

The DISC Platinum Rule Behavioral Style Assessment

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DISC Platinum Rule Four-Style Model Bibliography

Disclaimer

Introduction to the DISC Platinum Rule Behavioral Style Assessment

This report is based on DISC Platinum Rule™ Behavioral Style Assessment, there are 16 different DISC behavioral sub styles described, at first a graph is presented which include results of observers assessment. as the observers presents their remarks pertinent to one's personality, their observation is plotted on a graph by going through it a person can make his own assessment and find out his behavioral style. Secondly the result of the graph is associated with the one's style characteristics at work, under stress and so forth. This report also provides strategies for each behavioral style so that one could first identify his personal behavioral style and then utilizes relevant strategy to overcome his weaknesses and increase efficiency. The third section of this report focuses on how to use the DISC concept with others, it requires identifying other styles verbally and by observing their attitude, and molding your behavior according so as to develop attachment and interpersonal relationship with them. Readers are appreciated to read the whole DISC Platinum Rule Report. Because it helps to learn things about your self and gives you awareness of other's perception regarding your personality. Thus at the end you not only get the opportunity to learn and develop new skills but also to modify your

behavior and interacting style with others in order to create better relationship and understanding with them.

PERCEPTIONS... WHAT DO THEY MEAN?

Perception of other pertinent to us may differ because we exhibit different behaviors in different situations. In other words our behavior does not guarantee real personality style how ever it can be one of the determinants of our personality. Studies have shown that people employ their actions according to the need of the situation or affiliation with others. Thus by going through this report a person can compare his self-perception to the observer's perceptions and react accordingly to become more effective at work place as well as in his social group.

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Behavioral Styles

Different people respond in different ways in particular circumstances and this determines people's behavior. The interaction of a problem and solving it and dealing with the problem concludes different people's behavioral styles. The most commonly used method is DISC behavioral style study that helps to progress and expand interpersonal relations as well as multinational association and relationships. There are many behavioral styles but we will discuss four of them. All of these behavioral styles have its own importance, none of them is superior or inferior to one or other. Secondly each of them has its own distinguishing attributes that has some strong points as well as weak points. Every person has its own way of dealing with the situation and his or her behavior influence his or her dominant style, the way how a person corresponds to a

given situation by his action or reaction. In a work environment it is better to adapt the behavioral styles so that effective and efficient relationships must be sustained.

The Platinum Rule

The platinum rule actually focuses on the statement “treat others in a manner as they desire to be treated”. Although it’s not an easy task because those who have the right they cant give you a free hand to do whatever you want to do. The platinum rule actually focuses on designing external, visible and recognizable activities that is based upon truthfulness, honesty, sincerity and must be in a straightforward manner. This model is very easy, trouble free and clear cut to review the conclusion. DISC behavior illustrates what you state and how well you execute that external and apparent idiom of being. It doesn’t investigate your personal character and qualities i.e. psychological, emotional and rational, principles, standards and abilities. DISC can be used to exchange a few words more effectively and efficiently, on the other hand it progress association and teamwork and minimize inconsistency, helps in assembling valuable teams, facilitates the corporation in long run which than produces more profits and sales will be increased. Following are the behavioral styles along with its description; each of them has its own strengths and weakness.

The Dominance Style (D Style):

These are the people who are very much anxious about the results. They take pleasure in solving problems, getting work done and attaining to their destinations. The Dominance style is motivated by two principle requirements: firstly the need to organize and the need

to accomplish. The D styles are actually self starters that focus more on their goals and are very happy and calm when they are in accusation of people and circumstances. These people want to achieve many tasks at a time; therefore they focus on down-to-earth approach to the end product. The dominance style search for expedience and have no fear of abiding the rules. According to them they are the decision makers and don't ask others consent but make their own decisions and for them its easy to pardon rather than getting permission. These people are very brave and are always ready to confront and accept challenges, take permission and authority and take the charge of solving problems. They accuse themselves in any disaster or emergency. In short they are more focused on their goals, ready to take challenges, task oriented, work rapidly with extraordinary efficiency only with their own shoulders, they want themselves to get tasks done before the given timeframe, infect they hate delays, they are enthusiastic and keen and overcome challenges.

The Interactive Style (I Style):

These kinds of people are more worried about communication. They are positive, confident, appealing, delighted, and charismatic, social and extrovert. Authentically they are fond of people and want themselves to be liked by them in return. Interactive style of people has strong faith and belief on people and benefit from producing the superlative outcome. In reality these people are friendly and communal in nature and they love to be at the place where others are. They flourish appreciation, respect and esteem, recognition and respect and want pleasure and excitement in their life. They focus more in maintaining relationships rather than completing there tasks, it means they are away from

their goals. They make contacts and networks with their clients and organize gatherings that take them away from the work surroundings. Interactive style of people concentrates more on passion and eagerness, expressiveness, fascination and affection. They are in charge of influencing peoples that's why they are called influencers. They visualize and idealize things outclass others eager about their mental picture. They are optimistic with great appeal and charm. So their character and behavior facilitates people to build association to accomplish their outcomes in long run.

The Steadiness Style (S Style):

The steadiness style of people concentrates more on maintaining relationships, associations, dealings and procedures. They are trustworthy, devoted, understanding and kindhearted, encouraging and helpful. They are excellent spectators, viewers and feel affection for working in teams rather than working alone. The aim of their life is to help others. Out of all the four approaches steadiness style of people are in reality people oriented. In short they are loyal to their wok, surroundings and to the organization as well. They are hassle free in their character as well as open minded in nature and maintain warm relation ships with the people in their surroundings. They maintain strong relationships with the people who are working with them and maintain social networks along the feeling trustworthiness and sympathetic. They avoid risk so they can also be named risk-averse. Therefore they are the real team players. They might bear horrible and unavoidable situations to a certain extent and help the company not to tolerate the losses. They take challenges at that time when conditions are much severe. They plan things in better manner so that good consequences must be generated only because of their

excellent thinking abilities. The steadiness style struggle to sustain individual calmness, steadiness, self control and stability, In the work environment the steadiness styles are well mannered, polite, welcoming and are ready to take their responsibilities. They plan things in determined manner and then follow the right path so that others appreciate their decisions, but they are slow decision makers because of their need of safety and protection, they avoid risks but want themselves to be a part of decision making process.

The Cautious Style (C Style):

They are more focused on superior quality, precision and accurateness. They want themselves to be accurate so that no one makes any sort of objection on them. They investigate and explore problems from every angle and try to sort out the result before reaching the final destination. The cautious style of people is logical, systematic, determined who like to solve problems. The people with cautious style has investigative type of personality, they tend to first observe things then do analysis and try to solve the problem in a very systematic way. The good thing about C style personality is that they are consistent in their work and that's the reason these people continuously workout and find details pertinent to their task in order to bring perfection in the process of problem solving. The cautious styles of people initiate their work slowly in their work place. They solve complex problems so seriously and rapidly until its better results would be generated. They use their brain power and cleverness to sort out quick and exceptional out comes. In fact the element of humor must be included in their task and the element of nervousness is away from them. They are the perfect people who work diligently in achieving their goals. The C style people work sluggishly but generate purposeful

decisions. They take time to investigate and explore, but do assessment and evaluation, then ascertain risk, work out at the limitations of errors and finally take actions to manage the task. These people are annoyed by unfavorable circumstances and take necessary actions to overcome the issues. The positive aspect regarding these people is they are precise, loyal, and reliable with the strong sense of self determination. They keep an eye on the situation and are good listeners therefore they ask a lot of questions. Our behavioral styles are generally adopted since our early days of childhood and these are implemented because of our early life experiences. Every one has a primary style upon which our life is based so primary needs can be defined as the needs that are natural and innate that are not taught to any individual. Therefore every one has his own primary style of living and each of the primary style also contains four sub styles. We apply some of these behaviors in our daily occupation, social and family etc.

