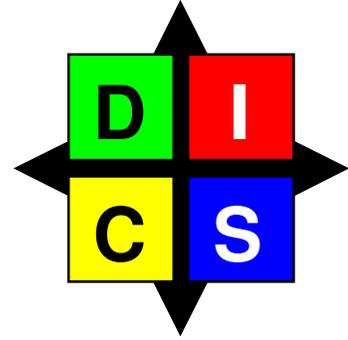


**Here are a few sample pages
from a *DISCself*[™] report.**

**Your report will contain
approximately 29 pages of
information!**



The
DISCstyles™
Online Report

Personalized Report For:
Sample DISCstyles
Focus: Social
05/17/2003



Table of Contents

Introduction to the DISCstyles Online Report..... 3

PART I UNDERSTANDING YOURSELF

Your Graphs 5
Your Behavioral Style Overview 6
Strengths and Struggles 7
Management Strategies 8
What Motivates Your Style 9
Work Preferences for Your Style 10
Communication Tips for Others 11
Summary of Your Style 12

PART II APPLICATION OF DISC STYLES

Application, Application, Application 13
The Four Basic DISCstyles Overview Chart 14
How To Identify Another Person's Behavioral Style 15
What is Behavioral Adaptability? 18
How to Modify Your Directness and Openness 19
Tension Among the Styles..... 20
Action Plans With All Four Styles 23
How to Adapt to the Different Behavioral Styles 24
So Now What?..... 28
Disclaimer 29



Your Behavioral Style Overview

The Behavioral Style overview provides a general overview of your behavioral style. This is your comfort zone. You tend to use these behaviors when in a relaxed mode.

Your Behavioral Style Tendencies Include:

- You convey a high trust level in working with others.
- You make friends easily, and show a high interest level in working with others.
- You seek assignments with high people contact, and an image of authority or knowledge in an area.
- When pressured, may become more persuadable and less firm in opinions.
- You tend to evaluate others by their ability to express themselves verbally and fluently.
- You appreciate flexibility and spontaneity in others, and conversely, may fear limitations or restrictions on your flexibility or spontaneity.
- Seek freedom from routine, control, and minutia.
- You are able to persuade others with a personal and friendly approach.
- Through fluent verbal skills, you are able to gain the support of a variety of styles of people.



Work Preferences for Your Style

Work Style Preferences provide useful insights as you work in a job or as you work together on a team or family project.

*Check the two most important factors and transfer to the **Summary of Your Style** on page 12.*

Your Work Style Tendencies:

- You are able to handle assignments of authority with confidence and obtain the respect of others in the organization.
- Able to maintain a positive public image through a variety of assignments.
- You tend to evaluate others on the job by their ability to express themselves verbally and fluently.
- When pressured on the job, you may become more persuadable and less firm in opinions.
- You appreciate others who show a similar high degree of flexibility and spontaneity with organizational projects.
- You enjoy working with others, and make friends easily on and off the job.
- On the job, you will seek assignments with an image of authority or knowledge in an area.
- You seek freedom from routine, control, and minutia.
- You are persuasive with customers and peers with your personal and friendly approach.



Summary of Sample DISCstyles'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.

YOUR STRENGTHS from page 7

1. _____
2. _____

AREAS FOR IMPROVEMENT from page 7

1. _____
2. _____

MANAGEMENT STRATEGIES (Your Needs) from page 8

1. _____
2. _____

YOUR MOTIVATORS from page 9

1. _____
2. _____

YOUR MOST EFFECTIVE ENVIRONMENT from page 9

1. _____
2. _____

YOUR WORK STYLE PREFERENCES from page 10

1. _____
2. _____

COMMUNICATION TIPS FOR OTHERS from page 11

1. _____
2. _____



Application, Application, Application

Understanding your own behavioral style is just the first step to enhancing relationships. All the knowledge in the world doesn't mean much if you don't know how to apply it in real life situations. That's what the rest of this report is all about.

To really begin to use the power of behavioral styles, you also need to know how to apply the information to people and situations. Remember, people want to be treated according to their behavioral style, not yours!

This application section includes:

- The Four Basic DISCstyles Overview
- How To Identify Another Person's Behavioral Style
- What is Behavioral Adaptability
- How to Modify Your Style
- Tension Among The Styles
- Action Plans
- How To Adapt To The Different Behavioral Styles

This section will help you understand how to be more effective in relationships and situations. Good relationships can get better and challenging relationships may become good.

The Relationship from Mars

After reviewing the information, select a relationship in which things have not gone as smoothly as you would like. Make a commitment to at least take the time to gain an understanding of the other person's behavioral style and take a few steps to adapt your behavior to improve the relationship. Here's how to do it:

1. Identify the behavioral style of the other person using the ***How to Identify Another Person's Behavioral Style*** section. You can read about their style in ***The Four Basic DISCstyles Overview***. The section on ***What Is Behavioral Adaptability*** gives you an in-depth insight into what adaptability is, what it is not, and why it's so important to all your interpersonal relationships.
2. Once you know their style and preferences for directness and/or openness, you can use the ***How to Modify Your Directness and Openness*** section to adjust these areas when relating to this person. You will be amazed at the difference.
3. To further understand the tension that may exist in the relationship, you can refer to the ***Tension Among the Styles*** section and complete the ***Tension Among the Styles Worksheet***. Being aware of the differences in preference in pace and priority, and modifying accordingly, can make a big difference in those tension-filled relationships.
4. The ***Action Plans With All Four Styles*** section will give you a summary of needs and suggested actions to meet those needs.
5. And finally, the last section, ***How to Adapt to the Different Behavioral Styles***, will give you suggestions when dealing with each of the four basic styles.