



DISC

IMPROVE YOUR RELATIONSHIPS

Report For: **Armand Hebert**

Style: **D/DI**

Date: **12/3/2021**



COUPLES BLUEPRINT

UNDERSTANDING RELATIONSHIPS



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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.

“ *Treat Others the Way They Want to be Treated* ”
- Dr. Tony Alessandra

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.

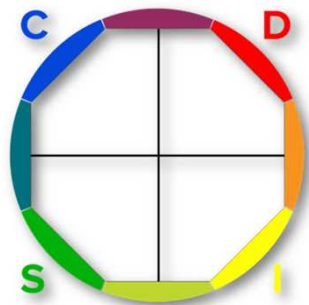
There is no “best” style. Certain behavioral traits may serve you well in one situation or relationship, but the same traits may be unfavorable to you in a different situation or with a different partner.

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 very highly in that style as opposed to those who score moderately in that 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 overanalyze 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 and adapt to your partner’s behavior. Understanding your partner’s innate behavior is the first step to accepting them as their own unique individual.

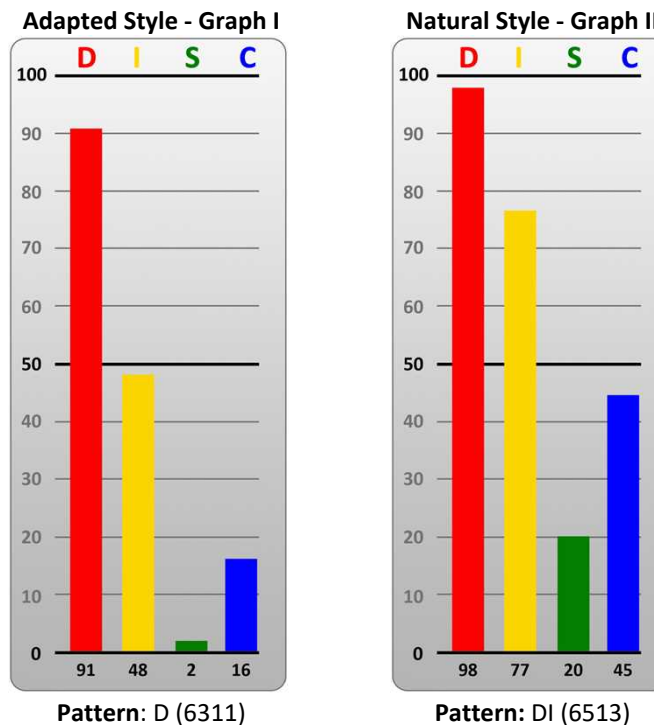


IV. UNDERSTANDING YOUR OWN STYLE

DISC GRAPHS FOR Armand Hebert

Your Adapted Style indicates you tend to use the behavioral traits of the D 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 DI 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.



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.



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, fine-tuned description of you.**

Efficient, Analytical, Organized, Factual,
Aware of the Consequences of their Actions,
Practical and Innovative.

Data, Fact & Analysis Based.
Precise & Accurate Trusts in
the Value of Structure,
Standards & Order. Sees the
value of "Rules".

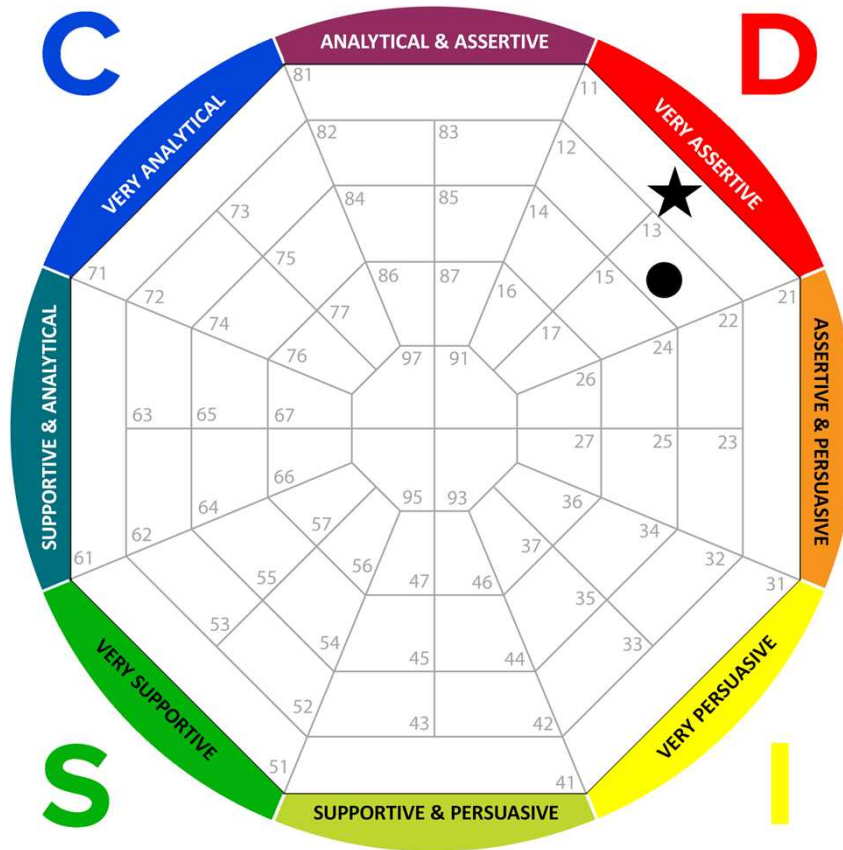
Assertive, Results Focused,
Rapid Decisions, Will Seek
Challenges, Can be Aggressive
and Impatient, Desires to Lead.

