

DISCoverY™ Behaviors



**The “How” of Your Actions
Your Observable Behaviors**

**THENDO RATSHITANGA
September 27, 2010**



DISCoverY Behaviors

Welcome to the DISCoverY™ Process. In this DISCoverY Behaviors™ analysis we will identify your unique style of behavior.

DISCoverY Behaviors™ will tell you **HOW YOU WILL ACT** in both normal and stressful situations. By knowing these tendencies, you will be able to monitor and adjust your actions to meet the demand of the current environment.

There are **Four Dimensions of Behavior**:

- How you respond to problems and challenges – the **Dominance** dimension
- How you influence others to your point of view – the **Influencing** dimension
- How you react to the pace of your environment – the **Supportive** dimension
- How you respond to rules and procedures – the **Compliance** dimension

These four dimensions: Dominance (**D**), Influencing (**I**), Supportive (**S**) and Compliance (**C**) are quantified and compared to comprise your DISCoverY™ Behaviors profile. You are a unique blend of **all four** of these behaviors. No one person is all things to all people. There is no profile that is better or worse than another. You are unique individual and this profile will help you understand your *observable behavior* and how these behaviors will affect your performance.

Four Dimensions of Behavior

Dominance

Influencing

Supportive

Compliance

Preferences in problem solving and obtaining results

Preferences in interacting with people and showing emotions

Preferences in pacing within the work environment

Preferences in following rules, protocol, and established standards

100

HIGH D: Demanding

HIGH I: Inspiring

HIGH S: Steady

HIGH C: Compliant

Prefers to solve new problems in an active, assertive, decisive, direct and bottom-line manner.

Prefers meeting new people in an outgoing, gregarious, socially enthusiastic manner; tends to be talkative & reactive.

Prefers a structured, secure, and slower-paced environment; with non-hostile interactions

Prefers to adhere to the rules and analyze data: 'Rules are made to be followed'.

60

50

40

Flexible, Accommodating, Adaptable, Situational

LOW D: Discrete

LOW I: Introverted

LOW S: Spontaneous

LOW C: Cavalier

Prefers to solve new problems in a controlled, calculated, deliberate, and organized manner, unobtrusive.

Prefers meeting new people in a quiet, controlled, and reserved manner; tends to show a logical and unemotional approach

Prefers a flexible, change-oriented, unstructured environment with freedom of expression and ability to change quickly

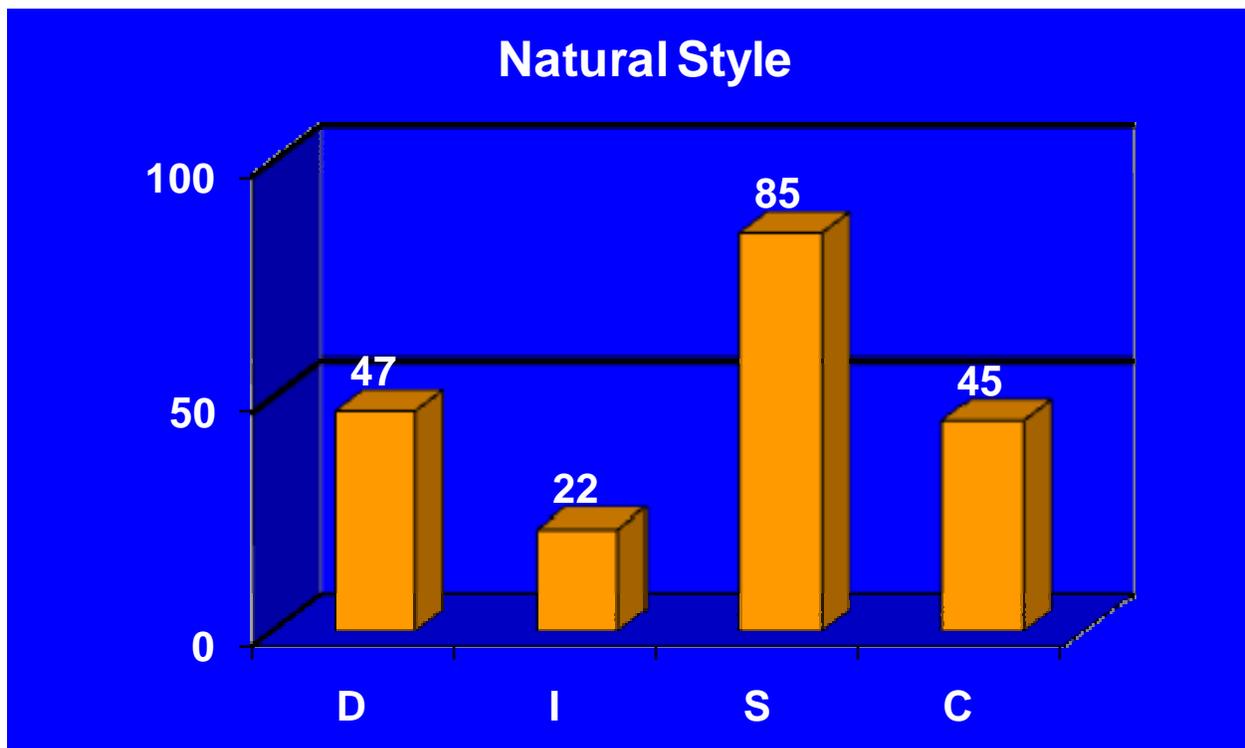
Prefers to develop ideas and strategies independent of the rules: 'Rules are made to be broken', Informal

