



DISC

Improve Your Relationships

Report For: **Sample**

Style: **CS/CSd**



Table of Contents

WELCOME TO THE DISC RELATIONSHIP REPORT3

HOW TO USE THIS REPORT3

UNDERSTANDING THE DISC MODEL4

UNDERSTANDING YOUR OWN STYLE7

APPLY YOUR STRENGTHS AND MODIFY YOUR INHIBITORS12

ADAPTING TO YOUR PARTNER17

APPENDIX25



I.

WELCOME TO THE DISC RELATIONSHIP REPORT

Universal. Easy to remember. Non-judgmental.

By focusing on patterns of observable behaviors and communication styles in intimate relationships, this report describes **HOW you typically act in intimate relationships.**

Using the DISC model, it is easy to

- ✓ identify and understand your own style¹,
- ✓ recognize and understand your partner's* style, and
- ✓ develop a process to communicate more effectively with your partner

**NOTE: We use 'partner' to denote your specific relationship pool, boyfriend/girlfriend, significant other, spouse, etc., whether present or future.*

RESEARCH SHOWS

Self-awareness is vital to the continued health of all relationships. With this personalized report, DISC gives you the tools to help you become a better partner – to develop and use more of your natural strengths while recognizing, improving upon, and modifying your limitations.

“ *He who knows others is wise. He who knows himself is **enlightened.*** -Lao Tzu ”

II.

HOW TO USE THIS REPORT

The report is divided into four parts:

1. Understanding the DISC model
2. Understanding your own style
3. Apply your style strengths and modifying your inhibitors
4. Adapting to your partner

Highlight it.

| *Take notes in the margin.*

| *Mark it up and make edits.*

The report is only as impactful as you make it. As you read the report, be sure to consider how you'll use the information to make meaningful, long lasting improvements to your relationship.

¹ Behavioral descriptions mentioned in this report are tendencies for your results and may or may not specifically apply to you in all cases. This is likely due to your existing awareness of your naturally limiting behaviors and communication style, and your conscious or unconscious efforts to alter them and serve you better.

III. UNDERSTANDING THE DISC MODEL

BEHAVIORAL STYLES

Everyone's behavior and communication style with their partner varies throughout the day. One minute you may be accommodating, the next you're demanding, and the next you're preoccupied. However, measured over a long period of time, everyone has their own unique style that can be predicted with relative certainty.

The DISC describes those behaviors and communication styles according to their intensity on four scales: **DOMINANCE**, **INFLUENCE**, **STEADINESS**, and **CONSCIENTIOUSNESS**. Each action you take in a relationship can be described by looking at the combination of each of these four elements. When measured in total and plotted on a graph, your predominant style is identified and we can then describe with a high degree of accuracy how others tend to view you.



TIP: We often view our own behavior as *normal* while others see our behavior as *abnormal*. This is because others have their own preferred style and would not choose to act the same way or say the same thing in a similar situation.

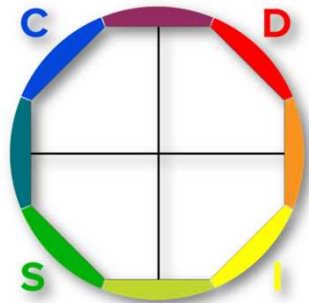
There is no "best" style. Certain behavioral traits may serve you well in one situation or relationship, but the same traits may be unfavorable to you in a different situation or with a different partner.

The key to a long, successful relationship is to better understand all dynamics involved so that you may modify your style according to 1) your partner's style, and 2) the situation.

DESCRIPTORS OF EACH STYLE

THE C STYLE

- ✓ Analytical
- ✓ Accurate
- ✓ Precise
- ✓ Fact-Finder
- ✓ Detailed
- ✓ Diplomatic
- ✓ Courteous
- ✓ Objective



THE D STYLE

- ✓ Persistent
- ✓ Decisive
- ✓ Daring
- ✓ Direct
- ✓ Adventurous
- ✓ Competitive
- ✓ Results Driven
- ✓ Problem-Solver

THE S STYLE

- ✓ Sincere
- ✓ Stable
- ✓ Patient
- ✓ Relaxed
- ✓ Steady
- ✓ Friendly
- ✓ Good Listener
- ✓ Understanding

THE I STYLE

- ✓ Charming
- ✓ Confident
- ✓ Convincing
- ✓ Social
- ✓ Enthusiastic
- ✓ Inspiring
- ✓ Optimistic
- ✓ Outgoing



A DEEPER LOOK AT THE FOUR DISC STYLES

Behavioral style is only a partial description of overall personality. It does not factor in past experiences, education, intelligence, skills, or personal values. It is, however, quite useful in describing how a person behaves, and is perceived, in intimate relationships.

THE D STYLE


The partner with a high Dominant style tends to possess behaviors that are **'Assertive.'** Their primary drive is **independence**, and they feel the need to be **in control** in most aspects of the relationship. They measure their worth by the impact of their accomplishments and their historical track record. They prefer a variety of tasks that are challenging and are comfortable being **decisive**, especially in situations in which others would hesitate. The high Dominant's strength is **solving problems**, but during execution, not contemplative pre-planning.

Under stress the Dominant style can be dictatorial and pushy. When involved in a conflict with their partner, they demand action and quick resolution. Their personal limitation is being too direct and intense for partners who are not comfortable with those behaviors. While they excel at goal accomplishment, this can sometimes come at the expense of their partner. They fear losing and can be intensely competitive in almost any situation. They often overlook the possibility of being held accountable by others, given their tendency of being "in charge" of most situations. To improve the relationship, the high Dominant partner should work on empathy and patience. Their maturity level in the relationship can be measured by their ability to give up control.