Balances & Values Data
& Diplomacy, Mindful of
the "Rules". Will be Goal
Focused, Dislikes
Confusion and
Ambiguity.

Both Assertive and
Persuasive, Likely to
embrace New Concepts,
Often a Mover and a
Shaker, Can be very
outgoing with High Energy
and Engaging Effort.

Very Patient & Favors Stability
and Structure. Not a Risk
Taker, Likes to operate at a
Steady, Even Pace.

Very Outgoing & Persuasive,
Very People Oriented, Quite
Optimistic Outlook, Strong
Communication Skills, Likes
to have Variety in their day.



Supportive & Persuasive, Good
Team Player, Creates Good Will &
Supports Harmony.

● = Natural Behavioral Style

★ = Adapted Behavioral Style



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.



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	<ul style="list-style-type: none"> argumentative daring demanding decisive domineering egocentric 	<ul style="list-style-type: none"> emotional enthusiastic gregarious impulsive optimistic persuasive
5	<ul style="list-style-type: none"> adventurous risk-taker direct forceful 	<ul style="list-style-type: none"> calming loyal patient peaceful serene team person
4	<ul style="list-style-type: none"> assertive competitive determined self-reliant 	<ul style="list-style-type: none"> accurate conservative exacting fact-finder precise systematic
3	<ul style="list-style-type: none"> calculated risk moderate questioning unassuming 	<ul style="list-style-type: none"> charming influential sociable trusting
2	<ul style="list-style-type: none"> mild seeks consensus unobtrusive weighs pro/con 	<ul style="list-style-type: none"> controlled discriminating rational reflective
1	<ul style="list-style-type: none"> agreeing cautious conservative contemplative modest restrained 	<ul style="list-style-type: none"> discontented energetic fidgety impetuous
	<ul style="list-style-type: none"> active change-oriented fault-finding impatient restless spontaneous 	<ul style="list-style-type: none"> own person self-assured opinionated persistent
	<ul style="list-style-type: none"> arbitrary defiant fearless obstinate rebellious sarcastic 	<ul style="list-style-type: none"> calming loyal patient peaceful serene team person
	<ul style="list-style-type: none"> autonomous independent firm stubborn 	<ul style="list-style-type: none"> adventurous risk-taker direct forceful
	<ul style="list-style-type: none"> analytical diplomatic sensitive tactful 	<ul style="list-style-type: none"> assertive competitive determined self-reliant
	<ul style="list-style-type: none"> controlled discriminating rational reflective 	<ul style="list-style-type: none"> charming influential sociable trusting
	<ul style="list-style-type: none"> discontented energetic fidgety impetuous 	<ul style="list-style-type: none"> calculated risk moderate questioning unassuming
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	<ul style="list-style-type: none"> analytical diplomatic sensitive tactful 	<ul style="list-style-type: none"> assertive competitive determined self-reliant



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.

Your score on the instrument shows that you are seen by your partner as flexible, versatile, and positive in all environments. Several traits combine to create this impression. Your quick thinking and decisiveness, your people skills, and your sense of urgency, all combine to create your spontaneous nature. This can be of enormous value to the relationship, especially when negotiating on it's behalf.