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Natural Style

Your Natural Style is the 'Least' Changeable and will vary slightly throughout your life.

Your Natural Style is your true nature and your genetic 'wiring'. Throughout your life, your natural graph will remain similar. Our research has shown that designing your personal and professional life to align with your Natural Graph will lead to the most fulfillment, least stress, and highest levels of performance.



The number of each bar represents the intensity of the emotions you display to the outside world. These feelings are your internal energy source. The higher the percentage; the higher level of *intensity* of the emotion and the more you tend to **move towards** that behavior. The lower the percentage; the lower level of *intensity* of the emotion and the more you tend to **move away from** that behavior.

The emotions for each element of behavior are:

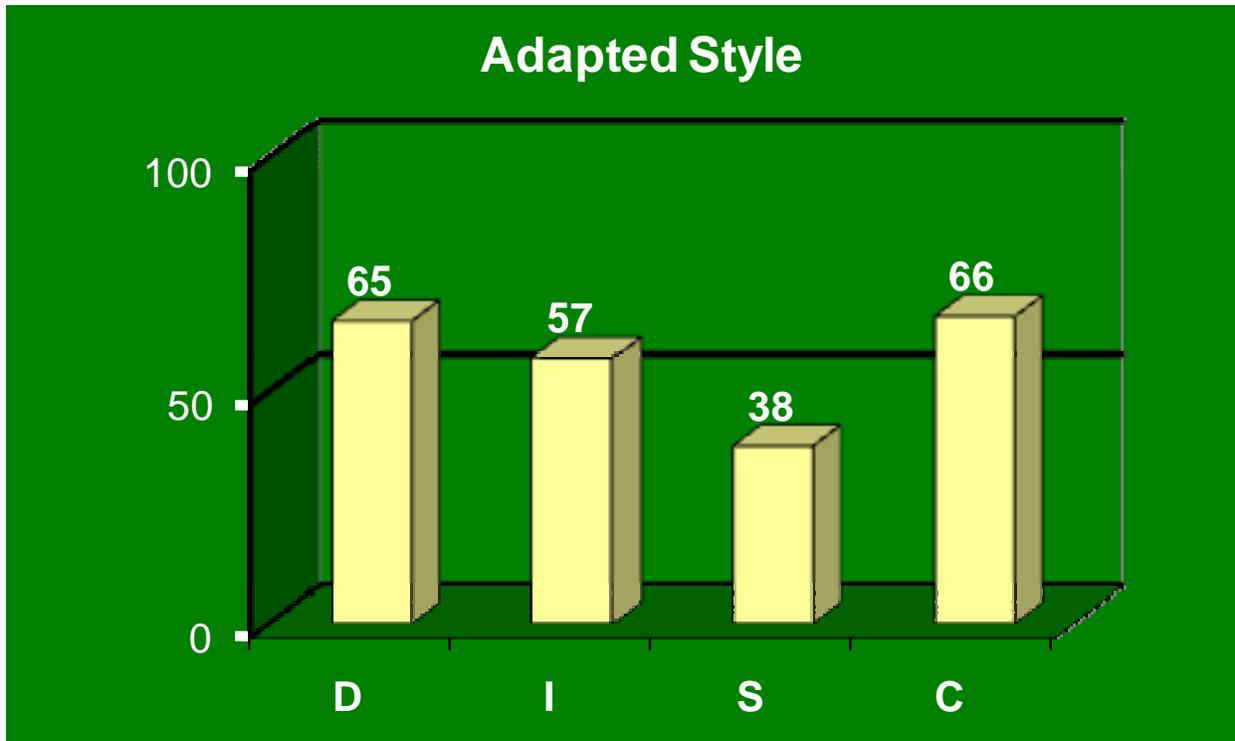
D = Anger I = Optimism S = Non-emotional C = Fear

