

TONY ROBBINS

DISC & MOTIVATORS SCORING REPORT FOR
[Dennis Michael Mejia](#)

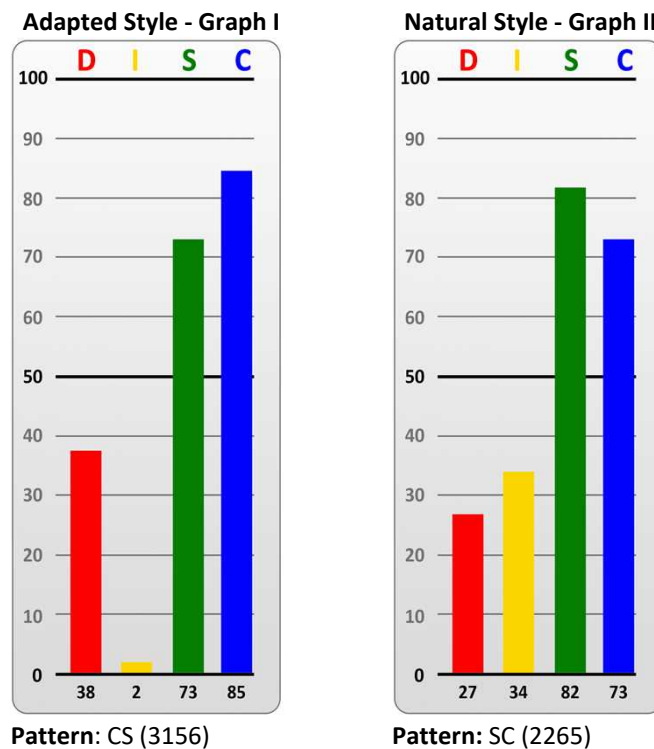
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DISCstyles Graphs for Dennis Michael Mejia

Your Adapted Style indicates you tend to use the behavioral traits of the **CS style(s)**. Your Natural Style indicates that you naturally tend to use the behavioral traits of the **SC style(s)**.

Your Adapted Style is your graph displayed on the left. It is **your perception of the behavioral tendencies you think you need to display to be successful in your focus situation**. This graph may change when you change roles or situations.

The graph on the right is your Natural Style **and indicates the intensity of your instinctive behaviors**. It is often a better indicator of the “real you” and your “knee jerk”, inherent behaviors. This is how you would choose to behave when you are most comfortable and there are no additional considerations or influences on your behavior. It is also what shows up in stressful situations. This graph tends to be fairly consistent, even in different environments.



If the bars are similar, it means that you tend to use your same natural behaviors in either environment. If your Adapted Style is different from your Natural Style, this may cause stress over a long period of time because you are using behaviors that are not as comfortable or natural for you.

The higher or lower each D, I, S, C point is on your graph, the greater or lesser that behavior impacts your results at work and with others around you. Once aware, you can adapt your style to be more effective. Can you change? Of course! You do it every day depending on your situations. However, permanent behavioral change comes only with awareness and practice.

What You Bring to the Organization

This page provides useful insights for a job or as you work together on a team or family project. These are the talents and tendencies you bring. When used in environments that you are most effective in, you are likely to be self-motivated to accomplish great things. It is possible that you may not always be in an environment that allows you to be your best. We recommend you speak with your leader to see what can be incorporated into your current environment to help maintain your motivation.

Your Strengths:

- You are not an extremist and tend to be supportive of team efforts.
- You are especially careful that there are no loose ends on a project that may have been overlooked by others.
- You maintain a high degree of accuracy while keeping an eye toward project deadlines.
- You may be sought after by other members of the team because of your complete knowledge of processes and procedures.
- You provide valuable input on projects by considering possible pitfalls that others on the team may have overlooked.
- You demonstrate a high degree of technical specialty and skill in your area of expertise.
- You are tactful in explaining ideas that may impact others on the team.

Your Work Style Tendencies:

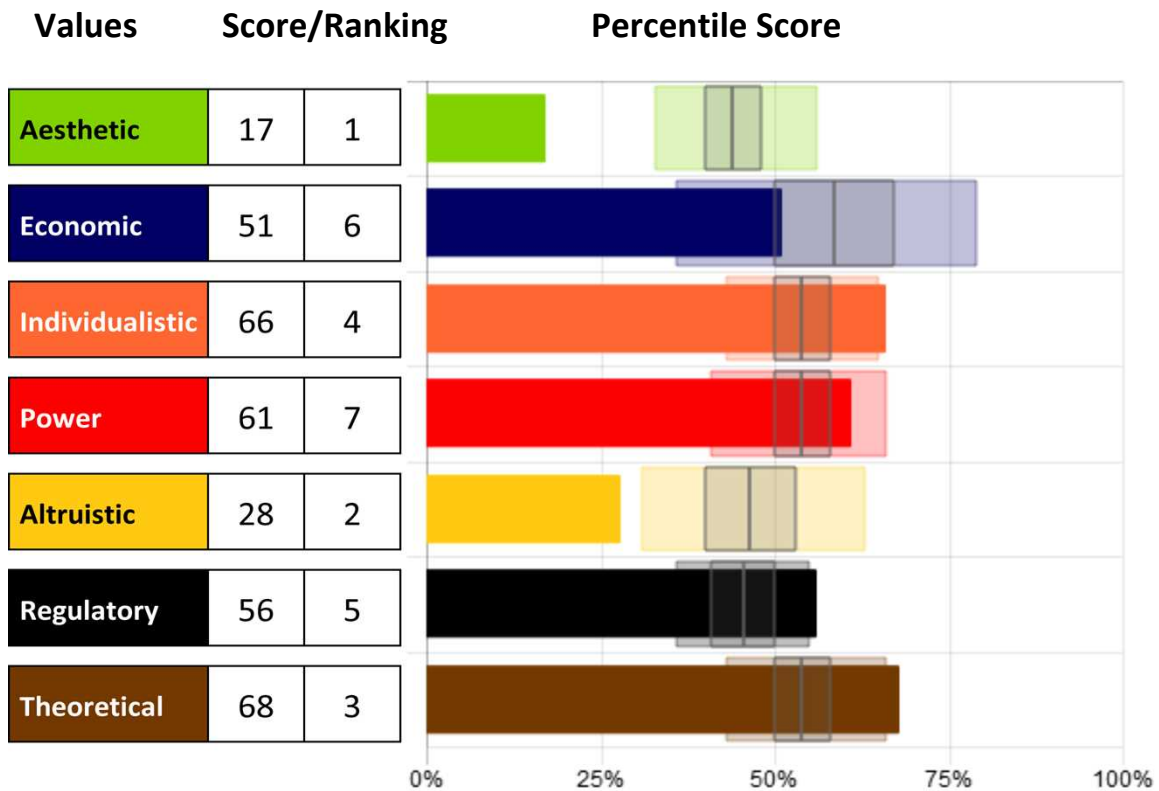
- You need to feel well-informed regarding specific details related to your area of authority and responsibility.
- You tend to judge others on the job by objective standards and prefer to be evaluated yourself in the same way.
- You like your workspace to be neat, well organized, and tidy, with everything in its place.
- You give careful consideration to all variables and input on a project. This process may take a bit more time, but it will yield a quality outcome.
- You persuade others on the team by careful attention to detail, and through facts, data, and logic.
- Naturally time-sensitive, you keep a careful eye on the organizational clock and maintain a keen awareness of timelines.
- On work-related projects, you tend to be restrained and reticent with your emotions. You may not be openly verbal at a team or organizational meeting unless asked for input, or if the topic is of high personal importance.

You Tend to Be Most Effective In Environments That Provide:

- Highly specialized assignments and technical areas of responsibility.
- Identification with the team or greater organization.
- Activities that can be monitored from beginning to end.
- A secure work situation.
- Sufficient time to adjust to changes in workplace procedures.
- Freedom from intensely pressured decisions.
- A workplace relatively free of interpersonal conflict and hostility.

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Summary of Dennis Michael's Motivation



1. The **lightly colored, shaded area** for each Motivator highlights the **majority of the population's scores**. This means that if you took a normal sample of motivator scores and ranked the scores from 1 – 100, you can expect that a majority of the scores would fall inside the shaded area. This indicates if most of the population scores higher or lower in the dimension. Are you similarly driven in your Motivators as most others are?
2. The **norm box** (small box plot) represents the **AVERAGE** scoring range. The scores inside this box represent the scores of people who are **more like everyone else** (therefore, it is considered **normal**). When your score falls inside the norm box, it is **situational**; you consistently ranked the statements of that dimension **both high and low**.
3. The **line in the center** of the box plot represents the **median score**. Like the median in a road, the median divides the range of scores into equal halves. 50% of the scores are above the median line and 50% of the scores fall below the median line.
4. The **colored bar is aligned to your score from 1-100**. These reveal the **level of importance** of that motivator to you. Higher numbers mean you consistently ranked the motivator as **more important & lower numbers mean the motivator was consistently ranked less important**.

Your **ranking** reveals **how influential the Motivators are to your behavior and decisions in order from 1-7**. Keep in mind that some Motivators have relationships with other Motivators that strengthen them, but this is a true 1 through 7 ranking based on which are individually most impactful.

Your Aesthetic Motivator - Very Low



Critical Advantages:

- You see what is useful where others may miss the best application.
- Your down-to-earth style aids in your rational approach to life and work.
- You tend to take a strong stance on your bottom-line approach to business and functionality; this may put people off.
- You have a levelheaded approach to life and business.

Your Economic Motivator - Average



Critical Advantages:

- You are not an extremist and, therefore, a stabilizing force when winning is required.
- You're fine with helping others with their projects and initiatives without experiencing to "get yours."
- You do not try to compete to the extent of creating dissension within the group.
- You are likely motivated by more than just personal gain.

Your Individualistic Motivator - High



Critical Advantages:

- You have a projected self-confidence that might enable you to speak up when disagreeing with how something should be done.
- You understand that we're all very different and will want to explore those differences.
- You prefer celebrating differences as opposed to settling for sameness.
- You prefer being independent of others as opposed to depending on others.

Your Power Motivator - High



Critical Advantages:

- You will likely take initiative without having to be asked.
- You won't likely need any help with whatever you are doing.
- You are likely going to accept responsibility for both successes and failures.
- You are likely to look for leadership roles within group settings.

Your Altruistic Motivator - Low



Critical Advantages:

- You are usually able to do the harder things when it comes to people decisions.
- You are less likely to put up with emotional nonsense.
- You will be difficult to take advantage of in business.
- You will have a no-nonsense approach to common sense.

Your Regulatory Motivator - High



Critical Advantages:

- You won't appreciate people who can't make up their mind.
- You hold yourself to a higher ideal and may view those who don't do the same as wrong.
- You'll remind everyone of the rules they forgot.
- Your ideas are likely to be proven reliable.

Your Theoretical Motivator - High



Critical Advantages:

- Others may seek you out in order to help them understand things.
- You have a high capacity for independent study.
- You are likely a vigorous problem solver.
- You likely ask all the right questions.