THE I STYLE

The partner with a high Influencing style tends to possess behaviors that are **'Persuasive.'** Their primary drive is **interaction with others** and they seek a significant amount of approval from their partner. They measure their worth by acknowledgements and compliments from their partner and appreciate constant **positive reinforcement**. The Influencing's style prefers activities that are oriented around social contact with their partner and will often seek out opportunities for themselves and their partner to be **social** with others. Their strength is encouraging and motivating their partner with persistence and **high energy**.

Under stress the Influencing style becomes sarcastic and superficial. When involved in a conflict with their partner, they tend to be on the offensive and continue to attack. Their personal limitation is being too disorganized and nontraditional, and they can often speak without thinking. While some partners may find this quirky and endearing, others may find it bothersome. They avoid structure and place little value on routines. Their primary personal fear in a relationship is rejection. Due to their enthusiasm for novelty and personal interaction, they tend to place a lower priority on task-related commitments and not follow through. To improve the relationship, the high Influencing partner should work on controlling their emotions and follow through. Their maturity level in the relationship can be measured by their ability to objectively handle rejection without taking it personally.



TIP: While a description of one style can apply to a diverse group of people, the description itself is much more highly pronounced and exaggerated with the partner who scores in that style as opposed to those who score in another style.

A DEEPER LOOK AT THE FOUR DISC STYLES (*continued*)

THE S STYLE

The partner with a high Steady style will tend to possess behaviors that are **'Supportive.'** Their primary drive is **stability**, and they feel the need to be able to predict a certain level of routine in the relationship. They measure their worth by their **compatibility** with their partner and the **contributions** they make in the relationship. They prefer **schedules**, even if informal. The high Steady's strength is supporting their partner, especially when the partner takes the lead. A Steady partner can usually be counted on to prioritize the health of the relationship over their own personal interests.

Under stress, the Steady style can become submissive and indecisive. When involved in a conflict with their partner, they tend to comply rather than stand up for themselves. Often, they do so while harboring a feeling the conflict is unresolved. Their personal limitation is being too indecisive and indirect. While they excel at ensuring the relationship runs smoothly due to their supportive nature and drive for stability, they can procrastinate in addressing needed change. They fear sudden and abrupt change and may resist when confronted with it. They often overlook or undervalue the need for change and would do well to focus on the benefits. To improve the relationship, the high Steady partner should work on being assertive when pressured. Their maturity level in the relationship can be measured by their ability to stand up for themselves when confronted and having a bias towards action when change is beneficial.

THE C STYLE

The partner with a high Conscientiousness style will tend to possess behaviors that are **'Analytical.'** Their primary drive is **correctness** in all things. They measure their worth by their precision, accuracy, and quality of results. They prefer rules, structure, and standards that are mutually agreed upon with their partner. The Conscientiousness style prefers **order** and **planning**. They can focus on one thing important to the relationship and perform exhaustive research to gain a level of **expertise**. Their strength is organizing action once a plan of action is determined with their partner.

Under stress, the Conscientiousness style becomes withdrawn and headstrong. They tend to avoid conflict with their partner altogether and retreat from it as quickly as possible when confronted. Valuing always being correct, they can overlook the potential negative consequences to their partner. Their primary personal fear in a relationship is being wrong, which can make them too detailed and impersonal. Due to their eagerness to be correct, their tendency to over analyze things can be frustrating for their partner. To improve the relationship, the high Conscientiousness partner should work on understanding when standards can be compromised and rules bent. Their maturity level in the relationship can be measured by their ability to not be defensive with facts when criticized.



TIP: The majority of people possess behaviors that are a mix of each of the four styles. The purpose of categorizing the four styles is not to place your partner in a rigid box, but to have a better comprehension of those traits that can be predicted. This allows you to anticipate your partner's behavior and adapt to their behavior. Understanding your partner's innate behavior is also the first step to accepting them as their own unique individual.

