

Natural and Adapted DISC Graphs

Right after the general characteristics section, go to the graphs and explain the difference between the natural and adapted graphs, labeling the Natural as not changeable and the Adapted as changeable. Describe the intensity of the high values and talk about the potential intensity due to very low values and the value they bring to their team.

DISC Graph I – Adapted Style

1. Based on "Most" Selections.
2. Determined by how you felt you needed to behave that day at work to be successful.
3. Graph can fluctuate from day to day for many reasons.
4. Fluctuations are typically related to responsibility, organizational, or boss changes.
5. Common interpretation mistake is thinking Graph I is work environment as a whole.

DISC Graph II – Natural Style

1. Based on "Least" Selections.
2. People are more accurate about themselves when speaking in terms of "Least."
3. Graph determined how you prefer to behave in any environment, work or home.
4. Graph rarely changes over the years. No need to change, it is "what it is!"
5. Common interpretation mistake, thinking Graph II reflects only home environment.

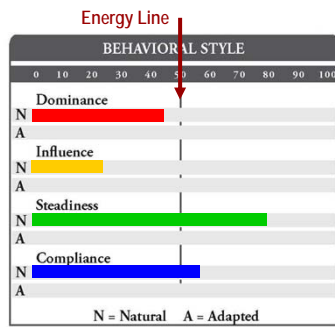
Comparing DISC Graph I with DISC Graph II

1. Higher the intensity of each style in the six segments, the more energy is generated.
2. Common interpretation mistake, it is bad if the two graphs are not alike.
3. Whether graphs are similar or different, both provide helpful information.
4. Compare Graph Point "D" on Graph I with Graph II. (Do same for each Style.)
5. If graphs are similar, then respondent is working in their comfort zone.
6. If there is more than a 2-segment spread, then the respondent is exerting effort.
7. Respondent is working outside of their comfort zone.
8. Reflecting on the day one took the DISC Assessment is extremely valuable.
9. If specific activities can be identified, it will explain the behavior style variance.
10. Variance can reflect a positive attribute of flexibility.
11. Variance over long stretches is not recommended.

Natural And Adapted Behavior

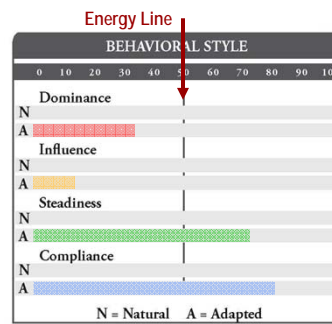
Natural Behavior

- Your Gut Reaction
- Reaction Based on Past Experiences
- Unconscious Behavior
- Least Changeable
- What you're like naturally OR when you are under stress pressure or fatigue.
- Response to Pressure



Adapted Behavior

- What Others Expect
- Your Mask or Game Face
- Reaction to Present Circumstances
- Conscious Behavior
- Most Changeable
- What you are like at work

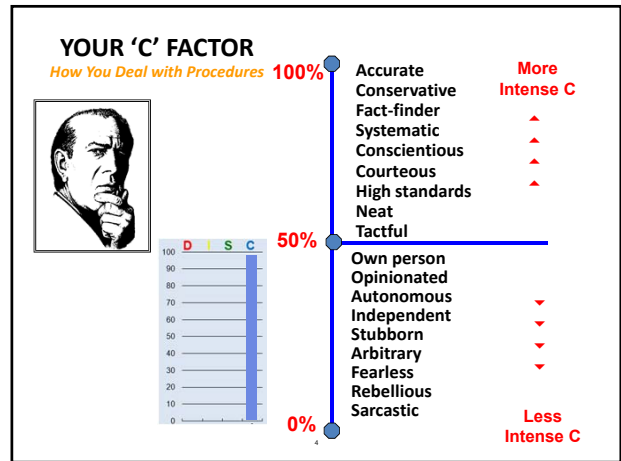
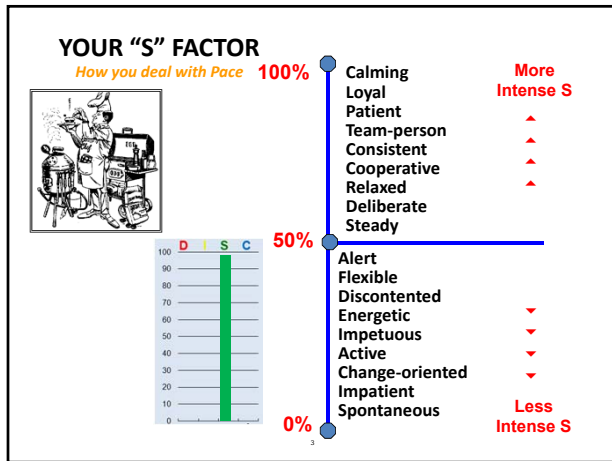
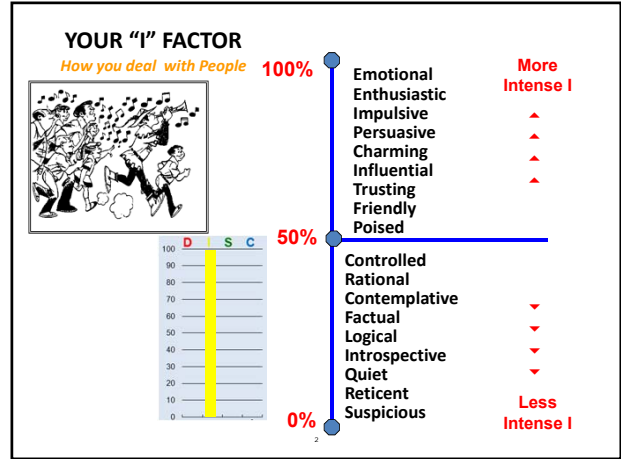
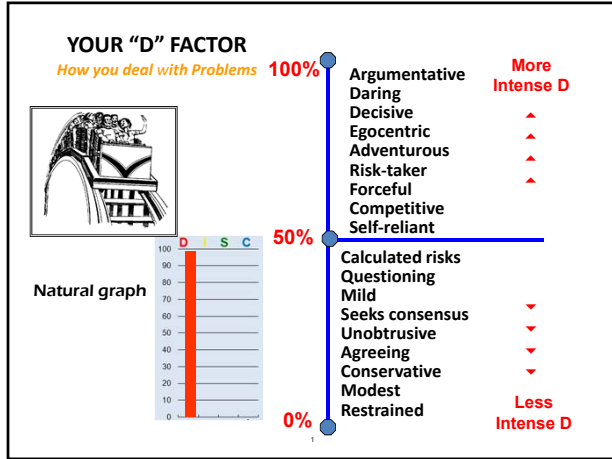