Thendo Ratshitanga self-evaluated as a high C .

Adapted Style

Your Adapted Style is the 'Most' Changeable and can change throughout your life.

This graph reflects how you respond to your external environment. You may be adjusting your behavior to fit the requirements of your job, peer group, or current life circumstances. You may also be changing your behavior in order to become what you *believe* the external environment demands of you. You may be feeling under pressure to 'fit in' or under pressure to achieve a particularly challenging objective that has some measure of urgency attached to it.



The number of each bar represents the intensity of the emotions you display to the outside world. These feelings are your internal energy source. The higher the percentage; the higher level of *intensity* of the emotion and the more tend to **move towards** that behavior. The lower the percentage; the lower level of *intensity* of the emotion and the more you tend to **move away from** that behavior.

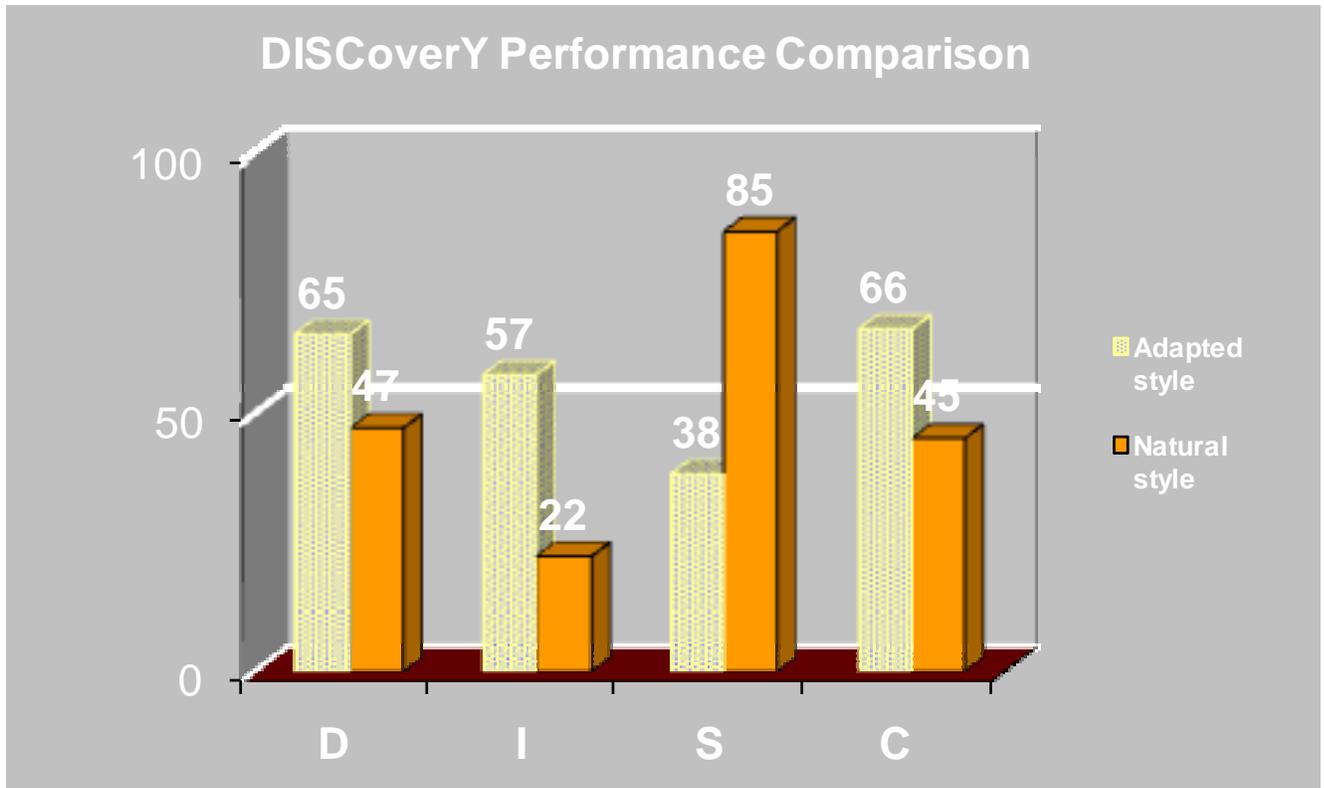
The emotions for each element of behavior are:

D = Anger I = Optimism S = Non-emotional C = Fear

Styles Comparison



It is important to understand how your behavior changes from the Natural Style to your adapted style. This chart illustrates how different the two styles are under different situations.



Your Natural Style and Adapted Style are compared on this graph to illustrate differences between your preferred style (natural) and your modified style (adapted). This highlights how we modify our actions to interact with other people.

We tend to use our **Natural Behavior** when we either a) don't need to mask our actions or b) when we can't mask our actions due to stress, fatigue or overwhelm. We tend to employ our **Adapted Behaviors** when we either a) in environment of low or moderate stress or b) at work or other surroundings that demand a certain manner or demeanor.

If you notice a differential of 20 points between your corresponding natural and adapted columns, it may indicate that your current life and/or work conditions are causing stress.

Taking Inventory

1. What have I learned about my own behavioral style?

2. In what ways have I been adapting my behavior? What effect has this had on me?

3. What person/people have you had difficulties creating or maintaining a harmonious relationship with and what is your plan to improve that level of communication?

4. What in my life and/or business are you tolerating right now? What are you settling for that is less than you deserve?

5. What is great in your life and/or business right now that you would take to the next level?

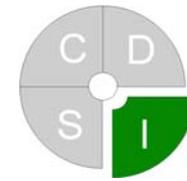
Dominance

Interacting with a High Dominant —
A driven, directive, decisive, determined, and demanding person



What would I observe?	What would I hear?	How do I communicate?	How should I interact?
<p>Personal behaviors present to some degree as shown</p> <p>100 Demanding Distinct Driven Dynamic Divergent Domineering Difficult Determined Devastating Dissimilar Decisive Daring</p> <p>SCORE</p> <p>50 Conservative Calculating Cooperative Hesitant Low-Keyed Unsure Undemanding Cautious</p> <p>Mild Agreeable Modest Discrete</p> <p>0 Unobtrusive</p>	<p>Phrases indicative of a High D personality type</p> <ul style="list-style-type: none"> I am driven and focused. I have only 10 minutes; make it quick. Get to the point. What's the bottom line? Speed it up; I don't have all day. My job is boring. I have to be challenged to stay interested. SSDD – Same stuff, different day! What is the result we are going for? 	<p>Suggested methods to improve the High D's communication with others</p> <p><u>DO's</u></p> <ul style="list-style-type: none"> Be clear, specific, brief and to the point. Stick to business. Be prepared with support material in a well-organized "package." <p><u>DON'Ts</u></p> <ul style="list-style-type: none"> Talking about things that are not relevant to the issue. Leaving loopholes or cloudy issues. Appearing disorganized. 	<p>How to interact with the High D</p> <ul style="list-style-type: none"> Be brief and to the point. Give direct answers. Stick to the agenda. Outline possibilities, not direct solutions. Let them FEEL they are in charge. Constantly challenge them. Keep pace fast; they bore easily. Be prepared. Talk "bottom line." It's their favorite phrase. Never be indecisive. Hold them accountable. Motivate them with directness. Bolster their ego. Don't be offended when they don't listen. Don't side step anything. They are impatient; don't let the call slow down. Enjoy the ride; it will be wild.

