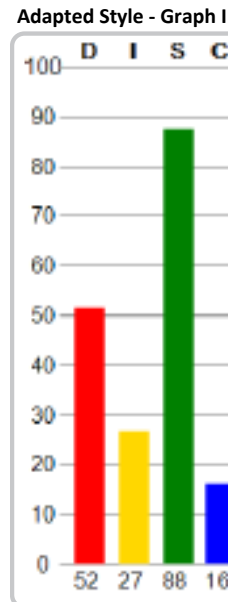
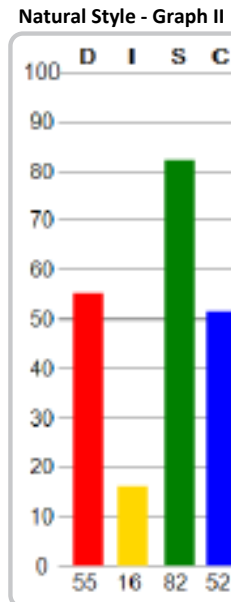


DISC PROFILES - STANWELL POWER STATION TEAM

Ann Buchholz - Sd/Sdc Style



Pattern: Sd (4261)



Pattern: Sdc (4164)

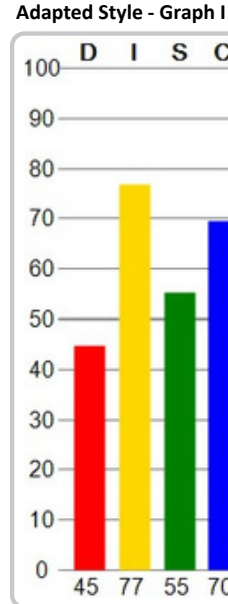
When Communicating with Ann, **DO**:

- Do your homework, because Ann's homework will already be done.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- Ask 'how' oriented questions to draw out Ann's opinions.
- Approach issues in a straightforward, direct and factual way.
- Take your time; be precise and thorough.
- Be candid, open, logical, and patient.
- Ann will follow through, so be certain to follow through on your part

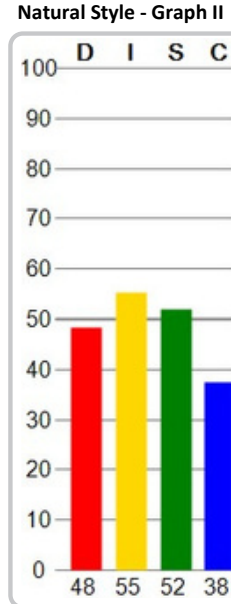
When Communicating with Ann, **DO NOT**:

- Be sloppy or disorganized.
- Try to develop "too close" a relationship, especially too quickly.
- Engage in rambling discussion, and waste Ann's time.
- Be domineering or demanding.
- Threaten with position or power.
- Manipulate or bully Ann into agreement.
- Be rude, abrupt, or too fast-paced in your delivery.

Scott Coxon - ICs/IS Style



Pattern: ICs (3545)



Pattern: IS (3443)

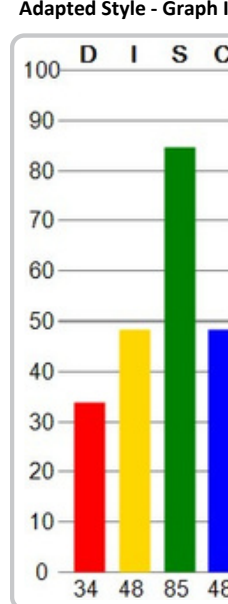
When Communicating with Scott, **DO**:

- Provide assurances about Scott's input and decisions.
- Be candid, open, and patient.
- Plan some extra time in your schedule for talking, relating, and socializing.
- Show sincere interest in Scott as a person.
- Ask for Scott's input regarding people and specific assignments.
- Join in with some name-dropping and talk positively about people and their goals.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.

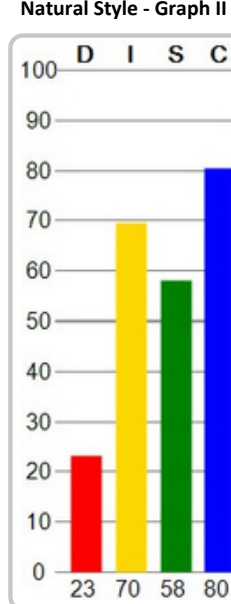
When Communicating with Scott, **DO NOT**:

- Be impersonal or judgmental.
- Offer assurances and guarantees you can't fulfill.
- Be overly task-oriented.
- Leave the idea or plan without backup support.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Talk down to Scott.
- Be vague or ambiguous.

Aaron Dziewicki - S/CI Style



Pattern: S (2363)



Pattern: CIs (2546)

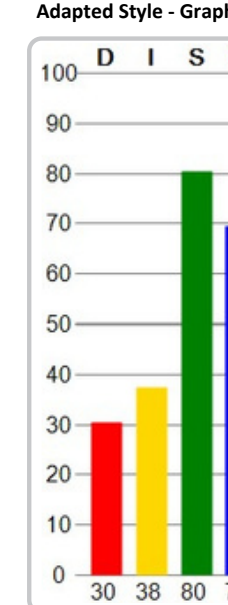
When Communicating with Aaron, **DO**:

- List pros and cons to the suggestions you make.
- If you disagree with the direction, show your position in an organized presentation.
- Ask for Aaron's input regarding people and specific assignments.
- Give Aaron time to verify the issues and potential outcomes.
- Be engaging, stimulating, and fast-paced.
- Plan to talk about things that support Aaron's dreams and goals.
- Be certain that your ideas and information are credible and realistic.