Armand, your responses show that you are a hard-driver, even in the face of opposition. This trait has helped you succeed in the past, where others may have given up. Your ability to rapidly solve problems in a broad-based manner allows you to strategize a plan, and modify it as it evolves. In your relationship, your strategic ability is evident to your partner, although they are unlikely to replicate your methods unless they scored similarly.

You are able to see the "big picture" and communicate it clearly to your partner. Your rapid insight, quick analysis, and fluent verbal skills combine into a rare strength that allows you to articulate complex ideas in a concise manner, without rambling. This helps in communicating with your partner with maximum clarity and minimum ambiguity when needed.

Armand, the pattern of your responses indicates that you may be perceived as one who is very resourceful, well-networked, and influential. Your "people skills" allow you to be verbally fluent in speaking with your partner, and your risk-taking spirit allows you to bring a high level of influence and energy to the relationship. Your sense of urgency in getting things done contributes to your ability to create an active and efficient environment.

Your response pattern shows that you have high expectations for your partner in regard to pace of production. The fact that not everyone can maintain your pace could be a source of disappointment. Our advice here is aimed at helping you realize that slightly slower-moving partners can still bring valuable analysis and insight to the relationship.

You have the ability to take an ambiguous idea from your partner, modify it, and create a practical solution, all very quickly. Your ability to quickly analyze a situation -- even a disjointed one -- and synthesize it to craft a new cohesive idea is a rare skill. Your unique problem-solving skills is a strength that should be amplified in the relationship.

Armand, you have a confident attitude and a forceful determination to succeed in any challenge you accept. Traits that fuel this attitude include your adventurous drive, realistic optimism, urgency, and your ability to challenge existing norms. This allows you to have an impact that positively affects the relationship in ways that are new and innovative. Our coaching is designed to help you govern your inherent sense of urgency, so that your partner doesn't feel left behind or ignored.

You are known to your partner as a self-starter: one who makes things happen rather than waiting for things to happen. You score like those who could be called "opportunists." They see an action that needs to be taken or a routine that needs to be changed, and take the initiative to do so. This is a strength that can have enormously positive impact within the relationship, as long as time and attention is spent to prevent negative fallout. Your partner may not always embrace change as quickly as you do so be certain to communicate plans clearly, and pre-condition a partner when they prefer status quo.

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: Results-Driven

The Results-Driven style displays strong self-confidence that may be viewed as arrogance by their partner. They will encourage their partner to mutually challenge one another to make personal advancements. They like difficult tasks, unique opportunities, and will seek to take the lead in the relationship. They avoid constraints or rules and may not always behave as their partner has asked. They act quickly and can become impatient and critical with more methodical and analytical partners. In the extreme, they can appear cool and abrasive to their partner.

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

- **Emotional characteristic:** Poised, self-assured, and single-minded intensity.
- **Goals:** Winning, achieving dominance, and lack of restraints.
- **What you value in a partner:** Partner's ability to accomplish tasks quickly and keep pace.
- **Value to the relationship:** Promotes an action oriented mind-set for the relationship.
- **Areas to monitor for improvement:** Can become too impatient and seek to "win" at the expense of their partner, the relationship, or both.
- **Under pressure:** Critical and fault-finding; can overstep bounds and not contribute fully to the relationship if the direction its headed differs from their own preference.
- **Disapproves of:** Being taken advantage of by partner, appearing too accommodating or too slow to act.

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 Armand, **DO**:

- Be efficient: Hit the major points first.
- Plan to talk about things that support Armand's dreams and goals.
- Plan some extra time for talking, relating, and socializing, but let Armand take the lead, and don't be surprised if the small talk ends abruptly.
- Get to the point quickly, and don't ramble.
- Motivate and persuade Armand by pointing out objectives and expected results.
- Put details in writing, but don't plan on discussing them too much.
- Give Armand the opportunity to express opinions and contribute to some of the decisions.

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

- Don't speculate wildly without factual support.
- Don't forget or lose things necessary for an activity to proceed.
- Don't be sloppy or disorganized.
- Don't leave decisions hanging in the air. Be certain all decision points have reached closure and action plans are the result.
- Don't leave loopholes or vague issues hanging in the air.
- Don't get bogged down in the minutiae of facts and figures.
- Don't ask rhetorical or useless questions to make a point.

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:

- Recognition for the skills, insight, and problem-solving you dedicate and contribute on a daily basis.
- The authority to accomplish things on behalf of the relationship equal to the responsibility agree upon.
- New problems to solve and new challenges to address.
- An relationship that provides opportunity to tackle one goal after another in rapid succession.
- Having the power to control your own destiny, and make the necessary choices and decisions in the relationship to fulfill that destiny.
- The existence of a variety of challenges which offer you opportunities to demonstrate your talents and abilities.
- A climate allowing for communication with new people.