Influencing



Interacting with a High Influencer — an inspiring, enthusiastic, engaging, outgoing and optimistic person

What will I observe?	What will I hear?	How do I communicate?	How should I Interact?
<p>Personal behaviors present to some degree as shown</p> <p>100 Effusive Inspiring Alluring Open-minded Enthusiastic Expressive Influential Emotional Impressive Elegant (Self) Assured Optimistic Unquestioning Easy-going</p> <p>50 Reflective Factual Calculating Skeptical Logical Undemonstrative Suspicious Matter-of-Fact Incisive Pessimistic Critical</p> <p>0 Introverted</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">SCORE</p>	<p>Phrases indicative of a High I personality type</p> <ul style="list-style-type: none"> • I met George Bush last year. • How's the family? • You play golf? • I think we have a mutual friend at the bank. • My brother-in-law has the same jacket. • My job's not fun anymore. • Nobody cares anymore. • Business is all about relationships. 	<p>Suggested methods to improve the High I's communication with others</p> <p><u>DO's</u></p> <ul style="list-style-type: none"> • Provide a warm and friendly environment. • Don't deal with a lot of details (put them in writing). • Ask "feeling" questions to draw their opinions or comments. <p><u>DON'Ts</u></p> <ul style="list-style-type: none"> • Being curt, cold or tight-lipped. • Controlling the conversation. • Driving on facts and figures, alternatives, abstractions. 	<p>How to interact with the High I</p> <ul style="list-style-type: none"> • Keep it fast. • Make it fun. • Expect quick decisions. • Keep them grounded. • Keep them on track during the call. • Help them get organized. • Need lots of goal-setting help. • Help implement a paper handling plan. • Keep call on track or run out of time. • Get them committed to being on time. • Analyze the extent of their involvements. • Don't let them con you. • They trust you, honor it. • Criticism is very difficult. • Make them feel loved. • Let them know you really care.

Supportive



Interacting with a High Steadiness —
a sincere, structured, supportive, shy, security-minded person.

What will I observe?	What will I hear?	How do I communicate?	How should I Interact?
<p>Personal behaviors present to some degree as shown</p> <p>100 Standoff-ish Solid Shy Serious Submissive Sympathetic Security-minded Sincere Structured Systematic Steady Stable</p> <p>50 Mobile Active Restless Alert Variety-Oriented Demonstrative Impatient Pressure-Oriented Eager Flexible Impulsive Spontaneous</p> <p>0 Hypertense</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">SCORE</p>	<p>Phrases indicative of a High S personality type</p> <ul style="list-style-type: none"> • What's the first step here? • How does the process work? • When will we restructure the management team? • I like to have more consistency from the staff. • Things are moving way too fast around here. • I need a logical solution to these problems. • I need to prioritize my objectives. • Let's map out a strategy. 	<p>Suggested methods to improve the High S's communication with others</p> <p><u>DO's</u></p> <ul style="list-style-type: none"> • Begin with a personal comment – break the ice. • Present your case softly, non-threateningly. • Ask "how?" questions to draw their opinions. <p><u>DON'Ts</u></p> <ul style="list-style-type: none"> • Rushing headlong into business. • Being domineering or demanding. • Forcing them to respond quickly to your objectives. 	<p>How to interact with the High S</p> <ul style="list-style-type: none"> • Be patient. • Keep a slower pace. • Gain their trust. • Keep structure in the call. • Do not use pressure. • Use logic, not emotion. • Be very supportive. • Processing time is required. • Mirror their tonality. • Give examples. • Don't criticize, ever; provide feedback. • Change must come slowly. • Help them prioritize. • Create a non-threatening environment. • Praise often. • Give them a road map. • Appreciate them. • Let them know you care.

