

Personality User's Guide:

DISC – Is your style above or below the energy line (50-point mark)?

D: How do you respond to problems and challenges?

Assertive (above)

Reflective (below)

I: How do you influence others to your point of view?

Optimistic (above)

Realistic (below)

S: How do you respond to the pace of the environment?

Steady (above)

Flexible (below)

C: How do you respond to rules and procedures set by others?

Rule follower (above)

Rule bender (below)

Checklist for communicating: 2-3 selections from Ways to Communicate and Ways NOT to Communicate

12 Driving Forces

Ideal Environment - Use this section to identify specific duties and responsibilities that your employee/supervisor enjoys.

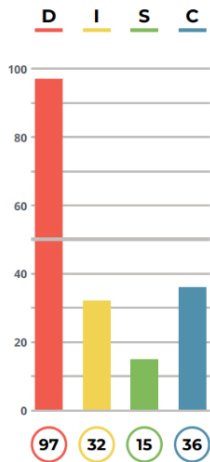
Keys to Motivating – List 2-3 highlights about your employee's/supervisor's wants.

Keys to Managing - List 2-3 highlights about your employee's/supervisor's needs for optimum performance.

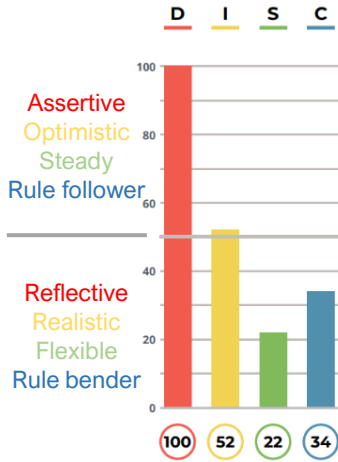
Ross Paterson
President/Head Coach



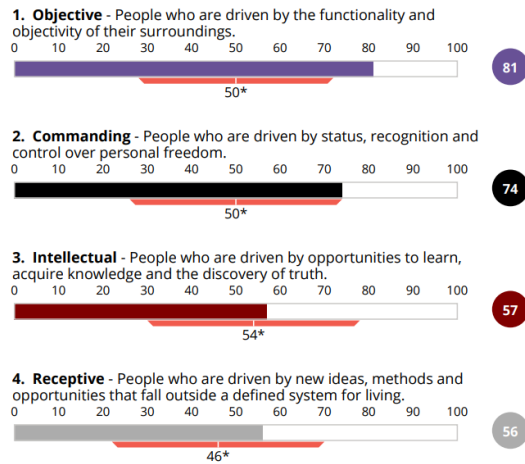
Adapted Style



Natural Style



Primary Driving Forces



Ways to Communicate:

- Be clear, specific, brief and to the point. (Always feels pressed for time.)
- Read the body language—look for impatience or disapproval.
- Provide questions, alternatives, and choices for making his own decisions.
- Motivate and persuade by referring to objectives and results. (Priorities are the primary focus)

Keys to Motivating:

- New and difficult challenges that lead to legacy results.
- Challenging problems where his knowledge and research capabilities can be maximized.
- Power and control over outcomes and goals.
- Things done quickly.

Ways NOT to Communicate:

- Forget or lose things, be disorganized or messy, confuse or distract his mind from business. (Own your follow-up.)
- Forget to follow-up.

Keys to Managing:

- To exhibit patience for those still learning what he is already an expert in.
- To set clear expectations for the team in order to obtain tangible results.
- An employee that understands his potentially explosive nature is from the desire to achieve and win in new and different ways. (Don't be overwhelmed by his intensity.)

Ideal environment:

- Fast-paced chaotic activity-based situations.
- Ability to be self-starting and forward looking as it relates to challenging the status quo.
- Opportunity to alter existing systems to make them bigger, better, and faster.

Notes: bike rider, introvert, passionate about Afghanistan, 3 kids, (Erin, Jenna, Jamie). Wife's Shannon.