ADAPTIBILITY

The term adaptability can be defined as the ability to change according to the surroundings. It means that one must adopt and apply the power and adapt accordingly by overcoming the limitation in a particular situation. Scientists have also given them another name called social intelligence. While social intelligent is very essential like Intelligence Quotient (IQ) which plays a very crucial role in today's fast changing world, like wise Intelligence Quotient can be defined as a measure of virtual intelligence resulted by a standardized test. But sometime social intelligence is even more important than IQ. What ever we do its natural and according to the will of a person, we isolate others but we are conscious about what others think, because of the fact that sometimes

that conduct or actions are not usual for others. It's very much important that one must be conscious of our natural predisposition as well as their natural inclination. This can only be achieved if we know what the needs are and want of other peoples, in this way people do not react in extreme circumstances of the behaviors. We can also identify the needs of people by studying in detail their behaviors and than we will adopt and change ourselves according to them so that others consider themselves relaxed. Every person has his own thoughts furthermore thoughts or ideas can be defined as something that includes a thought or conception, which possibly and in reality is present in the mind as a result of mental activity. These ideas can be presented in different ways as ideas of people differs from one another and sometimes people don't want to change their thoughts but you can modify the technique of presenting those ideas or thoughts. A famous person named Bell Labs lived near Princeton, mew Jersey reviewed and studied about electrical engineers and he examined how to treat the people if you know the way of changing people's behavioral styles. He analyzed by asking them to name appreciated and creative engineers in the group. But unexpectedly the results depicted that those who are selected were not actually the persons with highest Intelligence Quotients, not highly qualified as well as their scores were less than normal in their achievement tests. But he concluded that the most appreciated and esteemed team members were the once with sharp social intelligence along with adaptability.

THE VALUE OF ADAPTABILITY

Adaptability is the key player of The Platinum Rule and plays an essential role in structuring and flourishing association of all categories. Adaptable or adjustable people

appreciate that there is a distinction between their personality and character means who they are and their actions and behaviors means how they decide to do something.

Adaptable or adjustable people intentionally settle on whether as well as how to act in response to an individual, state an occasion. In contrast less adaptable or adjustable people are those who react in more usual or routine method, in spite of the reaction is expected to be suitable, helpful as well as efficient, although if any person who is very close to you or committed to you his opinions and judgment are totally different from that of you but still expect to adjust or intermingle with him. In this way consign to adjust according to the given circumstances that are most likely to be adaptable. So if you appreciate plus recognize all of the four behavioral styles you have the ability to be familiar with them from other people, and how to cope and adjust to them by different methods, in this way you have the power and authority of almost every interpersonal state or condition. As far as interpersonal situation is concerned it is defined as the circumstances that involve an interaction among people. Everyone's behavioral style is obvious whether he is boy or a girl, mature or immature, whether he follows western or eastern tradition, every one is identical in the eyes of law but every ones behavior, thinking and ways of living are totally different from one another, therefore we cant consider all the same. In this world one must me superior or inferior in one or other way, sometimes due to his good or worse deed. Lets for example take our own example our actions and behaviors are not always the same, never have we always reacted similar. Your reaction or response would be totally different with you manager than your friend, on the contrary your behavior would be totally distinctive when you are in any gathering than at any holy place. Every one has its own style and way of living that depicts his

personality and character, your attitude will be absolutely different when you are listening the music of you favorite star than the one you don't like, that's what your perception about your likes or dislikes and your mind is constantly receiving signals about your preferences. The way of dressing, tastes, body posture, verbal communication, language, and customs describes how structured or organized are you and how to behave in certain places. This all process is actually ordinary as well as natural and connections with people give you awareness how to cope up with these changes. Most of the time insecure relationship or associations may become better only because of your behavior and sometimes very close relations may become obsolete due to bad actions or deeds. Therefore its concluded that relationships actually depends upon peoples behavior whether its good or bad and this all depend on individuals behavior which in turn maintains interpersonal relationships.

THE ULTIMATE GOAL OF THE PLATINUM RULE

The platinum rule states treat others the way they want to be treated. The eventual target of platinum rule is individual chemistry and effective plus efficient relationships. You cannot even change your personality or character, you do not even turn over and present or suggest to others. You must have recognized and forces people and that find out the method or technique how to cope up with them. The ultimate goal o this whole idea is to perceive your own approach or technique and then compare and understand others style and then adjust your self accordingly so that others will be treated the way they want to be. These are influential and dominant human skills that play a very important role in your life and help you to perform better in your all associations that include industry or

workplace, friends or gatherings, family member's etc. Good and enhanced relationships generate vast amount of promises and chances. In Behavioral Style Assessment Report it is also being mentioned that you can't transform your daily routine habits that you have adopted at the time of your birth you even can't eliminate or change the good or bad habits in one day, this is only possible if you have the courage and strong will power of doing the things done and changing your self. But for all these changing in personality takes a lot of time and resources and then you will follow the right path.

eGraph Results for FIRST NAME LAST NAME

SYMBOL DESCRIPTION

Self-assessment

Observers who know you in this setting: School Associate

Average of Observers in this setting: School Associate (will only display if more than 3 observers)

Observers who know you in this setting: Business Associate

Average of Observers in this setting: Business Associate (will only display if more than 3 observers)

How to Read and interpret your eGraph

Every persona has different perceptions and it's different from one another. Every one thinks that I perceive better than other. Your perception regarding yourself is absolutely different and it's your opinion may be other perceive you in a different manner.

Therefore the DISC Platinum Rule Behavioral Style Assessment that was already

discussed can be used by other people so that others must acknowledge your behavior. Even you know better about your likes and dislikes, feelings and motives better than others. Well over here others may judge your self correct and precise that's why we are studying people's behavior over here. Its better that there must not be any discrimination between your self-assessment and that of the observer assessments, then the results would be rejected. Then inquire yourself regarding the allusion about discrepancies. Imagine that you have more resources and more topics for enhancement and progress so that better consequences could be generated. But sometimes quite often the variation may give you more important and helpful insights. People perceive themselves with different sights while in the eyes of others we are totally different so the positive aspect is that you come to know that what others think about you and may be you are even unaware about others observation. In view of the fact that your eGraph possibly be restructured during the 30 days viewer phase, it may be transformed point in time. Therefore we recommend that before closing of 30 days you must download as well accumulate the entire information and details of the report in PDF format so that you must have up to date eGraph incorporated in this research report and not to face any sort of problems and then carry on with the analysis and explanation of your eGraph. .

INTERPRETING YOUR eGRAPH

The study examined that the individuals that are nearby or those that spend most of time with you moreover your class mates or office colleagues know better about you in addition your behavioral style. Because these are the individuals with whom you may

spend the whole day while working or any sort of gatherings, so they know many aspects of your behaviors. These people can judge you better than you are fond of working alone or working in teams, they can also tell you about your response towards pressure and tension means how you behave during stress condition. They can also decide your reaction during disagreement or any quarrel, on the other hand not only in negative aspects these people may also know about your positive characteristic like wise during achievement or success they also know and predict your behavior. They know what the things that make you frustrated and annoyed. So these interpretations would gather and collect in your e Graph region. It's the same as a questionnaire is being filled because the fundamental step is to look what the viewers or observers who work with you predict about you and e Graph is only interpreted on the query of the viewer's consequences. The viewers must be your class mates as well as office colleagues as both the era of life are totally different from one another. Finally we plot those responses on the eGraph and then overview the blending of both.

Interpreting School Associate Observer Responses

Here is a copy of your e Graph.

1. Let's view the responses from School Associate Observers or viewers. The plots points spotted or clusters?
2. What idea comes in your mind?
3. If they are spotted or dotted how you enlighten its variations?
4. Do most of your plots plunge exceeding or lowering than the interior horizontal line representing that you use mostly direct behaviors (Above: Dominance Style

- and Interactive Style) or mostly indirect behaviors (Below: Steadiness Style and Cautious Style)?
5. Decide one state or link to vary the stage of openness to more strongly equalize the position or the other person's requirements in a School Associate setting and verify what you assorted and the reply.
 6. accomplish a good number of your plots drop to the right or left of the middle vertical line representing that you use mostly open behaviors (Right: Interactive Style and Steadiness Style) or mostly protected behaviors (Left: Dominance Style and Cautious Style)?
 7. Choose one state or liaison to vary the level of openness to more strongly match the location or the other person's needs in a School Associate setting and verify what you varied and the response you got.
 8. Choose one School Associate relationship you would like to progress. Conclude the other person's style. Select one straightforward thing you can transform in your behavior to extract a different, more helpful reply.