Compliance

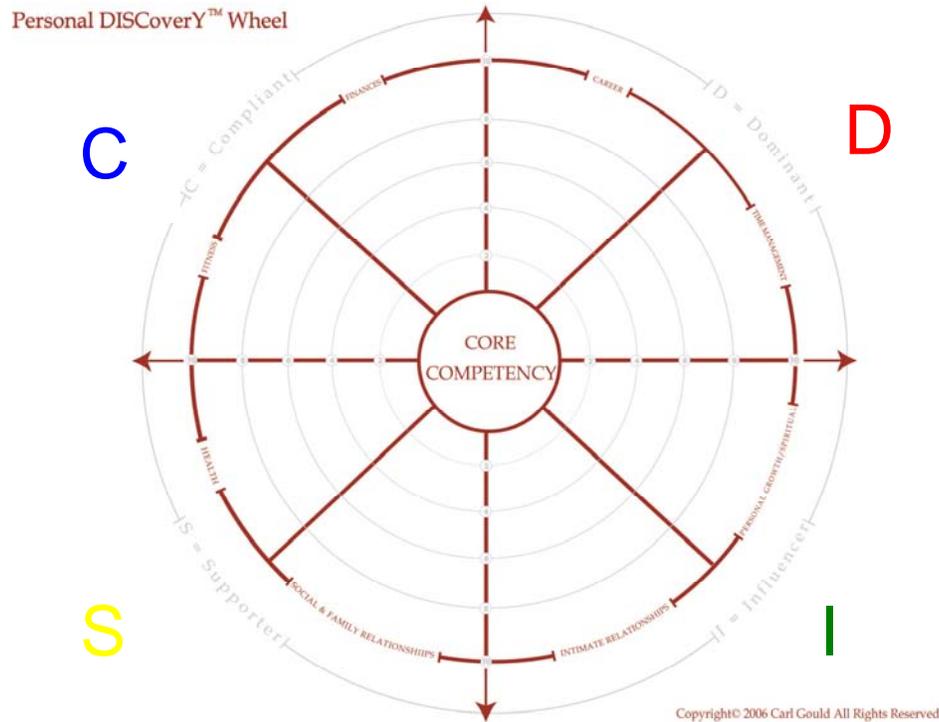
Interacting with a High Compliant —
a cautious, quality-conscious, conservative, careful and calculating person



What Will I Observe?	What Will I Hear?	How Do I Communicate?	How Should I Interact?
<p>Personal behaviors present to some degree as shown</p> <p>100 Complete Perfectionist Contrary Careful Qualified Cautious Conventional Accurate Quality-Conscious Controlled/Controlling Correct Caring Conscientious Considerate</p> <p>50 Firm Independent Self-Willed Stubborn Obstinate Opinionated Unsystematic Self-Righteous Uninhibited Arbitrary Cavalier</p> <p>0 Careless with Details.</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">SCORE</p>	<p>Phrases indicative of a High C personality type</p> <ul style="list-style-type: none"> • Prove it. • I go by the book. • I don't kiss on the first date. • I'm not ready for you yet, but here is the name of a friend who could use your services. • Give me the facts. • I need a more conservative approach to this. • The last guy in here was too touchy feely. • We need to chunk this down. • You can't eat an elephant in one bite. • Put it in black and white. • Where are the graphs and charts to go with this report? 	<p>Suggested methods to improve the High C's communication with others</p> <p><u>DO's</u></p> <ul style="list-style-type: none"> • Prepare your "case" in advance. • Stick to business. • Be accurate and realistic. <p><u>DON'Ts</u></p> <ul style="list-style-type: none"> • Being giddy, casual, informal, loud or abrupt. • Pushing too hard or being unrealistic with deadlines. • Being disorganized or messy. 	<p>How to interact with the High C</p> <ul style="list-style-type: none"> • Be prepared to "prove it." • Not interested in the gray areas. • Go by the book. • They will follow your rules. • Use proven methods. • Be restrained. • Let them "research it." • They want the facts, not hype. • Set smaller goals; big goals = big risk. • Not interested in idle chatter. • Your standards must be as high as theirs. • More task-oriented than people-oriented. • They need to go deep; shallow answers don't cut it. • Never stray from a reality-based approach. • Prepare your call in advance. • Don't be too casual.

My Plan for Personal Success

“The information in this report is a commodity. The plan you create is priceless.” Carl L. Gould.



Using the DISCoverY Wheel

Determine your Natural profile on page 3. The highest score will generally determine your most observable Behaviors listed on pages 7-10.

Your least observable Behaviors will generally be in the quadrant diagonally opposite your primary style.

Personal Action Plan

In the Area of...

My objectives are...

These goals are a top
priority because...

The actions I am committed to taking are..

1. Career:

2. Time Management:

3. Personal Growth / Spiritual:

4. Intimate Relationships:

5. Social & Family Relationships:

6. Health:

7. Fitness:

8. Finances:
