



DISC Summary

An Evaluation of Behavioral Styles

Report For: DISCcert Team

Date: 5/9/2019

Introduction to DISC Summary Report

Team Members:

Bonnie Burn

Melissa Master-Holder 12.2015

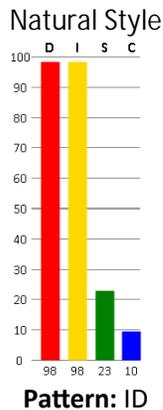
Jaime McBride

Rebecca Olkowski

Miranda Santillan

Cassie Teshima

Bonnie Burn - ID Style



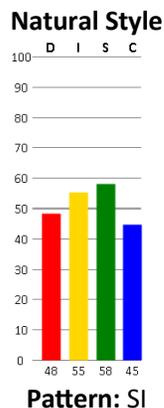
When Communicating with Bonnie, DO:

- Stay on track. Hit the major points first, and get to the main point quickly.
- Provide immediate incentives for Bonnie's willingness to help on the project.
- Provide testimonials from people Bonnie sees as important and prominent.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.
- Put the details in writing, but don't plan on discussing them too much.
- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Be engaging, stimulating, and fast-paced.

When Communicating with Bonnie, DO NOT:

- Don't stick too rigidly to the agenda.
- Get bogged down in facts, figures, or abstractions.
- Forget or lose things necessary for the meeting or project.
- Leave loopholes or vague issues hanging in the air.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and action plans are the result.
- Speculate wildly without factual support.
- Confuse or distract Bonnie from the issues at hand.

Melissa Master-Holder 12.2015 - SI Style



When Communicating with Melissa, DO:

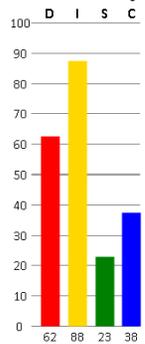
- Present your ideas and opinions in a non-threatening way.
- Show sincere interest in Melissa as a person.
- Plan to talk about things that support Melissa's dreams and goals.
- Ask for Melissa's input regarding people and specific assignments.
- Break the ice with a brief personal comment.
- Provide assurances about Melissa's input and decisions.
- Join in with some name-dropping and talk positively about people and their goals.

When Communicating with Melissa, DO NOT:

- Be rude or abrupt in your delivery.
- Let the discussion with Melissa get caught in dreams too much, otherwise you'll lose time.
- Be impersonal or judgmental.
- Be vague or ambiguous.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Leave the idea or plan without backup support.
- Manipulate or bully Melissa into agreeing.

Jaime McBride - Id Style

Natural Style



Pattern: Id

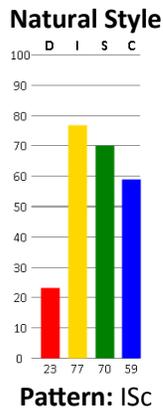
When Communicating with Jaime , DO:

- Do your homework and be prepared with goals, objectives, support materials, etc., but don't plan on using all of them. Have the material with you as support.
- Be certain to specify steps for continuing action.
- Be clear in your explanations.
- Offer input on how to make ideas become reality.
- Offer specific evidence about the probability of success or effectiveness of some of the options.
- Use Jaime 's own words to direct things back to the topic or issue at hand.
- Provide immediate incentives for Jaime 's willingness to help on the project.

When Communicating with Jaime , DO NOT:

- Be overly task-oriented.
- Get bogged down in facts, figures, or abstractions.
- Ask rhetorical or useless questions.
- Let the discussion with Jaime get caught in dreams too much, otherwise you'll lose time.
- Make decisions for Jaime .
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Speculate wildly without factual support.

Rebecca Olkowski - ISc Style



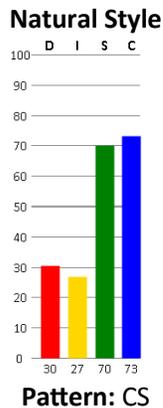
When Communicating with Rebecca, DO:

- Present your ideas and opinions in a non-threatening way.
- Provide clear, specific solutions, and support your position with pros and cons.
- Be certain that individual responsibilities are clear, in writing, and that there are no ambiguities.
- Be candid, open, and patient.
- Ask for Rebecca's input regarding people and specific assignments.
- Do your homework, because Rebecca's homework will already be done.
- Join in with some name-dropping, and talk positively about people and their goals.

When Communicating with Rebecca, DO NOT:

- Push too hard.
- Be unrealistic with deadlines.
- Make decisions for Rebecca.
- Be disorganized or sloppy.
- Get in the habit of manipulating ideas quickly.
- Offer promises that you can't keep.
- Rush the issue or the decision-making process.

Miranda Santillan - CS Style



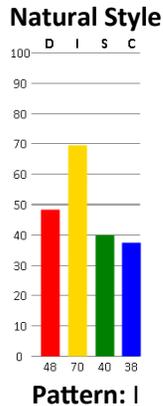
When Communicating with Miranda, DO:

- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- Outline individual tasks and responsibilities in writing.
- Be sensitive to possible areas of disagreement as Miranda may not be verbal about them.
- Do your homework, because Miranda's homework will already be done.
- Approach issues in a logical, straightforward, and factual way.
- Be certain that the information you have is credible.
- Miranda will follow through, so you should be certain to follow through on your part.

When Communicating with Miranda, DO NOT:

- Be rude, abrupt, or too fast-paced in your delivery.
- Fail to follow through. If you say you're going to do something, do it.
- Leave an idea or plan without backup support.
- Leave things up in the air, or decide by chance.
- Be vague about what's expected of the group.
- Offer assurances and guarantees that you can't fulfill.
- Rush the issues or the decision-making process.

Cassie Teshima - I Style



When Communicating with Cassie, DO:

- Provide testimonials from people Cassie sees as important and prominent.
- Ask for Cassie's input regarding people and specific assignments.
- Offer input on how to make ideas become reality.
- Join in with some name-dropping, talk positively about people and their goals.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.
- Plan to talk about things that support Cassie's dreams and goals.
- Be engaging, stimulating, and fast-paced.

When Communicating with Cassie, DO NOT:

- Let the discussion with Cassie get caught in dreams too much, otherwise you'll lose time.
- Stick too rigidly to the agenda.
- Be overly task-oriented.
- Be impersonal or judgmental.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Be cool, aloof, or regimented.
- Get bogged down in facts, figures, or abstractions.