Interpreting Business Associate Observer Responses

1. Take a glance at the reactions from Business Associate observers. Are the plot points scattered or clustered?
2. What does this inform you?
3. If they are scattered, how do you give details these variation?
4. Do most of your plots fall above or below the midpoint horizontal line indicating that you use frequently direct behaviors (Above: Dominance Style and Interactive

- Style) or frequently indirect behaviors (Below: Steadiness Style and Cautious Style)?
5. Pick one state or relationship to diverge the level of straightforwardness to more closely equivalent the situation or the other person's needs in a Business Associate setting and record what you varied and the response you got.
 6. Do most of your plots drop to the right or left of the center vertical line representing that you use mostly open behaviors (Right: Interactive Style and Steadiness Style) or mostly guarded behaviors (Left: Dominance Style and Cautious Style)?
 7. Pick one situation or relationship to vary the level of openness to more closely equivalent the situation or the other person's needs in a Business Associate setting and record what you varied and the response you got.
 8. Choose one Business Associate relationship you would like to improve. Determine the other person's style. Decide one simple thing you can modify in your behavior to elicit a different, more positive response.

Interpreting the Entire Composite eGraph

Now consider and take a view at your composite or multiple eGraph that involves School Associate along with Business Associate observer Responses.

1. Were you astonished by the outcomes?
2. Are the School Associate and Business Associate observer responses analogous or unusual? What does this signify to you?

3. Were the observer responses similar or different from your self-assessment? What does this mean to you?

A SNAPSHOT OF YOUR SUBSTYLE

The Producer (Ds)

You are primarily a Dominance Style. We may split each main style into four sub styles.

Yours is the Ds, which we approximating term The Producer. The Producer is LESS watched over and LESS straight and direct than nearly other Dominance styles.

Afterwards a picture of The Producer Sub style is stated, it's a nearer look by the side of you! The most important aspiration that encourages you is achieving superior and enhanced end according to an inner agenda. You desire to be concerned in your preferred actions from initiate to come to an end while you refuse to accept people who are hindrance to your achievements. Your capability to produce makes you highly valued in conditions in which a well-organized, trustworthy or incrementally humanizing rate of return is preferred

YOUR TENDENCIES INCLUDE

1. Find objections or you don't like that others teach you what to do or how to do.
2. Unwillingly you want to change what are your thoughts and your feelings as well.
3. Start delegating only those tasks or work that is extremely very important.
4. Stand in comparatively, particularly when you are trying to achieve new stages.
5. Make sure that the units that are produced must be achieved on time.
6. Must follow the plans that were made before and follow their timetable.

7. Becoming stubborn as well as paying attention under intense circumstances.

YOUR GROWTH OPPORTUNITIES

With Tasks:

You are paying closer attention so you have an advantage by enlarging your thinking capabilities. You need to learn a wide variety of view points and the methods through which you achieve the required goals effectively and efficiently by coming out of your comfort zone. This is because of the fact that you must involve the element of practicing flexibility or be elastic by this way you can easily solve your problems and reach at the right destination.

With People:

You must be confident enough so that you can't alone take the burden of entire work but instead divide equal tasks to other members. In this way you can divide equal responsibilities on other members and enjoy leisure time of your life as well as your act will be appreciated by others.

PERSONAL EMPOWERMENT POINTERS

1. Request or invite others to distribute their thoughts and how to bring out or achieve their prospects and compare with yours.
2. When assembling or executing decisions, make sure with at least three to five educated and well informed individuals to see if there is any consent if you find any disagreement broaden the research.

3. Be more authenticable with others by enlightening your way of thinking and tackling theirs.

Descriptions of the 16 Sub styles

SUBSTYLES OF DOMINANCE STYLES

New chance or prospect inspires The Director (or Dd) to achieve any objective or target.

You are less ambitious about other individuals and their ways and finally you execute whatever that comes in your mind in this way sometimes any chance of threat may arise as a result of that unpleasant decision. If one has given you a free hand of making decisions you reach to the final destination by using your intelligence and sometimes don't even think that in case of short coming what you will do, that's why you even close the eyes and say let's see what happens in the end.

Self determination and dominance inspires The Adventurer (or Di) to achieve any objective or target. As a result you are cautious about the people around you who may benefit or gain of you or strike you to come across and remain away from the final destination. This may be because you concentrate more on amount or quantity rather than value or quality and want quick and better results. Although this is because of your inborn intelligence of superiority or pride that nothing is impossible for me and this makes you to make blunders but still you think I can do what ever I desire to. Sometimes by this attitude you may lead to disagreement or conflict and even you don't care about it and still confront with others.

The Producer (or Ds) inspires you to achieve superior and improved objective or end; this can only be achieved if you are an organized person, for this you need to make a proper

schedule or agenda that at what time you will work and when you will be free. You must give preference to the actions and must know when you will get the right time to start the work and when you will end it than you must defend the hurdles and difficulties that come across your way of achieving your goals. On the contrary your capabilities make you extremely appreciated in conditions in which well organized, competent and trustworthy and rate of expansion is preferred.

The Pioneer (or Dc) has an ambition to check out direct and redirect task that are being completed on time or not. Here you must keep your eye more on the upcoming events than the current or the past times. On the other hand you keep your self away from world-weariness or dullness and your mission is to search out exclusive happenings and events. Even though you are watchful and vigilant and have the quality to respond rapidly as your memory is also very sharp and be familiar with handling the situation. It's a good quality of you not to leave things incomplete at any stage. Your aim is to reach at the final destination.

SUBSTYLES OF INTERACTIVE STYLES

To consent and get authorization from others is the purpose and aim of The Socializer (or Ii). It is the inborn or innate characteristic of you to meet individuals and others considers you at ease and relaxed. You address without hesitation with others regarding your beliefs and opinions as well as you share your knowledge and skills then look forward to others are identical. You give an idea about your recognition and approval to others by eye contact and touching in addition by vocabulary. You are really interested to revolutionize and adjust with the circumstances and aspects of completing work tasks.

Closeness and acquaintance is the main target that encourages The Helper (or Is). You have an innate quality not to pressurize people; you don't like to criticize people and don't want to order them regarding the work. In this way you make more closeness and make associations with people and your friendship circles spreads. In reality you have the quality of loving and kind hearted ness, you way of talking is very unfussy. You are purposeful and tolerant in your approach towards every day job responsibilities. In short you are tremendously responsive to criticism and sometimes it may affect your relationships and connections.

The Impresser (or Ic) is style that encourages to be successful with elegance and style. But instead it's your quality that you never hurt anyone's feelings that leads to your victory. It really seems unethical in front of you to take short cuts but instead you go through the right path that leads towards your final destination. You are even annoyed with those people who postpone or adjourn about getting started. Every now and then you are concerned about getting a work finished that you enlarge the reality.

The Enthusiast (or Id) people have an aim to control or manipulate people. You take pleasure in having power, reputation and status. You seem to be uncomfortable with any sort of detention or limitation of liberty. The strongest quality that makes you really different from others is your high level of self-possession so that you may stand in front of others who even criticize you. You are a tension free person who keeps on trying and attempting, this makes you feel every situation and people appealing that's why your life seems to be constantly bright.

SUBSTYLES OF STEADINESS STYLES

Individual steadiness is the target that stimulates The Relater (or Ss). Any transformation or risk may be dangerous or hazardous to the surroundings. That's why you like to give others free hand and avoid quarrel as well as conflicts. You don't make any decision without formulating proper measures and then take necessary actions accordingly. Before proceeding you think and then achieve the final goal by following set of recognized procedures in a systematic manner. You like to deal with existing circumstances rather than assumptions, imaginations and inclinations. You wish to work in an environment that must be satisfying, enjoyable, friendly and non aggressive.

The ambition that depicts The Specialist (or Sc) is to dedicate your self or in other words to specialize, it means to carry out only that task about which you have the knowledge and you must be aware about what you have accomplished. In addition your preference is on your own welfare and safety as well as keeps away from huge or congregate sets of peoples or situations. The right path for you is to be constant and to be firm plus incremental profits. You are also be in harmony with generalists and like to accomplish those tasks by yourself which others rejected to attempt.

The Go-getters (or Sd) has a target and aspiration for a balanced flow of more happenings and events. Sometimes you are very straight and direct in circumstances that are actually task oriented regardless of your indirect nature. You have the capability of using wisdom through out the planned scheme which makes you an immediate conspirator. By utilizing the available assets and time lines you are able to complete the project effectively and efficiently. Your investigation regarding the consequences makes you self sufficient and you don't want to rely on others but instead complete the tasks yourself to achieve your goal.

Recognition and endorsement is the target that depicts personality of The Harmonizer (or Si). You would like to be a human being who is required and desired by others. You keep in mind people's birthdays and anniversaries; from the bottom of your heart you are grateful regarding consideration from others. Like wise you are a good listener that's why you find expression for nuisance and disappointment and helps others to solve their troubles. You are so kind hearted that's why you like to serve others instead of giving an idea to cope up with the problem.

SUBSTYLES OF CAUTIOUS STYLES

The task of The Thinker (or Cc) has the aspiration to be accurate and exact. Your way of living reveals your inclination regarding isolation and your exchanges and connections with individuals are recognized and balanced. You are more tended to recognize a variety of benefits and actions than the individuals of others kinds as a naturally inquisitive thinker. You concentrate on accurate understanding, precise efforts, proper conducts and behaviors and flawless schedules along with innate endowment for precise and systematic decision making.

The goal or target that encourages The Master-Minder (or Cd) is to enlarge chances in favor of exceptional and noteworthy delicate comings and goings. You state and convey yourself further what you actually do and what you declare. As a result you have well built needs to decide your targets and then work separately. The disadvantage of you is you have little awareness in dealing with final execution details but you are first and foremost a plan originator as well as initiator.

The ambition that stimulates The Assessor (or Ci) is achieving brilliant goals. At the same time you can cope up with many inputs by thinking swiftly. On the other hand in taking action you are quite deliberate. Assessor or evaluator is on the bottom of assisting and come close to individuals plus work that is being carried out. You must have strong view points about inhabitants in addition to the teams with who you are some times at disentanglement.

To achieve expected or conventional consequences is the target of The Perfecter (or Cs). Your consideration and interest is more towards important processes and facts, over and above to demonstrated events in addition to making close associations. You use systematic approach, diligence and steadiness helps you to become valuable subordinates in every work place and surroundings particularly where more advanced plus attentive work is being carried out. Even though you are not divergent to modify you are quite confident about the transformation must be manageable and there are more chances for the betterment as expected.

Part II

An Overview of Your Primary Behavioral Style

Dominance or authority techniques are fast-paced and target oriented. These techniques are also secured and follow the right and straight path. They demonstrate determination and control in making close associations along others, the key ingredient of its success is it is more focused towards achieving growth and keeps in mind the defined set of targets as well as worried with the hidden consequences. The success factor that deals with dominance styles is that they are always ready to take challenges never afraid of end

results, ready to take power as well as authority and gets so much involved in solving issues don't care about the circumstances that come along the way. In reality they incorporate well organized and systematic well as managerial along with operational skills or qualities and try to solve problems and completing work within given time frames by themselves. They try to follow calm and cool, self governing and want to compete others especially at the organization or work place surroundings. They overcome all those barriers or obstacles that come in their way because it's the responsibility of dominance style to cope up with the problems and shape the situation and surroundings. But they want liberty and hate restrictions for managing the work load among themselves and other co workers and utilize their charismatic and leadership skills to become a champion. As far as their negative aspects are concerned they have the habit of eagerness, inflexibility, roughness and intolerant attitude. As dominance styles have command over people they have less control over open-mindedness, patience and attitudes with colleagues and subordinates. They like to work before time and hates delays therefore they complete their task on time. These peoples are so conscious about their work that when ever there is a meeting related to work they just talk about the topic without discussing any non serious issues. While if other people do not work with them within given time frames they call them you are not interested in work and according to me you are incompetent. Their slogan is I want the work done and does it right at the moment, instead of yesterday do it right now! They have the quality of getting things done and want occurrence of favorable outcomes. They want to do many things done at the right time don't even care how they will complete the whole work at the same time. They have the characteristic of doing three things in one go and if they feel relaxed and comfortable

they select a new one that's why they are also called jugglers. Even sometimes they keep on working with more things while the other things are also incomplete. They are in continuous pressure and keep on adding more work and the end result is they left every thing incomplete and then from the start try to find out the mistake and then repeat the whole process again. Their argument gives the impression to be real, "observe and perceive my goings-on." These sorts of activities sometimes lead workaholics and their achievements and accomplishments may leads to a low motivation level and they are disturbed. Good decision making ability and leadership quality are the foremost strengths that are exhibited by them. The limitation that is associated with them is stubbornness, intolerance, annoyance, non attentive and remain away from work and never completes the tasks on time. An example that demonstrates their laziness is they are so competitive in nature if they go out to smell the flowers, while coming back they tell u the number of flowers they smelled even other individual asks him or not. Then questions other how many you smelled and telling him more in number than the other person. So it is observed that for the people of this nature perfect profession may be a leader or head of the company, an industrialist, owner of their own company, a director or manager, a general contractor, politician, police officer or military officer etc. In business surroundings dominance styles want others to be influential, effective, intellectual and easily approachable. On the contrary in the collective environment dominance styles must be immediate, self confident and clever. They are always involved and busy with the work in making consignments, projects and keep on researching. From their workplace the element of power and authority is observed in their behavior as well. Dominance styles follow a direct and straight path and keep themselves away physically in addition

to psychologically, but their workplace the ambiance is so formal and direct, seating arrangement is formal so that face to face interaction is easily possible. A proper distance is maintained during meeting that is not so close that the element of friendship arises and not very far so that you can't even hear others voices. A balance is maintained during their talking like wise they are active listeners, must be patient along the element of sympathy. They must be kind hearted and have others care, must be watchful, express their feeling and give solutions to the problems and contribute their intelligence so that a team is maintained.

DOMINANCE STYLES' MOTIVATORS

Dominance styles are more likely to use their own potential to handle situations and get pleasure from being in charge of thing they do, they perhaps are keen to be the "key player and gauge their strengths and weakness by the amount of success they get in their work. Dominance styles try to handle things by their own and to not tolerate others to take over their job and responsibility. They tend to be persuasive and are more concerned about winning from their associate in every aspect of life. In other words they treat life as a competition in which the best one wins. They don't want to rely on others any want to win the game by their own abilities. According to them life as an arena in which the person with highest potential and capabilities is the best and never lose hope in any condition. In most cases dominance styles rely on themselves and even don't kill time for others to do the tasks. They never depend on others but instead react as a single man power for their own welfare and interests. Their favorite title song is "I Did It My Way" sung, of course, by Frank Sinatra. Although the people of dominance styles have a

distinctive source of hesitation and eagerness similar to that of all behavioral types and its not visible to the observers and viewers. They may have the threat to get defeated from others or the incapability to apply it. They have the fear others may not take advantage over them or may not obstruct there expected consequences. That's why dominance styles may be protected the people around who terrorize their need for control. It is the inborn quality that they don't want themselves to be easily targeted by the people around them nor they pushover as a substitute dominance styles are in reality more harsh, insensitive kind of peoples. When these individuals are pressed by other people's dominance styles may react absolutely obtrusive. Infact they are the starters or initiators that wishes to endeavor and run fresh but larger enterprises. Mostly they are risk-takers with innovative thinking capabilities and they have the ability to gather and spotlight inconceivable self-discipline. They are determined, strong minded people who may become even persistent and overwhelming and they don't care about the troubles that come across their way, they have a realistic and sensible approach that emphasizes on effectiveness and determination. They tend to be deductive who emphasizes firstly on the huge task and then follow all the steps that are necessary for accomplishment. Dominance styles take the responsibility and order people who are highly aggressive and competitive. They are highly confident people with strong faith and back up. They visualize things and play a crucial role in occurrence of events and their charismatic style makes them perfect leaders.