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

- A partner willing and able to tend to the minor details.
- Clear expectations on complex activities, in writing.
- To soften or mask emotions at times, especially when dealing with a more withdrawn partner.
- To understand the limits of your authority in the relationship, and not to overstep those boundaries.
- To become more aware of your impact and approach toward your partner.
- To become more sensitive to the climate of the situation, and adjust your intensity accordingly.
- To keep from overreacting to things.

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:

- A high degree of contact with people, and an abundance of problems to solve.
- Opportunities to see immediate results.
- A climate that supports innovative ideas.
- Non-routine activities.
- Challenges in achieving new and varied goals.
- A broad bandwidth of operation and influence.
- A partner that is flexible to your need for activity and change.

Your **Strengths**:

- You tend to take on challenging problems or difficult tasks, and succeed with them.
- You have a strong ability to motivate and manage your partner through your optimistic attitude and firm defining of responsibilities.
- You have the ability to be both firm and friendly, as the situation demands.
- You are ready to take the credit or assume the blame for the results of your decisions.
- You are highly driven toward solutions and success, and enjoy bringing your partner with you on the journey.
- You are socially poised and confident, able to speak in a persuasive way to your partner and close friends.
- You are able to jump into the middle of a crisis, get your partner on board, and make decisions quickly.

Your Relationships Style **Tendencies**:

- Your highly assertive and persuasive nature sets the tone for activities in which you are involved.
- You want to achieve tangible, measurable, real-time results.
- You tend to be a very resourceful person -- well-networked and influential.
- You are self-confident and actively seek challenging goals for the relationship and yourself.
- You are motivated to be actively involved in everything the relationship accomplishes.
- You possess the ability to motivate your partner in the relationship to help get things done on time and as expected.
- You tend to express a very high sense of urgency on responsibilities and activities.

THE D STYLE

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 **Feel You Appear:**

- Independent thinker
- Brings new ideas
- Poised and self-confident
- Multi-tasks effectively

Under Stress You May **Appear to Others as:**

- Aggressive
- Uncooperative
- Restless
- Critical
- Blunt

Under Stress You **Need:**

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

Your Typical **Behaviors** in Conflict:

- Your anger is directed at the situation and the lack of desired results, not at your partner, personally. However, your outbursts and behaviors may appear to be a personal attack. You tend to react quickly and often may fail to choose your words appropriately.
- You generally do not hold a grudge. Once an incident is over, it is generally forgotten on a personal level, although the factors that produced a lack of satisfactory results will be considered and evaluated.
- Since you tend to focus on your own results, you may tend to become autocratic in order to get your way.

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

- Be sure to share the reasoning behind your decisions. Failure to do so makes them seem arbitrary. When using your partner's suggestion, acknowledge them.
- Avoid creating controversy or "stirring up the pot" just to keep things interesting. This may increase your own energy; however, it is likely to have a serious negative effect on your partner.
- You need to take time to express your ideas fully and clearly; asking questions to ensure that your partner understands. Time spent clarifying your message up front will result in more harmonious times later.

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 may become impatient when your partner does not give you proper attention and recognition.
- Rather than emphasizing the positive, you may sometimes be too critical with your partner.
- Your strong ego may make you appear blunt and overly critical to a partner who may not share the same personality type. You may get more positive reactions by softening your approach and putting aside your ego.
- You could get better results from your partner by exercising a greater degree of patience.
- While directing your partner, you may tend to avoid direct participation with them.
- Your sense of urgency, coupled with your strong ego and optimism, may cause you to overstep your authority in the relationship.
- You may oversell your partner on relationship goals or activities and your mutual ability to achieve them.