IV. UNDERSTANDING YOUR OWN STYLE

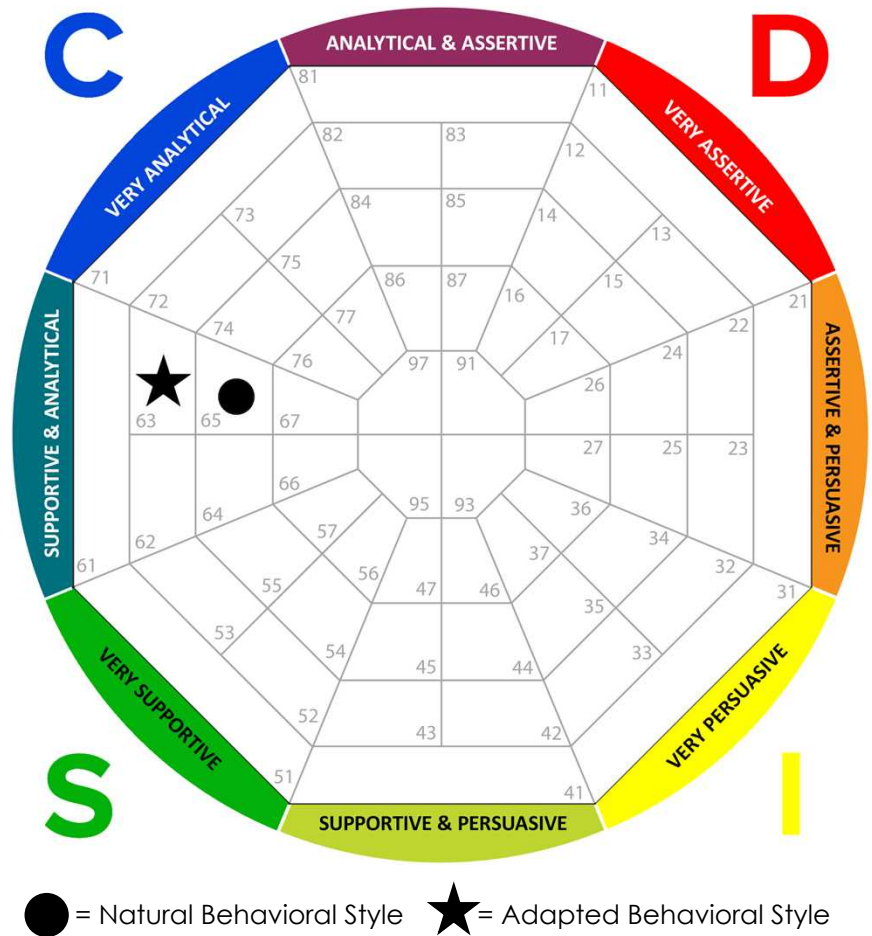
BEHAVIORAL PATTERN VIEW

Each of the eight zones identifies a different combination of behavioral traits that goes beyond the basic four styles. Plots on the outer edges identify an intensity in the corresponding behavioral descriptors. As you move towards the center, two and eventually three traits combine to moderate the intensity of your style descriptors within a specific behavioral zone. This allows the instrument to provide a **tailored, finer tuned description of you.**

ADAPATED VS. NATURAL STYLE

Sample, your **Adapted Style** indicates you tend to use the behavioral traits of the CS style(s) in the relationship you had in mind when you took the assessment. Your **Natural Style** indicates that you instinctively tend to use the behavioral traits of the CSd style(s) in most relationships.

Your **Adapted Style** reflects a perception of the sort of behavioral tendencies you think you should use in your selected relationship. This graph is more susceptible to change in different relationships or situations. Your **Natural Style** indicates the intensity of your instinctive behaviors and motivators. It is often a better indicator of the “real you” and your “knee jerk”, involuntary behaviors in most relationships. This is how you act when you feel most comfortable with you partner and are not attempting to impress by self-monitoring or otherwise modify your behavior. It is also what tends to show up in stressful situations. This graph tends to be fairly consistent, even across relationships with different individuals.



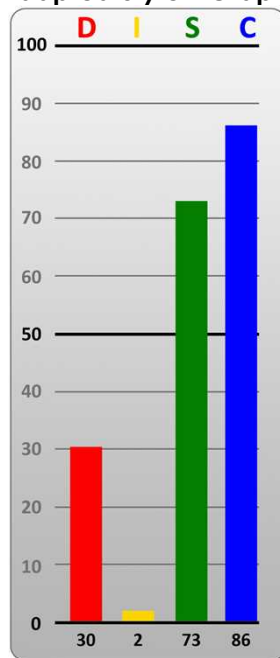
TIP: If your Adapted Style is different from your Natural Style, this may increase short term excitement. However, because you'll be using behaviors that are not as comfortable or desirable for you, this is likely to increase internal stress over time.

DISCstyles eGraphs for Sample Report

Your Adapted Style indicates you tend to use the behavioral traits of the CS style(s) in the relationship you had in mind when you took the assessment. Your Natural Style indicates that you naturally tend to use the behavioral traits of the CSd style(s) in most relationships.

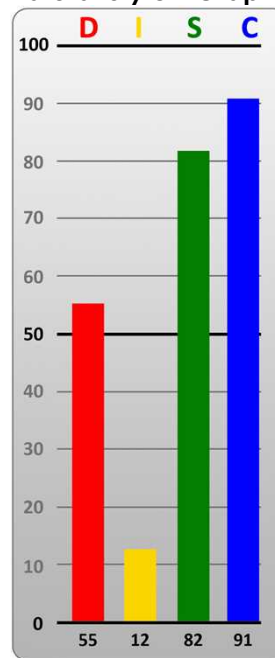
Your Adapted Style is your graph displayed on the left. It **is your perception of the behavioral tendencies you think you should use in your selected relationship**. This graph may change depending on the relationship or situation. The graph on the right is your Natural Style **and indicates the intensity of your instinctive behaviors and motivators**. It is often a better indicator of the “real you” and your “knee jerk”, instinctive behaviors. This is how you act when you feel comfortable in your with your partner and are not adapting or attempting to impress. It is also what shows up in stressful situations. This graph tends to be fairly consistent, even across different relationships.

Adapted Style - Graph I



Pattern: CS (2156)

Natural Style - Graph II



Pattern: CSd (4166)

If the bars are similar, it means that you tend to use your same natural behaviors in your selected relationship and are not feeling the need to significantly modify your behavior. If your Adapted Style is different from your Natural Style, this may cause stress over a long period of time. You are then using behaviors that are not as comfortable or natural for you.

The four-digit numbers (under the graphs) represent your segment numbers in DISC order and dictate the adjectives highlighted on the Word Sketch pages.

The higher or lower each D, I, S, C point is on your graph, the greater or lesser your behavior impacts your relationships 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.

WORD SKETCH – Adapted and Natural

This chart shows your ADAPTED & NATURAL DISC Graph as a “Word Sketch” 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.

- **Natural Style** is a reflection of your instinctual, “real you” behaviors. This is how you would choose to behave when you are most able to be yourself with no additional influences on your behavior. This also show up in stressful situations and stays fairly consistent over time.
- **Adapted Style** is a reflection of how you respond to the environment, situation or relationship based on what you think will be effective. This can change moment to moment.



| 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 |
| Fears | Being taken advantage of/loss of control | Being left out, loss of social approval | Sudden change/loss of stability and security | Being criticized/loss of accuracy and quality |
| Emotions | Anger, Impatience | Optimism, Trust | Patience, Non-Expression | Fear, Concern |

Adapted

Natural

| | Adapted | Natural |
|---|---|---|
| 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 | 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 | 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 | 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 | 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 | 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 | 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 |



GENERAL CHARACTERISTICS

The narration below serves as a more specific description of your behavioral tendencies and provides a framework for understanding and reflecting on your results.

You tend to judge your partner by objective criteria, and prefer yourself to be evaluated by specific criteria. In conversation, you would prefer spending more time on clarifying their expectations of you rather than the opposite. Depending on your partner's style this may or may not be practical.

Sample, people who score like you may tend to get bogged down in details during the decision-making process, thinking that there may be more information forthcoming that might impact the choice. It's true that there will almost always be more information available if we continue to wait; however, there is also a time at which the collection of data must stop and the decision must be made. Be aware of this when facing a series of data-driven decisions in the relationship.

Your response pattern on the instrument indicates that you persuade your partner by careful attention to detail, and through facts, data, and logic, rather than emotion. Your partner can depend on you to present a case that is logical and supportable. This is the primary strength that you bring to the relationship when decision-making conversations are being had.

You take calculated, educated risks only after a thoughtful analysis of the facts and data, and after you have examined all options and potential outcomes. This is a strength. However, when the relationship has a deadline, you could be perceived as slowing progress. It's not malicious, but because you want to analyze the facts and data and determine all possible outcomes as a result of a decision. Be aware of this, and be prepared to abbreviate the analysis a bit when the clock is ticking.

You like your space to be neat and well-organized. When the home, room, vehicle, etc. is clean and clutter-free, you are more able to focus clearly on the moment.

Your response pattern indicates that you tend to hide your emotions. You are generally quiet unless asked for input, or if the topic is one of high importance to you. Our advice is to move out of that comfort zone and be a bit more verbal. It will benefit the relationship, because your partner will not have considered the issues as deeply as you have. Your input will raise the quality of the conversation. And you will benefit by being perceived as a more open and interactive partner.

Your response pattern on the instrument indicates that you appreciate the security of efficient routines and habits, and strive to maintain or improve them to the highest possible standards. This also might mean that you spend more time thinking about various activities than your partner and as a result, may act as an oracle for them in times of uncertainty. They ask you about things because they know you'll have the correct answer, but you may wonder why they didn't learn the nuances of those things in the first place.

You set high performance standards for yourself, your partner, and the relationship and expect them to meet those standards. You have remarkably good attention to detail and a high degree of patience. These traits combine to allow you to aim your sights higher than your partner at times. You set the example yourself, rather than telling them to perform and then walking away.

YOUR BEHAVIORAL STYLE

DISC describes you based on your observable behavior which can provide insights into your communication preferences and how you will likely interact with and respond to your partner.

By using this report, you have an opportunity to **observe and evaluate your behavioral responses** in various environments. You can explore your reactions to a variety of situations and contexts, including the actions and reactions of your partner, to determine the most effective responses or courses of action.

YOUR BEHAVIORAL STYLE: Formalist

Formalists rely upon procedure and structure in all aspects of life. Detail oriented, they seek perfection and need to know the expectations of their partner. They can get bogged down in detail and will not rush important decisions. They will take a risk if they have the facts to support it. They may be suspicious of personal compliments, praise, or flattery if too general or specifics are not provided by their partner.

Below are some key behavioral insights to keep in mind and share with your partner, as applicable:

- **Emotional characteristic:** Expend energy holding themselves to exacting standards and doing things right; may appear reserved and restrained to their partner or others.
- **Goals:** To establish and follow agreed upon routines and principles.
- **What you value in a partner:** Partner's consistent ability to be precise and accurate.
- **Value to the relationship:** Embraces and supports high quality and expected standards from their partner.
- **Areas to monitor for improvement:** Can rely too much on past experiences and be narrow in thinking when approaching the relationship's future.
- **Under pressure:** May revert to too much diplomacy and overly careful maneuvering without addressing underlying issue with partner.
- **Disapproves of:** Aggressive, direct interactions; superficial exhibitions of their relationship by partner.

V. APPLY YOUR STRENGTHS AND MODIFY YOUR INHIBITORS

COMMUNICATION TIPS FOR YOUR PARTNER

The following suggestions can **help your partner better interact with you** and be aware of your communication preferences. To use this information effectively, choose a few of the items most important to you and consider how you might share them with your partner.

When Communicating with Sample, **DO**:

- Present your ideas and opinions in a non-threatening way.
- Be certain that the information you have is credible.
- Be sensitive to possible areas of disagreement because Sample may not be verbal about them.
- Give Sample time to verify the issues and potential outcomes.
- Providing instructions for multifaceted tasks in writing.
- Both you and Sample need to complete your share of the homework.
- Provide assurances about Sample's input and decisions.

When Communicating with Sample, **DON'T**:

- Don't be rude, abrupt, or too fast-paced in your delivery.
- Don't offer promises that you can't keep.
- Don't fail to follow through. If you say you're going to do something, do it.
- Don't make decisions for Sample.
- Don't rush the issues or the decision-making process.
- Don't be vague about what's expected of the couple.
- Don't leave an idea or plan without backup support.

YOUR MOTIVATORS: WANTS AND NEEDS

Motivation is your enthusiasm or willingness to do something in your relationship. All people are motivated for their own reasons, not their partner's. Simply, people are motivated by what *they* want.

Our behaviors are also driven by our needs and 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.

The more fully our needs are met, the easier it is to maintain a harmonious relationship. Therefore, choose a few of the most important wants and needs and consider how to discuss these with your partner.

You Tend to Be **Motivated** by:

- Having sufficient time to adjust to your partner's ideas for change, so as not to disrupt your routines.
- Appreciation from your partner for competence and commitment demonstrated over the long haul.
- A relationship that is supportive of work/professional demands.
- Things are completed the right way the first time, so that errors don't have to be corrected later.
- Involved and attentive sincerity in all interactions.
- Responsibilities of a highly specialized nature that support your natural curiosity and detail orientation, as well as allow you to demonstrate your skill and competence.
- The knowledge that the relationship attains it's goals at the highest quality possible.

People with Patterns Like You Tend to **Need**:

- A method or process to be introduced to new groups of people.
- Reassurance for taking appropriate and calculated risks.
- Complete explanations of expectations from partner in the relationship.
- To question the necessity of routine tasks and procedures, especially when the relationship needs action elsewhere.
- Increased urgency in making decisions. Learn to shut the data gate and make a decision based on the information currently available.
- Responsibilities requiring high degrees of precision and accuracy to capitalize on your high detail orientation.
- An increased urgency to take advantage of opportunities.

WHAT YOU BRING TO THE RELATIONSHIP

This page provides useful insights for **how you work with your partner to accomplish goals together**. These are the talents and tendencies you bring. When used in environments that you are most effective in, you are likely to be more satisfied and engaged in the relationship.

To improve your relationship, choose a few of the items that stand out to you and consider 1) how you might better structure your relationship to enable what motivates you, 2) how to leverage your strengths, and 3) how your tendencies might be helping or hindering the relationship.

You Tend to Be **Most Effective** in Relationships That Provide:

- An environment free of conflict and hostility.
- Clear lines of authority to make decisions for the couple, with minimal ambiguities.
- Activities that can be monitored from beginning to end.
- Sufficient time to adjust to changes.
- A close-knit group of people with whom you have developed mutual trust, rapport, and credibility.
- A sincere care for people outside the relationship.
- Established routines, practices, and methods.

Your **Strengths**:

- Your partner may lean on you at times because of your complete knowledge of how specific things in the real world work.
- You are not an extremist and tend to be supportive of the relationship's efforts.
- You are tactful in explaining ideas that may impact the relationship.
- You take your responsibilities seriously and exercise your power in the relationship with a conscientious manner.
- You are a strong guardian of expectations for quality outcomes.
- You maintain a high degree of accuracy while keeping an eye toward the impact of timing.
- You are especially careful that there are no loose ends that may have been overlooked by your partner.

Your **Relationships Style Tendencies**:

- You tend to judge your partner by objective standards and prefer to be evaluated yourself with exact criteria.
- Naturally time-sensitive, you keep a careful eye on the progress of things and maintain a keen awareness of timelines.
- You give careful consideration to all variables and input in an issue. This may take a bit more time, but it will yield a quality outcome.
- You are highly conscientious and can be relied on to follow through on responsibilities or agreed upon actions.
- You will take calculated, educated risks only after a thoughtful analysis of the facts and data, and after you have examined all options and potential outcomes.
- You tend to be restrained and reticent with your emotions. You may not be openly verbal in discussions with your partner unless asked for input, or if the topic is of high personal importance.
- You appreciate an occasional word of reassurance from your partner, as long as it is sincere.

THE C STYLE

STRESS IN THE RELATIONSHIP

All relationships have their ups and downs and stress between partners is unavoidable. **The way we behave under stress can create a perception that is not what we intend** which can negatively influence our relationship. Knowing how we react during stress and preparing ourselves for conflict makes us more successful dealing with our partner in stressful situations and by minimizing unwanted or unintended negative outcomes.

Under Stress You May **Appear**:

- Slow to act
- Slow to begin work
- Unable to meet deadlines
- Withdrawn
- Unimaginative

Under Stress You **Need**:

- Accuracy
- Understanding of principles and details
- A slow pace for "processing" information

Your Typical **Behaviors** in Conflict:

- 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, and other indirect approaches.
- You are quite uncomfortable with overt conflict, aggression and anger. You will do whatever you can to avoid these situations and to avoid your partner in a disagreement.
- Although you generally avoid overt conflict, you may speak out on a matter of principle in order to protect your high standards.

Strategies to **Reduce Conflict** and **Increase Harmony**:

- Be more open with your partner and share your feelings, needs, and concerns with them.
- Be sure to share the reasoning behind your decisions. Failure to do so makes them seem arbitrary.
- Include your partner in your decision-making process. Ask for their suggestions as well as their data.

POTENTIAL AREAS FOR IMPROVEMENT

Everyone has their own personal struggles, limitations, or weaknesses. Often, it's simply **an overextension of our strengths which may become a weakness**. For example, ambition may be a strength when focused on improving a relationship, but when overextended to goals outside the relationship, an ambitious partner may neglect their significant other.

As you consider ways to continue to improve the items below to be a better partner, 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. Consider which one or two you would like to focus on first.

Possible Improvement Areas:

- You could benefit from a greater degree of self-confidence and an increased sense of urgency to accomplish activities quickly.
- You may tend to spend more time than necessary on certain details, for fear of being seen as underprepared.
- You could broaden your perspective on relationships by interacting with a wider variety of people.
- You may sometimes overthink or overexert yourself on routine activities.
- You may sometimes use facts, figures, and details as a "security blanket" to avoid confrontation or hostility.
- You may be perceived as slow in making decisions and tentative when it comes to making changes.
- You could demonstrate a bit more spontaneity and take yourself a bit less seriously.

VI. ADAPTING TO YOUR PARTNER

Understanding your own behavioral style is only the first step to enhancing relationships. To really begin to use the power of DISC, you also need to know how to apply the information to your partner in a variety of situations.

Many of us grew up being taught The Golden Rule: to treat others the way you would like to be treated. However, this doesn't take into account that people have their own styles of thought and interaction with the world. **Far more impactful is The Platinum Rule: to treat others the way THEY want to be treated.** This practice requires you to constantly monitor the situation and adjust your own behavior to make your partner feel more at ease with you.

As with any new skill, learning to adapt our style to our partner is not always easy. It will push you outside your comfort zone, feel inauthentic, and especially awkward in certain situations. Be persistent and unwavering in your desire to improve your relationship and you will see the benefits.

Important Reflections:

- ✓ **Adaptability starts with willingness. You must choose to make an effort to improve your relationships.**
- ✓ **Your capability can be improved upon over time, but only after you decide the relationship warrants your willingness to improve it.**
- ✓ **No one style is naturally more adaptable than another.**
- ✓ **Adaptability is exhibited over time. You can choose to be adaptable with your partner in some situations, and not so in others.**

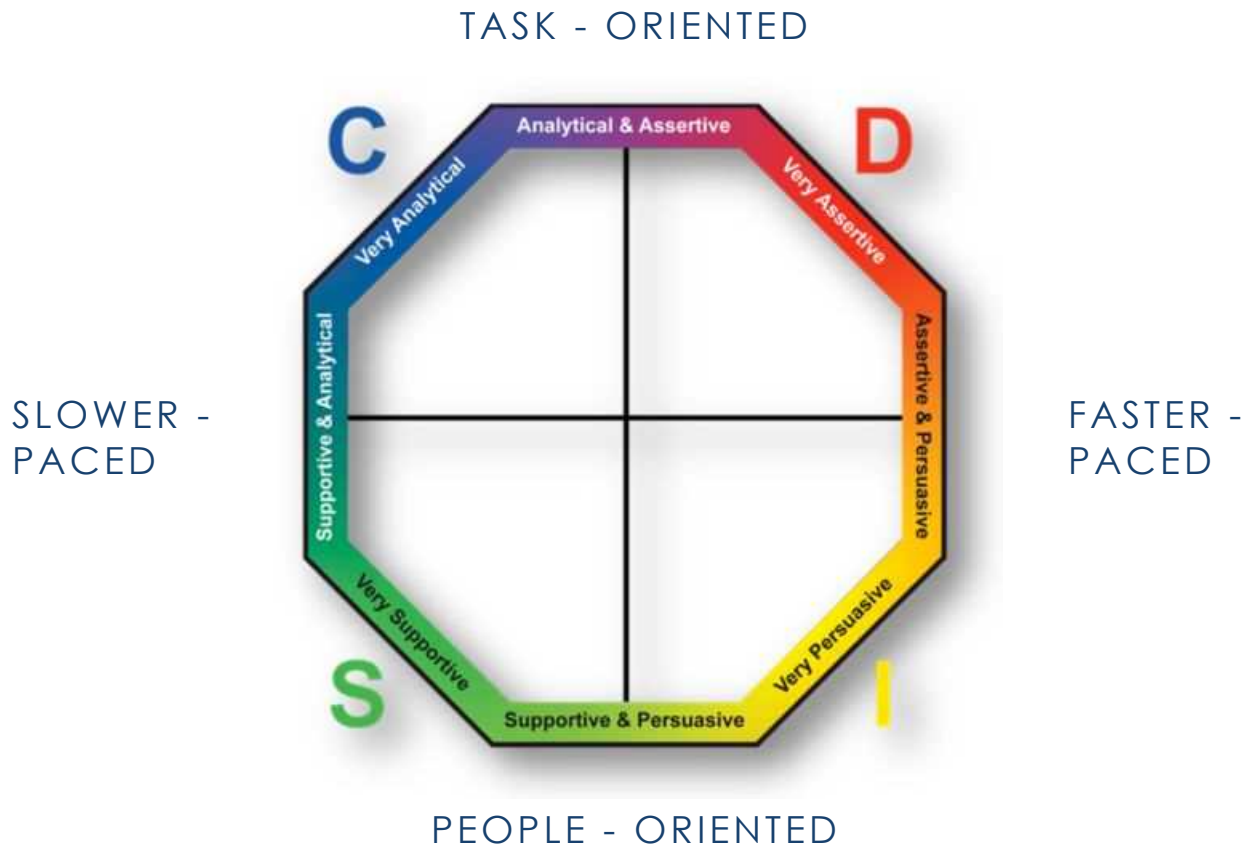
“ *Action is the foundational key to all successes.* -Pablo Picasso ”

Words of Advice:

“**Adapting**” doesn't mean “**imitating**” your partner's style. It means staying true to yourself while simultaneously considering the wants and needs of your partner. **Adaptable partners know how to negotiate relationships in a way that allows both people to win.** Adaptability at an extreme can appear spiritless and insincere. Additionally, maintaining extreme adaptability in every situation will cause long term stress for you. However, much like working out our muscles and becoming sore afterward, practicing moderate adaptability will allow you to become comfortable with it over time. Remember, practicing no adaptability, would cause your partner to view you as rigid and uncompromising because you insist on behaving according to your own natural style with no regard for your partner's preferences.

RECOGNIZING YOUR PARTNER'S BEHAVIORAL STYLE

The first step to adapting to your partner is identifying their style. **Ideally, you would have your partner's DISC report to correctly pinpoint them.** However, having both of your styles identified isn't always possible (on first dates, for example), and we occasionally have to make educated guesses. In these cases, utilizing the descriptions of the four DISC styles on pages 4-5 can be helpful. Additionally, you can generically categorize your partner's behaviors and communication style based on the *Pace and Orientation* graphic below:



- D = Partners who typically exhibit *task-oriented, fast-paced* behaviors
- I = Partners who typically exhibit *people-oriented, fast-paced* behaviors
- S = Partners who typically exhibit *people-oriented, slow-paced* behaviors
- C = Partners who typically exhibit *task-oriented, slow-paced* behaviors

By reflecting on your partner's behaviors and communication style and then plotting them as task vs. people oriented and slower vs. faster paced, you'll begin to get an overall picture of where your partner tends to spend the majority of their time.

EXAMPLE BEHAVIORS – ORIENTATION

Task-Oriented Behaviors (D & C Styles)

- ✓ Keeps feelings private: shares only on a "need-to-know" basis
- ✓ Makes most decisions based on evidence (objective)
- ✓ Focuses conversations on issues and tasks; stays on subject
- ✓ More formal and proper
- ✓ Stays on topic and doesn't stray
- ✓ Takes time to get to know them in unfamiliar social situations
- ✓ Disciplined about how their time is used by partner
- ✓ Prefers to accomplish tasks alone
- ✓ Limited range of facial expressions during speaking and listening

People-Oriented Behaviors (I & S Styles)

- ✓ Shows and shares feelings freely
- ✓ Makes most decisions based on feelings (subjective)
- ✓ Conversations include deviations; stray from subject
- ✓ Relaxed, warm
- ✓ Easy to get to know in unfamiliar social situations
- ✓ Flexible about how their time is used by others
- ✓ Prefers to work with others
- ✓ Shares, or enjoys listening to, personal feelings, especially if positive
- ✓ Animated facial expressions during speaking and listening
- ✓ Much more likely to give nonverbal feedback

EXAMPLE BEHAVIORS – PACE

Slow-Paced Behaviors (S & C Styles)

- ✓ Approaches risk, decision, or change slowly/cautiously
- ✓ Infrequent contributors in group conversations
- ✓ Infrequent use of gestures and vocal intonation
- ✓ Makes qualified statement "I think so"
- ✓ Questions tend to be for clarification /support/information
- ✓ Reserve expression of opinions
- ✓ Patient and cooperative
- ✓ Will go with the flow when in disagreement if it's not a big deal
- ✓ Understated and reserved
- ✓ Will wait for others to initiate interaction
- ✓ Tends to follow established rules and policies

Fast-Paced Behaviors (D & I Styles)

- ✓ Approaches risk, decision, and change quickly/spontaneously and move to next thing
- ✓ Frequent contributors in groups even when not their turn
- ✓ Frequent use of gestures and vocal intonations
- ✓ Often makes emphatic statements "I'm positive!"
- ✓ Emphasizes points through confident vocal intonation and assertive body language
- ✓ Questions tend to be rhetorical, to emphasize points, or to challenge information
- ✓ Express opinions readily and openly
- ✓ Less patient; more competitive
- ✓ More likely to maintain position when not in agreement (argue)
- ✓ Intense/assertive
- ✓ Tend to bend/break established rules and procedures

STYLE RECOGNITION EXERCISE

Spend some time thinking about your partner's behavior in different situations and **identify the style they exemplified through their actions** and their verbal and nonverbal communication. For example, when playing a low stakes board game with others, do they:

THE D STYLE

Takes control to keep the game moving, acts aggressively and make bold moves, focuses intently on winning often at the expense of others, talks loudly/rowdily, wins and loses with much attention

THE I STYLE

Focuses on having fun rather than winning, loses track of the score, makes erratic moves based on intuition rather than logic, engages with other players on topics unrelated to the game

THE S STYLE

Takes a laid-back approach to the game, focuses on everyone enjoying their time together, provides others an advantage even at their own expense, wins and loses with the same tone

THE C STYLE

Spends a lot of time analyzing the strategy, focuses on and enforces the rules, asks many clarifying questions about hypothetical situations that could arise in the game, analyzes wins and loses

Other situations to consider your partner's style:

- ✓ When on a date
- ✓ When planning a vacation
- ✓ Their first hour in the day
- ✓ How they pursue their hobbies
- ✓ How they interact with a waiter/waitress
- ✓ During a disagreement/argument
- ✓ Parenting strategy
- ✓ When out with friends
- ✓ At a company holiday party
- ✓ When introduced to new people
- ✓ When shopping

What style or combination of styles do you think your partner exhibits most often?









TIP: Remember, natural and adapted styles are the most common tendencies, but your partner may also exhibit behaviors of different styles in different situations. For example, it's possible they may behave differently at a birthday party with friends than they would at a company dinner with your coworkers whom they don't know.

IDENTIFYING STYLE DIFFERENCES

After identifying your partner's style, it's then necessary to identify the differences in your two styles so you may determine what behaviors you need to adapt. You may differ in your *Pace*, *Orientation*, or both.

For example, partners who are an S & I or C & D differ in that one is faster-paced and one is slower, although both share their people or task-orientation. Partners who are D & I or C & S differ in that one is task-oriented and the other is people-oriented while they share the same pace. D & S styles and I & C styles differ on both their *Pace* and *Orientation*.

| <p>PACE</p> <p><i>Faster-Paced vs. Slower-Paced</i></p> <p><i>Same Orientation</i></p> | <p>ORIENTATION</p> <p><i>Task-Oriented vs. People-Oriented</i></p> <p><i>Same Pace</i></p> | <p>PACE & ORIENTATION</p> <p><i>Differ on both Pace and Orientation</i></p> |
|--|--|--|
|  <p>High S + High I</p> |  <p>High D + High I</p> |  <p>High S + High D</p> |
|  <p>High C + High D</p> |  <p>High C + High S</p> |  <p>High C + High I</p> |



TIP: When exploring ways to communicate more effectively with your partner, be sure to ask for their help and input as you try new ways to communicate. Consider telling your partner you are trying to be more adaptable so they don't make their own guesses as to why you are behaving differently. This is especially important if you've known your partner for a long period of time. Additionally, you'll see increased results if you're both practicing adaptability simultaneously.

ADAPTING TO YOUR PARTNER'S SPECIFIC STYLE

The following information describes exactly **how to tailor your behavior to each one of the four styles**. Simply skip to the section that embodies the style of your partner and decide which behaviors you could adopt in specific situations to make you and your partner more comfortable.

THE D STYLE

- ✓ Allow them to define relationship goals and objectives
- ✓ Provide options and let them decide
- ✓ Listen to their suggestions
- ✓ Provide opportunities for them to lead the relationship and make an impact
- ✓ Compliment them on what they have accomplished
- ✓ Show them how to win
- ✓ Agree on routines and boundaries
- ✓ Vary those routines
- ✓ Use direct statements rather than roundabout questions
- ✓ Face conflict openly, challenge and disagree when appropriate
- ✓ Convey acceptance of ideas
- ✓ Use a strong, confident voice
- ✓ Give undivided attention when they need it
- ✓ Address the bottom line
- ✓ Don't waste time
- ✓ Use business-like language in important discussions
- ✓ Be prepared, organized
- ✓ Get to the point quickly
- ✓ Speak, move at a faster pace
- ✓ Watch for shifts in attention and vary conversation tone/pace
- ✓ Display reasoning
- ✓ Provide concise data
- ✓ Provide high-level follow up