DOMINANCE STYLES' GROWTH OPPORTUNITIES

A time comes when dominance style becomes authoritarian and don't even pay attention when it is concerned or worried about something. In this way they become upset and the inclination to have command over actions or behaviors is increased. But this behavior makes them intolerant in the eyes of other people. Dominance styles try to manipulate and persuade individuals and businesses through their special power or authority instead they have a methodological and organized path towards achieving tasks or organization development and enhancement. They feel boredom in everyday detailed tasks; consequently these personnel are superb delegators, meanwhile they over react in situations and over-delegate to individuals which in return leads to performance complexity. The valuable ness by time in power is enhanced because of dominance style and may have control on one self that emerge to form well built, rational and organized instead quarrelsome or aggressiveness can be achieved. On the other hand their propensity to gossip roughly and be straight and direct and guide daunt people and finish interactions and collaborations. On the other hand they sometimes lack acceptance for in competency and poor performance can leads towards better and achievable conclusions and this is only possible if they assume that their actions would be better achieved by following the right path and every one must take part by utilizing their full efforts and resources that reach towards their progressive development. Dominance styles are most of the time natural leaders instead they required to become effective and efficient leaders and trainers if there attitudes as well as ways of living are adorable to people and have good behaviors. Likewise they don't take much time to find out what time constraint is needed and then listen to others opinions regarding how they perceive that set of problems. This is based upon individual blemish that requires more concentration and

elasticity. The cause of limitation is that they emphasize more on exterior or peripheral world, which that's why, leads towards destructions. Therefore it is required to concentrate more towards interior world. This in turn enhances their responsiveness and obligation to achieve their goal or ambition of their life and then they shed light on the real worth.

A Summary of the Dominance Style

IN A NUTSHELL:

Dominance styles are fast-paced and goal-focused

1. They are crucial in their procedures and assessments.
2. They prefer organize and detest inaction.
3. They prefer utmost independence to administer themselves and others
4. They are calm, self-determining, and viable.
5. They have a low broadmindedness for thoughts, mind-sets and proposal of others.
6. They work rapidly and extraordinarily by yourself
7. They take initiative.
8. They have good organizational expertise.

STRENGTHS:

1. Sky-scraping energy
2. Leadership or guidance
3. Administration or supervision
4. Juggling

WEAKNESSES:

1. Intolerance or eagerness
2. Insensible or insensitive to others
3. May take yourself too acutely or sincerely
4. Poor listener

PACE:

1. Quick/ Significant

GOALS:

1. Efficient and effective
2. Outcomes
3. Have power over

FEARS:

1. Be hurry up
2. Losing control
3. Being “flexible”

MOTIVATORS:

1. Captivating
2. Face up to confronts

3. New prospects

IRRITATIONS:

1. Indecisiveness or Uncertain
2. Ineffectiveness or inaptitude

UNDER STRESS:

1. Become authoritarian

DECISIONS ARE:

1. Significant

FOCUS:

1. Targets or aspirations

WORKPLACE:

1. Well-organized
2. Hard working

GAINS SECURITY THROUGH:

1. Have power over
2. Control and direction

Dominance Styles on the Job

THE DOMINANCE STYLE'S TYPICAL BUSINESS CHARACTERISTICS

1. Have a preference for given time.
2. Inquire about individual control.
3. Search out to the actual point.
4. Struggle to consider significant and be worth mentioning in their profession.
5. Reveal and exhibit determination and steadiness to accomplish a objective.
6. Articulate sky-scraping self-esteem power.
7. Desire to downplay mind-sets and associations.
8. Spotlight on undertaking proceedings to facilitate attaining substantial conclusions.
9. Put into practice changes in the office.
10. Be predisposed to generously delegate duties, facilitate them to acquire more projects.

THE DOMINANCE STYLE'S PREFERRED BUSINESS SITUATIONS

1. Be fond of identifying the attempts and informing others to take action.
2. Be fond of demanding workloads which stimulate their energy levels.
3. Have a tendency to individually supervise their workforce or co-workers' company actions.
4. Be fond of articulating what is on their intellects without being anxious about stinging anybody's thoughts.
5. Take pleasure in taking jeopardy and being concerned in modification.

6. Desire to deduce the *regulations* and respond only to themselves.
7. Concerned in the response to *what* questions not the details.
8. Be fond of observing a rational path in the direction of escalating and continuing progression, since *superior is improved*.

SUGGESTIONS FOR DOMINANCE STYLES TO BE MORE EFFECTIVE AT WORK

1. In order to keep away from misinterpretation and frustration take time to consult and illuminate time frames with colleagues.
2. Identify and recognize the feelings of others, keep in mind that many inhabitants are incapable to verify their feelings and individual troubles when they enter the workplace.
3. Acknowledge the reality that you will not overcome every problem that comes along the way, select your encounters sensibly and when suitable, grant courteously.
4. Recognize that your achievement is often reliant upon the efforts of others be positive to admit their assistance and be grateful to them normally.
5. Be more uncomplaining of the thoughts and deeds of others, identify that your approach is not only the end.

The Dominance Styles' Behavior and Needs Under Stress

At times the Dominance styles predispose to order and this possibility arises when they are in constant pressure or anxiety. An example of a distinctive response to a traumatic state from Dominance styles might be:

“If you can’t stand the heat, get out of the kitchen.”

UNDER STRESS DOMINANCE STYLES MAY APPEAR:

1. Impatient or agitated
2. Decisive or serious
3. Frank blunted
4. Interfering
5. Awkward
6. Ill-tempered
7. Destructive or violent
8. Forceful

UNDER STRESS DOMINANCE STYLES NEED:

1. Direct the circumstances and yourself.
2. Substantial verification of advancement.
3. A fast pace for achieving targets.
4. Undertakings.

How to Reduce Conflict

DOMINANCE STYLES’ TYPICAL BEHAVIOR IN CONFLICT

1. The people with dominance styles are never afraid of disagreement, violence and clashes. Most of the time they not even think that what fallouts will arise because of their rude behavior, in most circumstances they continuously use annoyance and aggressiveness to get things done. According to them aggression is a tool that can enhance the performance and sometimes their level of aggression is further increased.
2. Their annoyance is aimed at the circumstances and aimed at the expected consequences individually as well as in groups. Instead their explosion and behaviors may cause personal harassment. In cases they respond rapidly and sometimes are unsuccessful to select their expressions properly.
3. Dominance styles commonly do not grasp the feeling of resentment. It is usually not taken in to consideration on individual level, even though the aspects that cause short of reasonable consequences would be measured and assessed.
4. Dominance styles actually spotlight on the end results that's why they are autocratic or oppressive in order to achieve their targets.
5. Sometimes it becomes really complicated to work with others because of their enthusiasm to achieve the consequences in win/lose state of affairs.

STRATEGIES TO REDUCE CONFLICT AND INCREASE HARMONY WITH OTHERS

1. Dominance styles need to identify that others may not like the attitude of annoyance and violence that results in conflicts. Thus they may on the other hand,

- deal people normally, by doing so they can impede and know other opinion and desired results.
2. They are required to consume more time for interpreting their thoughts and ideas to others; they need to note the feed back of other understandings when instructions are passed towards them.
 3. Dominance styles must take more time articulate their point of views and information accurately and completely they may get detailed information by asking query so that others get aware of them. They must give proper time to get aware about the problems and by doing research efficient results could be achieved.
 4. To make your work place attractive and motivating never use arguments and disagreements, because it may cause pessimistic outcome on others, instead suggest them to produce maximum production so that more profit is generated.
 5. Dominance styles take into consideration all those individuals who are implementing the decision making process. Inquire about the contribution repeatedly and then take necessary action. Only than the dominance style helps to reach the final destination, yet this is the most knowledgeable assessment and people could follow them and make it their choice.
 6. For making right decisions must take the opinions of others and use logic, otherwise illogical decisions may cause collapse. When you are using others proposal then must recognize that person.