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

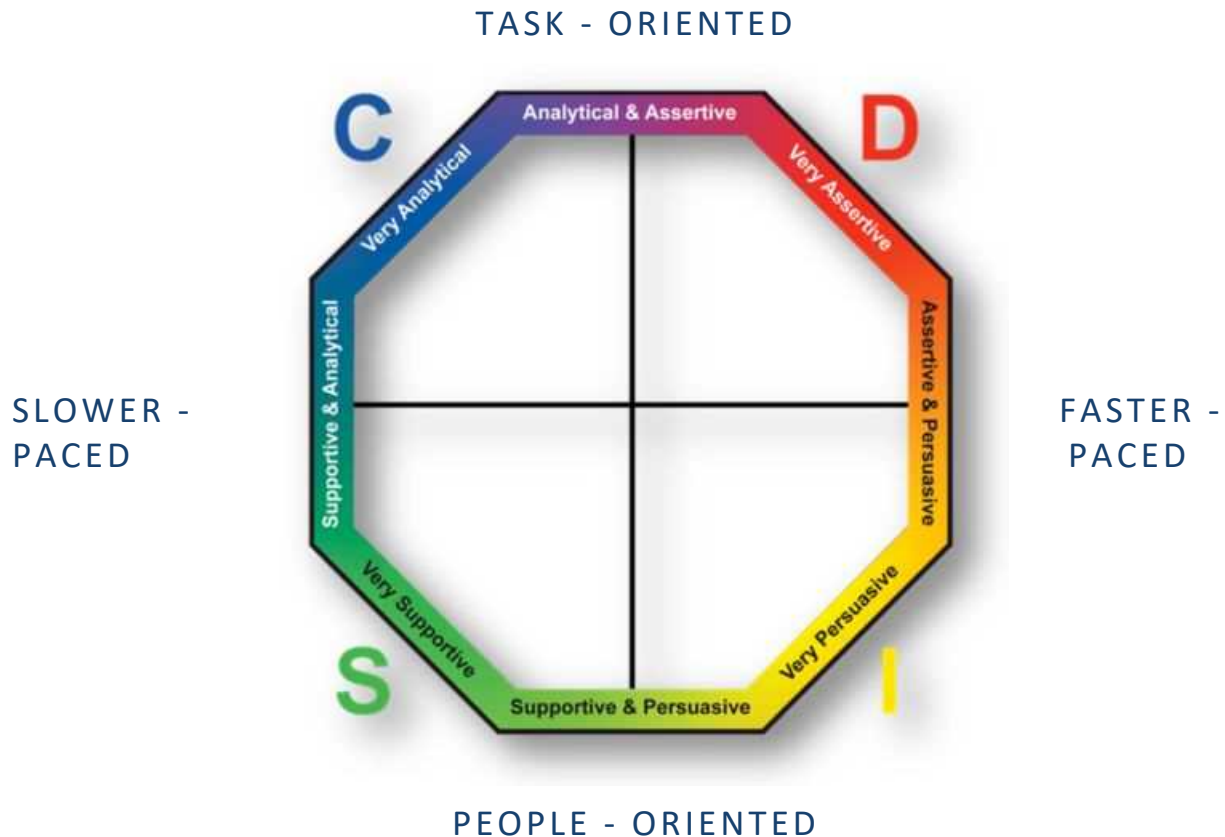
”

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 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 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 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 losses.

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?

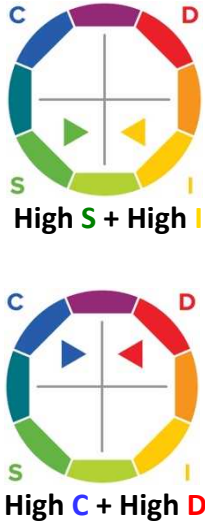
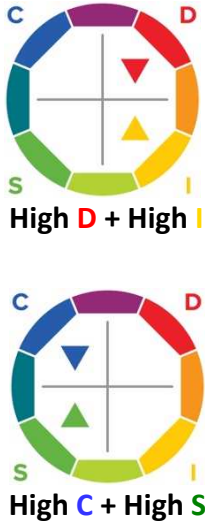



TIP: Remember, natural and adapted styles are the most common tendencies, but your partner may also exhibit behaviors of different styles in different situations. For example, it’s possible they may behave differently at a birthday party with friends than they would at a company dinner with your coworkers 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> <i>Same Orientation</i></p>	<p>ORIENTATION</p> <p><i>Task-Oriented vs. People-Oriented</i> <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 C + High D</p>	 <p>High D + High I</p> <p>High C + High S</p>	 <p>High S + High D</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, 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.

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. 12)

1. _____
2. _____

TOP 2 COMMUNICATION DON'Ts (p. 12)

1. _____
2. _____

TOP 2 MOTIVATIONS: WANTS (p. 13)

1. _____
2. _____

TOP 2 MOTIVATIONS: NEEDS (p. 13)

1. _____
2. _____

TOP 2 EFFECTIVE RELATIONSHIP FACTORS (p. 14)

1. _____
2. _____

TOP 2 STRENGTHS (p. 14)

1. _____
2. _____

TOP 2 RELATIONSHIP TENDENCIES (p. 14)

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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