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Interpreting Differences Between Natural and Adapted

If on the Adapted graph:	The individual sees the need to:
D is higher	Be more assertive; drive for results; take positive action
D is lower	Be less assertive; be more low key, relaxed, and accommodating; deliberate before deciding
I is higher	Be more persuasive, outgoing, and social; work on people skills
I is lower	Be more objective about people; avoid being overly optimistic; think logically; be less trusting
S is higher	Slow down; be more patient; emphasize dependability; develop special skills
S is lower	Increase pace and activities; seek variety; show a sense of urgency; react quickly to change
C is higher	Lower risk taking; follow the rules; concentrate on details; avoid trouble
C is lower	Be more independent; take more risks; act without precedent

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Behavioral Style Dimensions

Dominance

LOW ← → HIGH

Conservative, accommodating, and agreeable in addressing problems.	Approach to solving PROBLEMS and addressing challenges	Direct, decisive, and assertive in addressing problems.
Accommodating Modest Cooperative Non-Demanding Humble	Strengths	Determined Task Oriented Competitive Risk Taker In Charge
Shy Unsure Over-Cautious Hesitant Fearful Intimidated	Potential Limitations	Impatient Dictatorial Aggressive Demanding Controlling Overbearing

Behavioral Style Dimensions

Influence

LOW ← → HIGH

Reserved, reflective, and contemplative when interacting with people.	Approach to influencing and interacting with PEOPLE	Outgoing, expressive, and sociable when interacting with people.
Rational Factual Reflective Logical Analytical Introspective	Strengths	Persuasive Enthusiastic Gregarious Trusting Optimistic Friendly
Blunt Skeptical Suspicious Distrusting Pessimistic Withdrawn	Potential Limitations	Self-Promoting Superficial Overly Optimistic Disorganized Overly Confident Poor Listener

Behavioral Style Dimensions

Steadiness

LOW ← → HIGH

Prefers a faster paced, active, dynamic, and flexible environment.	Approach to handling PACE and change	Prefers a slower paced, steady, stable, and consistent environment.
Alert Flexible Multi-tasker Energetic Intense Dynamic	Strengths	Cooperative Team Player Friendly Patient Good Listener Supportive
Restless Impatient Pushy Impulsive Spontaneous Hypertensive	Potential Limitations	Resistant to Change Indifferent Too Lenient Possessive Complacent Timid

Behavioral Style Dimensions

Compliance

LOW ← → HIGH

Independent and individualistic. Wants to follow their own approaches, rules and systems.	Approach to handling PROCEDURES and constraints	Thorough, meticulous, and accurate. Complies with organizational expectations.
Firm Determined Individualistic Independent Autonomous Fearless	Strengths	Thoughtful Efficient Analytical Detail Oriented Conscientious Organized
Unyielding Opinionated Rebellious Defiant Radical	Potential Limitations	Stubborn Worrisome Defensive Nit-Picker Critical