Action Plans

Behavioral malleability is a mean that reach towards achievement and victory. The term can be defined as the readiness and capability to involve in a wide variety of behaviors. It engages in modifying or altering the techniques of corresponding and working that supports the particular desires and relationship at the given time frames. The people who adapt themselves to the given situations or adjustable people remain away from their comfort zone so that others are more relaxed. Dominance styles also give offers how to adjust them accordingly and ideas by which they get know how of understanding dominance styles behavioral trends. By using these techniques effectively you must utilize action plans that help you to intermingle and come to know the responses of viewers. In this way you can use those techniques so that you are more adapted towards the environment and your behavior will result in lesser conflicts.

Dominance Style Dealing With Dominance Styles

The people with dominance style are anxious about their position; they want to win the game and constantly struggling to achieve new prospects. They think rationally and use interpretation. They have accurate and concrete knowledge regarding facts that are true and following those steps may leads towards their ultimate outcomes. They keep in mind what are their limitations that cause hindrance in way of achieving targets. They give more preference to personal preferences and give others options to complete their tasks by themselves but never give them free hand instead they keep an eye on them. They want changes in their life and feel awkward to follow routine task therefore keep on changing their works. They desire to distribute their work and help their co workers in revolutionizing and making alterations if needed. They hope that others must notice their

actions and tribute those who have done the right task. They take the charge of the work but give others chance to fulfill but not leave every thing on others shoulders. They avoid arguments but if needed in circumstances they do quarrel.

Action Plan...

ON THE JOB

For Dominance Styles:

1. Give others chances to work at their will and stop unwanted interfering.
2. Involve yourself in groups but avoid authoritarian style.
3. Adapt the propensity to rule on others.
4. Include others responses and give them chance of speaking so that mutual understanding creates a friendly atmosphere.
5. If workers have done something worthwhile appreciate their performance.
6. Congratulate people if they deserve it
7. No body is perfect in this world so recognize that every one can do faults.
8. When you are giving any responsibility or task to people also give them power to delegate so that their motivation level is enhanced.

For Others Working with Dominance styles:

1. It is a best option to enhance their morals while achieving objectives.
2. Adopts professional links.
3. An case of disagreement use facts and findings, never use individual feelings and emotions

4. Always follow structured and concise follow up.
5. Keep in mind alternatives while solving problems.
6. Always follow the direct path and to the point.
7. Concentrate more on what your competitors are doing that resulted in more chances.

One must keep in mind for achieving targets do not take burden on ones shoulder instead distribute work load on others and take in to consideration that they are doing their best. You may discuss problems of changing behaviors that leads towards better working associations.

Part III

Application, Application, Application

In forming better associations you must know your own behavioral style and it is the initial step. The knowledge that is not applied where it is needed is of no use, so for influencing your behavioral styles, you must know how and when you can utilize the available info in different people or situations. It is the habit of people they want pleasure according to their ways of living not yours.

This application section includes:

1. Identifying another person's behavioral style
2. Over viewing the four basic styles
3. What is their behavioral flexibility
4. Methods of modifying your truthfulness and honesty
5. Nervousness among the styles

6. Methods of taking action plans with all four styles
7. Adapting the different behavioral styles

Now you would have a better understanding of being effective in relationships and situations. Superior relationships can get improved and challenging relationships may become good.

The Relationship from Mars

When you have the available information you pick up a relationship that is not of very good nature according to your expectations. Do a favor to make an obligation so that you must have an understanding of individual's behavioral style and for enhancing your relations with those human beings you must keep in mind following steps. Firstly for that reason you must have a detailed know how of behavioral adaptability of that person and your focus must be on the four basic DISC styles and by the help of that you get an overview of identifying other person's behavioral style. By the help of this knowledge you have a clear understanding regarding adaptability that helps you to maintain strong interpersonal relationships. You can then use alterations in straightforwardness and directness so that the factor of openness can be maintained and then realize the difference among them. The next step would be to know about the stress that is related with these styles and then make a worksheet that enlighten the tension among these styles and you must be aware of the variations and then alter according to the scenario and then tension could be removed by following the techniques. On the contrary the action plans must be adapted then so that necessary measures must be taken into account and finally we recommend you to follow how you can better respond to the behavioral styles.

How To Identify Another Person's Behavioral Style

In order to observe responsiveness or adaptability its on you that how speedily and error free you recognize these behavioral styles but keep in mind two elements are very important in this regard which includes directness as well as openness. So keep in mind these two situations.

1. Are they more direct and fast-paced or indirect and slower-paced?
2. Are they more guarded and task-oriented or open and people-oriented?

Directness

Direct/Faster-Paced People (D and I Styles above the horizontal line)

Direct Behaviors

1. These people often use signals and voice intonation to highlight points.
2. They are mostly less tolerant but sometimes they consider the element of competitiveness.
3. They frequently make vigorous testimonials.
4. Always maintained eye contacts.
5. They are main contributors who like to work in teams.
6. They really appreciate greetings.
7. They never hesitate to give their suggestions.
8. They emphasize to meet and introduce themselves to others.

Openness

Open/People-Oriented People (I and S Styles right of the vertical line)

Indirect Behaviors

1. People oriented make most use of expressions and voice to highlight the important points.
2. They are more tolerant and accommodating.
3. They frequently make competent reports.
4. They are moderate and enjoy greetings.
5. They are irregular contributor in crowd.
6. They are shy of introducing themselves that's why waits for others.
7. They set aside in expression of beliefs.

Open Behaviors

1. The peoples with open behaviors show thoughts and zeal.
2. They are more comfortable and affectionate kind of people.
3. They concentrate more on actual ideas.
4. They keep on themselves with current scenarios.
5. They talk more on excursion.
6. They are Opinion-oriented.
7. They have dynamic facial expressions.
8. Their nature is Friendly.
9. They begin and acknowledge physical contacts.

Guarded/Task-Oriented People (D and C Styles left of the vertical line)

The Whole Picture

You can generate four different behavioral styles by combining these scales. People who reveal defended as well as straight behaviors are Dominance Styles, Interactive Styles;

open and indirect behaviors are Steadiness Styles; and indirect and guarded behaviors are Cautious Styles.

Guarded Behaviors

1. They keep their thoughts confidential.
2. They have limited range of facial expressions.
3. They are more recognized and appropriate.
4. They lessen physical contacts.
5. They follow the schedule.
6. they articulate about particulars; cites facts
7. They do proper grasp.
8. They talk to the point and keep on working on actual point.

The Four Basic DISC Styles Overview

The uniqueness of all the four basic styles gives you an over view of the four Disc styles so that you come to know the details regarding behavioral styles. It is important to have the knowledge that how one must respond at the work place or in people.

Dominance Style, Interactive Style, Steadiness Style, Cautious Style

SWIFTNESS

Fast/Influential

Fast/Unplanned

Slower/Stress-Free

Slower/Organized and Methodological

PRIORITY

They give priority to their targets and relationships

SEEKS

Efficiency and effectiveness

Organize

Contribution

Appreciation, gratitude and positive reaction

Recognition exactness

Correctness as well as appropriateness

STRENGTHS

Supervision, control and administration

Management and execution of plans and ideas

Original or new

Influencing

Inspiring

Interesting

Paying attention

Collaboration, teamwork and cooperation

Follow-through

Scheduling and forecasting

Regulating and organizing

Orchestration

GROWTH AREAS

Intolerant and narrow minded

Insensible to others

Underprivileged Listener

Lacking concentration to details

Little concentration period

Little follow-through

Emotional and expressive by nature

Deliberate in taking action

Lacks global standpoints

Obsessive and compulsive

Serious

Impassive and not giving away anything

FEARS

Being taken improvement of

Failure of Social acknowledgment

Unexpected adjustments

Unsteadiness

Personal condemnation of their work labors

IRRITATIONS

Incompetence

Uncertainty

Habitually

Complication

Inconsiderateness

Keeness

Ineffectiveness

Lack of decorum

UNDER STRESS MAY BECOME

Authoritarian

Vital

Mocking

Apparent

Obedient

Unable to make up your mind

Reserved

Obstinate

GAINS SECURITY THROUGH

Have power over others

Guidance

Lightheartedness

Others' appreciation

Acquaintance

Teamwork

Research

Attention to detail

MEASURES PERSONAL WORTH BY

Collision or fallout

Track documentation and procedure

Acknowledgments

Approval

Good wishes

Compatibility with others

Depth of involvement

Exactness, Correctness

Excellent consequences

WORKPLACE

Well-organized

Full of activity

Prearranged

Cooperative

Hardworking

Delicate

Welcoming

Practical

Special

Recognized

What is Behavioral Adaptability?

Adaptability is a term that can be defined as your readiness and capability to change yourself according to the circumstances or closeness in a given time period. It is more concerned to person's feelings, behaviors and daily routine habits without taking into consideration of others. Every one's style is different from another, so for any condition it may differ. The right choice is to adopt specific methods so that you get a chance to be adjustable with the surrounding individual as well as others. You are quite adjustable to one person on one day and other days his attitude may vary, consequently adaptability is based upon you how you supervise your behaviors. You observe flexibility each time you deliberate along for a C or S Style; or when you progress a bit quicker for the D or I Styles. It takes place when the D or C Styles take the time to maintain the relationship with an S or I Style; otherwise when the I or S styles focus on details or acquire accurately to the point with D or C styles. It means regulating your own behavior so that people feel more comfortable with you and the circumstances. Therefore adaptability means altering you towards directness, truthfulness, swiftness and precedence on the way

in which a person pays more inclination on the other hand sustaining your own uniqueness and character. Adaptability plays a very important role in maintaining victorious relationships. Professional life of people is totally different than the way they adopted at their homes or social gatherings, that's why we are more adaptable or friendly with those people whom we know but less adjustable to the professional people because we can only discuss office tasks with them. However if a person can opt to change himself according to the circumstances may always be in stress and some times lack of concentration and ineffectiveness because it is totally different for every one to adopt changes accordingly, this may also leads towards anxiety in addition to nervousness and its not an ongoing phenomenon to just sacrifice for others and make yourself surrender. Every person on the earth want a life full of luxuries and never want others to interfere in their personal matters so most of the people never adapt themselves according to the circumstances. People can maintain a balance if they strategically and tactically keeping in their minds needs and wants and then reshaping themselves according to their behavioral styles. It is the quality of adaptable people to discuss relation ships and problems with others and want to be the winner by passing through the challenges of life. They are diplomatic, sensible, practical, sympathetic and accommodating. Your adjustment manipulates others to evaluate and compare their connections with them. If adaptability level is reached at the higher level then your faith and trustworthiness is also enhanced. On the other hand if adaptability is at the lower level then your trust as well as credibility will be decreased. Adaptability facilitates you to interrelate effectively and complicated people never try to solve problems and can't manage intense situations.

That's the reason you come to know the means by which you can change yourself or the situations.

How to Modify Your Directness and Openness

You will recognize another person's directness as well as openness in most of the interpersonal conditions in these circumstances you must take into account adaptability as well as behavioral facet at that point in time. Following are the guiding principles that may alter the level of directness or openness to be adaptable with the four styles.

TO INCREASE DIRECTNESS

1. Address and progress at a rapid rate.
2. Begin discussions as well as assessments.
3. Present suggestions.
4. Utilize straight announcements instead of questions.
5. Always speak loud and positive voice.
6. Confront and diplomatically oppose when required.
7. Express disagreement but don't quarrel with others.
8. must maintain eye contact

TO DECREASE DIRECTNESS

1. Speak and make a decision gradually.
2. Inquire about and admit others views.
3. Follow managerial or leadership styles and make proper decisions.
4. Minimize your energy level and be smooth.

5. Not to interfere with others.
6. They also offer others an opinion to share their ideas.
7. Keep away from assessing and demanding.
8. In case of disagreement select right words.

TO INCREASE OPENNESS

1. Share your thoughts with the feelings of emotions and sentiments.
2. Answer the terms of expressions of others ideas.
3. Individually greet them.
4. To maintain effective relationships give time to others.
5. Must talk pleasantly
6. Exchange of ideas must make you come closer.
7. Eager to deviate from the plan.

TO DECREASE OPENNESS

1. Complete your task up to the point.
2. Consider things that are reasonable based on facts and figures.
3. Carry on your scheme.
4. Do not misuse time.
5. Never start physical interactions.
6. Do work with passion and zeal.
7. Use formal way of talking.

Tension among the Styles

Every style has distinctive precedence's according to the particular task or circumstances. The tension among the styles model describes the important aspects of behavioral styles. You must notify that Dominance styles and Interactive styles follow their paths at quite faster speed, on the other hand the Steadiness style and Cautious styles move at much slower speed. As far as Interactive style is concerned it stresses more on individuals than on work, while Dominance style is more concerned in achieving targets rather than connections or mindsets. The Interactive styles focuses more on giving preferences than Steadiness style, yet the problem arises between the two because the Interactive style want to complete work before time but Steadiness style are quite lazy. On the other hand Dominance Style people make quick and fast decisions and people with cautious styles are even slower in making right decisions as they use alternatives and want to select the best approach. When there is a variation between two styles arises they often leads to disagreement in organizations as well as society. The reason behind is that no body want to change himself or adapt himself to conditions, but sometimes they make some adjustments so that conflicts are less. So there are some individuals who are familiar with the dilemmas and sometimes they may sacrifice. Sometimes the possibility or chances of stress and anxiety also arises, especially in the Dominance Style and Steadiness Style relationship, in addition to the Interactive Style and Cautious Style relationship. Take the case of the Dominance Style and Steadiness Style interaction: the Dominance Style (D) must have some worry for inhabitants; on the contrary the Steadiness Style (S) should try to show more worry for job completion. Therefore it is concluded that both of these styles that were already discussed make some sort of adjustments that falls in the middle so

these styles are reasonable in some or other way. As far as Interactive Style and the Cautious Style (I-C) relationship are concerned alterations should be made in both speed and precedence. The task is to know when to look forward to speed and precedence troubles, and follow approaches to avoid or deal with these differences.

Tension among the Styles Worksheet

The life of all people is full of tensions, some people have more feeling towards one or other, but sometimes even the relationships are tense. As already discussed the Platinum Rule states that, Treat others the way they want to be treated. The person with whom you have close associations is more close to you and you can share your problems with them. So firstly we will discuss identifying another person's style and then determine their behavioral style. Then consider the tension model to identify their speed and preferences. After that have a look on what inclination is unusual than yours and then modify your behavior. For example, if you are a High I with fast-pace and people-oriented preferences and the other person is as well, you might let them have the center stage in times when it is not as important for you. A little give and take will go a long way.

Action Plans with All Four Styles

STEADINESS STYLE

TRAITS...

SO YOU...

1. They are anxious with steadiness and demonstrate how your proposal decreases threat.

2. Think sensibly and show interpretation.
3. Want citations and details and make available information and evidence.
4. Like individual participation and express your attention in them.
5. Must know step-by-step series and provide outline and directions as you personally “walk them through”.
6. Desire others to notice their patient perseverance and tribute for their balanced follow-through.
7. Keep away from jeopardy’s and changes as well as give them personal declaration.
8. Detest clashes and precede non-aggressively, spotlight on ordinary curiosity and support.
9. Accommodate others and allow them to make accessible service.
10. Look for quietness and harmony and offer comforting and welcoming environment.
11. Benefit from joint effort and present them with accommodating group.
12. Wish for truthful opinions that they’re esteemed and admit their relaxed method and cooperative efforts, when suitable.