THE I STYLE

- ✓ Interact and participate with them - do it together
- ✓ Be optimistic, upbeat, positive, and warm
- ✓ Show them that you admire and like them
- ✓ Pay personal compliments often
- ✓ Give them attention
- ✓ Initiate conversations
- ✓ Make time to have random conversations
- ✓ Get excited with them
- ✓ Speak, move at a faster pace
- ✓ Change up conversation frequently
- ✓ Let them talk
- ✓ Support their feelings and ideas
- ✓ Share feelings, show more emotion
- ✓ Respond to expression of their feelings
- ✓ Be willing to digress from the topic at hand
- ✓ Focus on the big picture
- ✓ Avoid involved details
- ✓ Don't rush into tasks
- ✓ Give recommendations
- ✓ Make suggestions that allow them to look good
- ✓ Make decisions at a faster pace
- ✓ Summarize details clearly
- ✓ Allow changes to long-term commitments
- ✓ Provide acknowledgements, accolades, and compliments
- ✓ Don't clash with your partner, but face conflict openly



TIP: Just as your results may have indicated your style as a blend of the four styles, so too might be your partner's style. If this is the case, look at the charts for the two or even three styles you believe your partner to be and select the bullet points with recommendations you believe would improve your relationship the most if you adopted them.

ADAPTING TO YOUR PARTNER'S SPECIFIC STYLE (*continued*)

THE S STYLE

- ✓ Communicate often and use friendly language
- ✓ Take time to develop the relationship
- ✓ Develop trust and credibility over time, don't force
- ✓ Speak, move at a slower pace
- ✓ Focus on a steady approach
- ✓ Involve them by focusing on how their contributions improve the relationship
- ✓ Provide opportunities for their deep contribution to the relationship
- ✓ Share decision-making
- ✓ Show how your idea minimizes risk
- ✓ Give personal assurances
- ✓ Compliment them on follow through
- ✓ Provide a relaxing, stable atmosphere
- ✓ Act non-aggressively, focus on common interests
- ✓ Help them prioritize responsibilities
- ✓ Allow time for their follow through
- ✓ Give them step-by-step procedures/instructions
- ✓ Be patient, avoid rushing them
- ✓ Communicate more
- ✓ Make decisions more slowly
- ✓ Be pleasant and steady
- ✓ Avoid arguments and conflict
- ✓ Respond sensitively and sensibly
- ✓ Approach them in a friendly, but respectful way
- ✓ Ask very personal questions

THE C STYLE

- ✓ Provide opportunities for precision, accuracy, and planning for quality results in the relationship
- ✓ Seek and acknowledge their thinking and opinions
- ✓ Give them time to think, don't push for hasty decisions
- ✓ Refrain from criticizing, challenging or acting pushy – especially personally
- ✓ Approach indirectly, non-threatening
- ✓ Be cordial and minimize extraneous discussion/details
- ✓ Downplay intense emotions and body movement
- ✓ Show your reasoning, logic, give data
- ✓ Tell them “why” and “how”
- ✓ Show them how you can be efficient with their time
- ✓ Follow agreed upon rules and routines in the relationship
- ✓ Help them set realistic deadlines for things that need to be done
- ✓ Provides pros and cons and the complete story when giving reasons
- ✓ Allow time for sharing of details and data
- ✓ Build in time and be prepared to answer questions
- ✓ Speak, move at a slower pace
- ✓ Minimize the amount of time they must socialize
- ✓ Respond formally
- ✓ Do not interrupt



TIP: Diffuse tense situations before they occur by acknowledging you or your partner's style in a lighthearted or even joking manner. “I know I'm being such an ‘S’ right now, but we need to...,” or “You're probably going to act like an ‘I’ right now, and do...but please don't.”

So Now What?

This report is filled with information about you. Do not put this report on a shelf or in a desk. You have the opportunity to use this information to open a meaningful dialogue with your partner and improve your relationship.

Use this report as a reference tool and revisit it often. DISC is specifically designed to include a lot of information for full comprehension. It wasn't designed to be digested in a single reading. Additionally, you'll make quicker progress if you practice applying the skills by utilizing the action guide in the appendix.

Keep a look out for the 26 week follow up email series in your inbox. It contains a lot of information to help you further understand and serves as a reminder to keep you active in using the information to improve your relationship.

Additionally, invite your partner to take the DISC or purchase it for them as a gift. Because you enjoyed the insights you gained about yourself, it's likely your partner will as well. People love learning about themselves, and this assessment provides a wonderful experience while doing so. Additionally, you'll both benefit from the improvement in your relationship as you're more accurately able to adapt to one another's style.

Have fun making changes in the way you listen, communicate, and behave with your partner and immediately experience improved results. You will be pleasantly surprised!



VII. APPENDIX

STYLE SUMMARY SHEET

Complete the worksheet below from the previous pages of this report and then discuss with your partner.

TOP 2 COMMUNICATION DOs (p. 9)

1. _____
2. _____

TOP 2 COMMUNICATION DON'Ts (p. 9)

1. _____
2. _____

TOP 2 MOTIVATIONS: WANTS (p. 10)

1. _____
2. _____

TOP 2 MOTIVATIONS: NEEDS (p. 10)

1. _____
2. _____

TOP 2 EFFECTIVE RELATIONSHIP FACTORS (p. 11)

1. _____
2. _____

TOP 2 STRENGTHS (p. 11)

1. _____
2. _____

TOP 2 RELATIONSHIP TENDENCIES (p. 11)

1. _____
2. _____

Communication is a two-way process. Encourage your partner to complete their own DISC and then share this sheet with each other. By discussing your preferences, needs, and wants you can improve your relationship to permanently increase your happiness.

...APPENDIX CONTINUED

START, STOP, CONTINUE

Look back through the entire report and identify two things you want to start doing, stop doing, and continue doing on a daily basis to make your relationship better by practicing using the DISC.

START DOING

1. _____
2. _____

STOP DOING

1. _____
2. _____

CONTINUE DOING

1. _____
2. _____

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