

<u>ABC Team Member:</u>	<u>#1 Top Motivator:</u>	<u>#2 Top Motivator:</u>	<u>#6 - Lowest Motivator:</u>	<u>DISC Style - Natural:</u>
Jennifer Smith	Theoretical	Traditional	Aesthetic	D, I, C
Jason Coffman	Theoretical	Individualistic	Aesthetic	I
Linda Evans	Aesthetic (P)	Theoretical	Traditional (Ind)	I, S
Karen Jones	Aesthetic (P)	Traditional	Utilitarian (Ind)	I, S
Angela Peek	Theoretical	Social (P)	Traditional	I, D
Christopher Jones	Theoretical (P)	Aesthetic	Social	S, I
Lee Caughman	Social (P)	Theoretical	Traditional	I, S
Tom Burke	Theoretical (P)	Aesthetic	Individualistic	I, S

<b>#1 &amp; #2 Top Motivator Wants:</b>	
<b>Theoretical</b>	<b>Learner, Intellectual.</b> Wants: facts, research, study & learning opportunities; to be a product expert & to identify truth
<b>Individualistic</b>	<b>Power Player, Commanding.</b> Wants: Power, renown, influence, recognition and to be free to make decisions
<b>Traditional</b>	<b>Process and Order Keeper, Principled.</b> Wants: Traditions, defined rules, code, ethics and high moral standards. To enforce the rules/processes.
<b>Utilitarian</b>	<b>Business Person, Resourceful.</b> Wants: reduction in waste of time, money & resources. Practicality, money for security & results.
<b>Aesthetic</b>	<b>Balance and Harmony Seeker, Harmonious. Flow.</b> Wants: Balance, events for enjoyment, freedom to express, to work in peace. Work-life balance.
<b>Social</b>	<b>Service &amp; Helping Others, Altruistic.</b> Wants: to coach, champion and serve others. To eliminate pain. An organization committed to it's people and clients.
<b>High Style</b>	<b>Adapting Key</b>
<b>D</b>	"Be prepared, be brief, be gone!"
<b>I</b>	"Let them talk themselves to clarity."
<b>S</b>	"Start personal, provide assurances, check-in <u>often</u> ."
<b>C</b>	"Use logic, give them time and <u>ALL</u> of the details."

**MOTIVATORS: "Gas In My Tank"**– Top two drive behavior

- **P=Passionate** (scored above population scores, very strong driver)
- **#6=What I really don't want**
- **Ind=Indifferent** (scored below population scores, very strong don't want)

**DISC: "How I Drive"**  
High Natural Style –Communication Style, What People Will See

**\*\*NOT represented here, but important:** -> "Under the Hood"  
Personal Skills & Thinking Habits...

<b>#6 Lowest Motivator Don't Want:</b>	
<b>Theoretical</b>	Too much info, theoretical discussions
<b>Individualistic</b>	To work alone, high profile work
<b>Traditional</b>	Rigid and unchangeable systems, routine
<b>Utilitarian</b>	To be judged only on efficiency & ROI
<b>Aesthetic</b>	Intangible activities, stopping to smell roses
<b>Social</b>	Emotional Decisions, all rewarded equally

<b>Theoretical/Knowledge – The Learner (FAMOUS PERSON: EINSTEIN)</b>
<b>Words That Work:</b> I have a problem that I need you to help me solve. Here are the facts. Deeper meaning. Formulating theory. Identifying truth. Books. Understand. Smart. Wise. Expert-status.
<b>Blind Spots:</b> May put the pursuit of knowledge above their own health and safety. Practical matters can be neglected and ignored (home, family, money). May come across as a 'know it all'.
<b>Stressors:</b> Inability to learn & build expert status. Emotional subjective experiences with no rational justification. Inability to discover truth, understanding or knowing around a topic.
<b>Utilitarian/Economic – The Business Person (FAMOUS PERSON: RICHARD BRANSON)</b>
<b>Words That Work:</b> Maximize resources. Eliminate waste. The return on investment is... Earnings. Interest. Profit. Wealth. Practical. Useful. The bottom line is... Achievement. Reward. Value. Productivity. Time management.
<b>Blind Spots:</b> May become a workaholic. Willing to give but may always want something in return.
<b>Stressors:</b> Wasted resources, time and material. Investments with inadequate or no return. Lack of efficiency.
<b>Aesthetic – Balance, Harmony &amp; Sensitive Seeker (FAMOUS PERSON: WALT DISNEY)</b>
<b>Words That Work:</b> Work life balance. Appreciation. Using descriptive words, phrases, simile & metaphor. Ask: How are you feeling? You'll have time to re-energize. Creativity. Beauty. Self help and personal development
<b>Blind Spots:</b> May function outside of reality and struggle with every day reality. Excessive striving for their perception of perfection and beauty.
<b>Stressors:</b> Chaos and disturbance around them. Lack of work/life balance and not enough quiet time or rest. Too much objective focus. Inability to express feelings.
<b>Social/Altruistic – Service and Helping Others (FAMOUS PERSON: MOTHER TERESA)</b>
<b>Words That Work:</b> We/I need your help. Listening to others, coaching help. Volunteer. Making the world a better place. Contribute. Giving. People. Humanity. Service. Serve. Charity. Soothing and comforting others.
<b>Blind Spots:</b> May create lose/win relationships, focusing only on the benefit to others. Overzealousness for a cause may lead to harmful behavior to self/others.
<b>Stressors:</b> Too much emphasis on bottom-line results. Decisions and actions that are insensitive to people. People who are hurting or in pain in any way.
<b>Individualistic/Political – The Power Player (FAMOUS PERSON: JOHN F. KENNEDY)</b>
<b>Words That Work:</b> This is the best. Leadership. Excel. Advance. Be #1. Power. Recognition. Distinctive. Outside the box. New ideas. Take control & be in charge. You have the authority. We need a front person.
<b>Blind Spots:</b> Positioning of self may be more important than others. Desire for power key focus & interest.
<b>Stressors:</b> Actual or perceived diminishing/loss of power. Inability to advance. Lack of respect for position and chain of command.
<b>Traditional/Regulatory – The Process and Order Keeper (FAMOUS PERSON: JUDGE JUDY)</b>
<b>Words That Work:</b> Standards. Structure. Routine. Tradition. Protocol. Discipline. Tell me about your beliefs. Tell me about the rules. Help us stay in line. Follow your conscience. Sacrifice. History tells us...
<b>Blind Spots:</b> Sacrifice self for beliefs, willing "to die" for them. Closed minded and judgmental toward other viewpoints, being too rigid.
<b>Stressors:</b> Close mindedness by others. Lack of directions, order, structure. Opposition to their beliefs.