INTERACTIVE STYLE

TRAITS...

SO YOU...

1. Concerned with consent and manifestation and illustrate them that you respect and be fond of them

2. Seek enthusiastic people and situations behave optimistically and provide upbeat setting.
3. Think expressively and sustain their approaches when feasible.
4. Want to recognize the common prospects and keep away from concerned particulars, focus on the "big picture"
5. Require participation and people get in touch with furthermore intermingle and contribute with them.
6. Resembling changes and modernization.
7. Want others to perceive them and praise them personally and often.
8. Often require help getting planned and do it collectively.
9. Look for achievement and stimulation and stay up a quick, energetic and velocity.
10. Enclose them with confidence and hold their thoughts and show them your affirmative side.
11. Wish for feedback that they look good and talk about their happenings and improvement.

CAUTIOUS STYLE

TRAITS...

SO YOU...

1. Anxious with violent approaches and move toward them in a roundabout, non threatening way.
2. Think rationally and demonstrate interpretation

3. Seek information and provide it to them in writing.
4. Need to know the procedure and present clarification and justification.
5. Develop concern and let them think, request and check before they make decisions.
6. Have a preference to do things themselves and if delegate, let them test on others' improvement and performance.
7. Want others to observe their correctness and praise them on their diligence and precision when correct.
8. Incline toward power and let them review and be concerned in the process when feasible.
9. Avoid disagreement and diplomatically ask for explanation and support you may require.
10. Need to be accurate and let them time to find the paramount answer, within existing limits.
11. Like to consider.

DOMINANCE STYLE

TRAITS...

SO YOU...

1. Anxious about how to prevail new opportunities.
2. Feel rationally and exhibit interpretation.
3. Want details and places of interest that present concise facts and figures.

4. Struggle for consequences and have the same opinion on objective and limitations.
5. Be fond of personal choices and permit them to “do their thing,” in limits.
6. Approximating alteration and fluctuate routine.
7. favor to assign and strive for prospects to modify their work-load
8. Want others to become aware of comings and goings.
9. Let them get the escort, when suitable and present them consideration.
10. Argue with passion on points of discrepancy don't argue on a individuality basis.

How to Adapt to the Different Behavioral Styles

THE DOMINANCE STYLE

Now we will talk about dominance style as they are planned people who never waste their time. They have available data regarding success and failures. The people with dominance styles focus on their objectives. In short they are experienced, knowledgeable and effective people.

At Work – Help Them To

1. They determine risks intelligently.
2. They concentrate and then make decision.
3. They pursue the policies and then take actions.
4. Give explanations for the choice.
5. Keep in mind others emotions and adaptive ness.

Sales and Service Strategies with Dominance Styles

They plan things, organize, manage and follow the time duration.

They are professional and deliberate people.

Keep on eye what are their goals and how they achieve them.

They have alternatives in making decision.

Tell them that you complete task on time and never waste time.

In Social Settings

Pay attention to their proposals.

Review their accomplishments.

Understand and recognize when possible.

THE INTERACTIVE STYLE

The people with interactive styles want to achieve recognition and gratitude. They support viewpoints and opinions that help in achieving aims. They have strong visualization and make mental picture in their mind and never wants to disagree or fight with others. They are the people with full of thrill and adventure and want to take challenges in their lives. They like interactions with people and like socialization and gatherings. These people are like social-butterflies therefore they always gush towards social gatherings. They like jokes, entertainment, social discussions, dynamism and make their presence to others and people like to be with them and want to spent their free time with them.

At Work – Help Them To

Prioritize and put in order.

See tasks from start till achievement.

View inhabitants and tasks more independently.

Sales and Service Strategies with Interactive Styles

1. Take the proposal by introducing yourself in a friendly and informal manner.
2. Maintain their thoughts and target.
3. Illustrate your ideas with stories and emotional descriptions.
4. Summarize details that leads towards equally agreeable objectives
5. Give incentives to promote decisions.

In Social Settings

1. They concentrate on optimistic attitude.
2. They learn from personal feelings and experiences.
3. React frankly and pleasantly.
4. Give better suggestions.
5. Don't need many details.
6. Give them consideration and time.
7. Spotlight how cheerful you are when they achieve something.

THE STEADINESS STYLE

They focus more on relationship and trust building with others. They progress work through socialization, sincerity coordination and cooperation with out disparaging their co-worker's feelings and opinion. The people with S style don't want to mess up means don't want to take the responsibility on ones shoulder instead they want others to mutually work and achieve their goals. They have the feeling of warmth and affectionate others. They never quarrel and argue with others and are genuine and honest.

At Work – Help Them To

1. Do thing properly with in less time
2. Review their progress.
3. Evade repetition.
4. Try to do work with different approaches.
5. Become more open to some risks and changes
6. To feel sincerely appreciated.
7. Concentrate more on others advice and feelings.
8. Transform the predisposition to accomplish what others enlighten them.
9. Acquire and acknowledge recognition and congratulate when suitable.

Sales and Service Strategies with Steadiness Styles

1. They know them more personally and move toward them in a non-threatening and pleasurable way.
2. Ask them to recognize their own affecting needs.
3. Get them concerned by focusing on the human element and their relationships with others
4. Stay away from stepping up them and give them individual declaration when suitable.
5. Keep away from speeding up them and give them individual as well as tangible declaration, when suitable and on time.
6. Correspond with them in a reliable manner habitually as well as consistently

In Social Settings

1. Focus on a slower-paced but stable

2. Stay away from influence and arguments.
3. Respond sympathetically and logically.
4. Confidentially accept them with unambiguous as well as authentic greetings.
5. Give them chance to follow through tasks.
6. Demonstrate them step-by-step actions.
7. Work agreeably and positively
8. Give them firmness and be constant.

THE CAUTIOUS STYLE

They are time-disciplined and responsive in completing their plans. They focus on their task; so don't suppose to be their friend during working. Familiarity may be developed but it takes time. Give them time to make judgment and work autonomously. Give them to talk in detail. In work groups, do not suppose them to become leaders or contributor but rely on them to accomplish research and perform comprehensive work for the group and if suitable, set guidelines and exact deadlines. But contrasting the Interactive styles it is not a requirement or condition. Must sustain like Cautious Styles as they are prearranges and well thought out as well as considerate and sympathetic in their approach in solving any sort of problems they are efficient and methodological with a strategy in their minds. The Cautious Styles are dependent on their brainpower. They are well prepared, detail-oriented, professional and enduring..

At Work – Help Them To

1. Contribute their understanding and capability with others.
2. Stand up with the people in hour of need.

3. Keep reasonable time limits and constraints.
4. Observe individuals and tasks slightly and less seriously.
5. Sustain high potential for high precedence as well as tasks.
6. Equilibrium their lives with both dealings and responsibilities.
7. Remain on route with everyday jobs, with less inspection.

Sales and Service Strategies with Cautious Styles

1. Organize and respond to many situations easily.
2. make the acquaintance but continue quickly to the task
3. Utilize your skills in sensibleness and logic way.
4. Inquire questions that tell a clear direction.
5. Manuscript how and why somewhat applies
6. Give them instant to think, but don't force them to make a very quick decision.
7. Tell them both the pros and cons.
8. Follow through and deliver what you assure.

In Social Settings

1. Exercise a reasonable way.
2. Pay attention to their concerns, analysis and way of thinking.
3. Respond courteously.
4. Pessimistic thought are used so long that they aren't individually aimed at.
5. Focus on how satisfied you are with their dealings.
6. Ask for their imminent and suggestions.

7. Do pessimistic discussions as well to enhance their responsibility.
8. Tell them what you do

So ... Now What?

This report is based upon the required data that is based upon all the four primary behavioral styles as well as your style. Therefore you must be aware about these styles, it also suggest some proposals that you san use to do modification in your style. This report is also based upon the methods that help you to make close associations and strong relationships in work environment as well as society. Finally it is recommended that to be successful you must follow The Platinum Rule that states “Treat others the way they want to be treated.”

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