likely going to accept responsibility for both successes and failures.



Growth Opportunities:

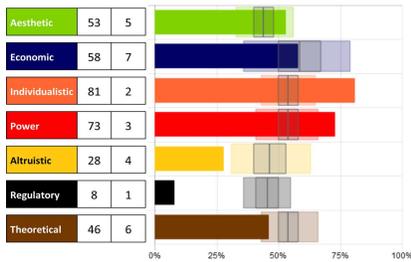
- Sometimes your extreme need to be in control will stifle others abilities.
- With you, people will feel more like a hindrance than a help.
- You may be overly decisive and less contemplative.
- You might think in terms of extreme competition.



Learning Paths:

- You could use a small group to lead and work with when in training.
- You need the freedom to come up with your own agenda.
- You must link the benefits of learning new things to your personal ability to make them happen.
- You need hyper flexibility and freedom to create when learning new things.

Your Altruistic Motivator - Low



The Altruistic Motivator: An expression of the need or energy to benefit others at the expense of self. At times, there's genuine sincerity in this dimension to help others, but not always. Oftentimes an intense level within this dimension is more associated with low self-worth.



Universal Assets:

- You will likely be distrusting of some people.
- You will likely see certain people as guilty until proven innocent.
- You'll likely see certain people as a means to any given end.
- You will be difficult to take advantage of most of the time.



Driving Intuitions:

- Remember that there will be a decent amount of people that may believe you don't like them.
- You connect all outcomes to practical needs as opposed to people needs.
- Your no-nonsense approach could be taken wrong by the more sociable styles.
- Because you will gravitate towards independence when working, schedule time for independent activities.



Critical Advantages:

- You will likely avoid what you think are "stupid" people if you're highly cognitive.
- You'll have a low tolerance for wasted time and energy.
- You will likely make decisions that will benefit your future.
- You are usually able to do the harder things when it comes to people decisions.



Growth Opportunities:

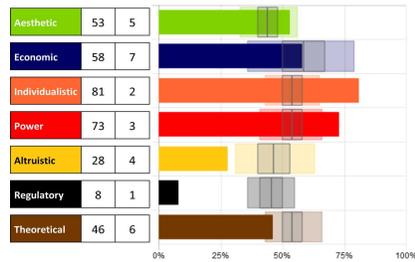
- Even though you may care about people, some will think you have a funny way of showing it.
- You might be avoided by emotional "feeler" types especially if you're not a people person.
- Some may see you as reserved and closed to their emotional appeals.
- Because you have little patience for stupidity, make sure the person is trying before passing judgment.



Learning Paths:

- You may not feel at home when working emotionally with teams.
- Being forceful isn't bad, but sometimes it scares people if it's too strong.
- You may likely be quiet and in the background when involved in training activities.
- Be aware of your no-nonsense approach to other people.

Your Regulatory Motivator - Very Low



The Regulatory Motivator: A need to establish order, routine and structure. This motivation is to promote a black and white mindset and a traditional approach to problems and challenges through standards, rules, and protocols to color within the lines.



Universal Assets:

- You march to the beat of your own drum.
- You believe there's always another way to do it.
- You need freedom from rules and regulations that stifle your creative flow.
- You're looking for the freedom and autonomy to think your own thoughts.



Driving Intuitions:

- Remember, you have a way of looking at the broader perspective and others may not.
- Play to your strengths, which are rooted in freedom, flexibility, and open-mindedness.
- You like to cut to the chase and not waste energy on non-essentials.
- Your spontaneity works for you, but it won't work for everyone.



Critical Advantages:

- You will always find a way no matter what.
- There's always another way when the current situation changes.
- You likely don't want to wait for permission before taking action.
- You are highly adaptable in a variety of situations.



Growth Opportunities:

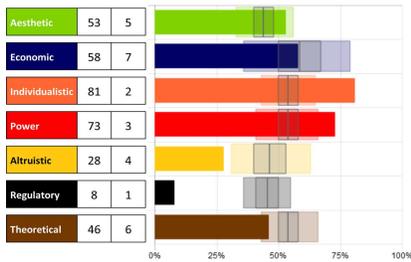
- Not all rules can be broken.
- Don't get cocky and get caught.
- Just because people follow the rules it doesn't mean they are sticks in the mud.
- Boredom is no reason to take unnecessary risks.



Learning Paths:

- You're likely thinking, "That's not how I'd do it."
- You prefer multiple learning modalities that enable your creative side.
- You prefer spontaneous and independent work environments where you can be more flexible.
- You listen to instruction while at the same time tweaking it.

Your Theoretical Motivator - Low



The Theoretical Motivator: The desire to uncover, discover, and recover the "truth." This need to gain knowledge for knowledge sake is the result of an "itchy" brain. Rational thinking (frontal lobe), reasoning and problem solving are important to this dimension. This is all about the "need" to know why.



Universal Assets:

- You will likely learn more through trial and error.
- You have an awareness of time management, but will not let time be your boss.
- You might know something and not know why you know it.
- You will spend time only learning those things that directly impact your performance.



Driving Intuitions:

- You like to cut to the chase and not waste energy on non-essentials.
- You choose to focus on the big picture as opposed to doing the "deep dive."
- Remember, you have a way of looking at the broader perspective differently than others.
- You likely do not support inefficient, slow, and complicated means to any end.



Critical Advantages:

- You will likely pick and choose your own rules instead of reading them.
- You likely will have an opinion.
- There's always another way when the current situation changes.
- You are not narrow-minded and can think outside the box.



Growth Opportunities:

- You will likely ignore certain regulations you do not believe to be necessary.
- You need to realize that paying attention to instructions may keep you safe.
- You may quickly reach information overload.
- You have potential to miss important rules and protocols when learning new things.



Learning Paths:

- You should avoid getting bogged down in the hypothetical and theoretical.
- You should hit only those essential items that relate to increased success or efficiency on projects.
- You should make training and development activities as hands-on as possible.
- You should link training and professional development to other areas of the values graph where you sit outside the national norm.

Summary of A Demo'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. _____
3. _____

So Now What?

This report is filled with information about each of your four learning style categories. Now you have a learning profile that will truly help you understand your own unique learning style patterns.

There are many suggestions in each of the four sections of this report, presenting opportunities for you to apply this valuable information. Take the next action steps required to make improvements in the specific learning styles sections most important to you and your success.

Do not put this report on a shelf or in a file. You have the opportunity to use this information to open a meaningful dialogue with others and improve the way you learn new information. Use this report as a reference tool. It contains a lot of information and it wasn't designed to be digested in a single reading.

Have fun making the minor changes in the way you attend, translate, relate and understand new material and immediately experience improved results. You will be pleasantly surprised!