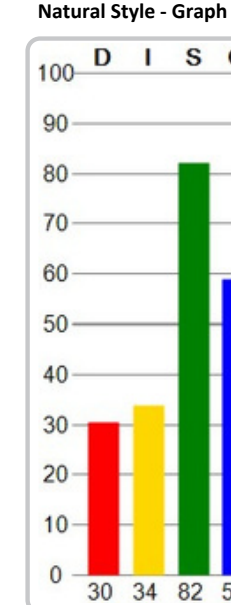
When Communicating with Aaron, **DO NOT**:

- Be dogmatic.
- Use unreliable evidence or testimonials.
- Be impersonal or judgmental.
- Whine about all of the work you have to do.
- Get in the habit of manipulating ideas quickly.
- Be unrealistic with deadlines.
- Rush the issues or the decision-making process until you have buy-in.

Toni Hooper - SC/Sc Style



Pattern: SC (2365)



Pattern: Sc (2264)

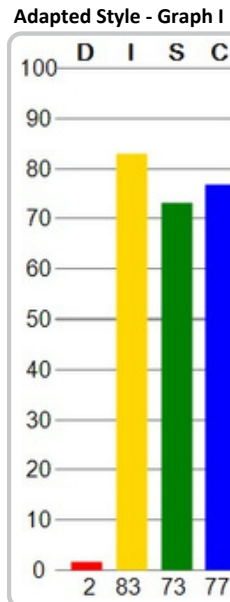
When Communicating with Toni, **DO**:

- Provide assurances about Toni's input and decisions.
- Outline individual tasks and responsibilities in writing.
- Show sincere interest in Toni as a person.
- Be certain that individual responsibilities are clear, and that there are no ambiguities.
- Break the ice with a brief personal comment.
- Find some areas of common interest and involvement.
- Present ideas and opinions in a non-threatening way.

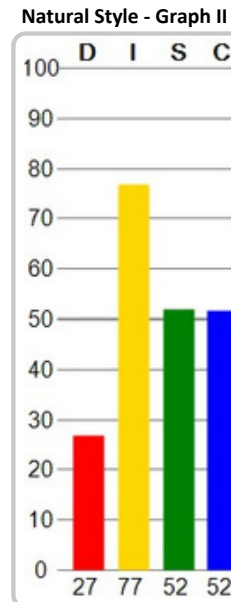
When Communicating with Toni, **DO NOT**:

- Offer promises that you can't keep.
- Let it reflect on Toni personally when you disagree, and don't let disagreements affect the relationship.
- Force Toni to agree quickly with your objectives and position. Instead, provide some time for Toni to warm up to the ideas and for mutual ownership.
- Offer assurances and guarantees that you can't fulfill.
- Say, "Listen to me, here's how I think we should do it."
- Leave an idea or plan without backup support.
- Be rude, abrupt, or too fast-paced in your delivery.

Jessica Powell - ICS/Isc Style



Pattern: ICS (1655)



Pattern: Isc (2544)

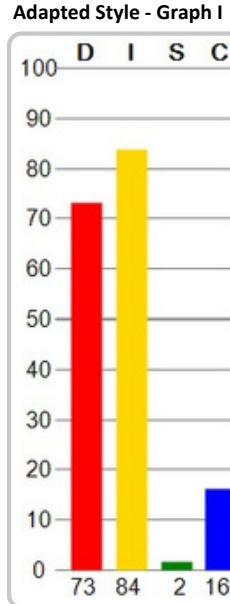
When Communicating with Jessica, **DO**:

- Be candid, open, and patient.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Break the ice with a brief personal comment.
- Ask for Jessica's input regarding people and specific assignments.
- Join in with some name-dropping and talk positively about people and their goals.
- Plan to talk about things that support Jessica's dreams and goals.
- Present your ideas and opinions in a non-threatening way.

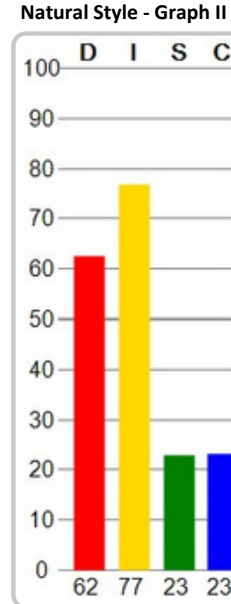
When Communicating with Jessica, **DO NOT**:

- Talk down to Jessica.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Let the discussion with Jessica get caught in dreams too much, otherwise you'll lose time.
- Be impersonal or judgmental.
- Offer assurances and guarantees you can't fulfill.
- Leave the idea or plan without backup support.
- Be vague or ambiguous.

Emily Raguse - ID/Id Style



Pattern: ID (5611)



Pattern: Id (4522)

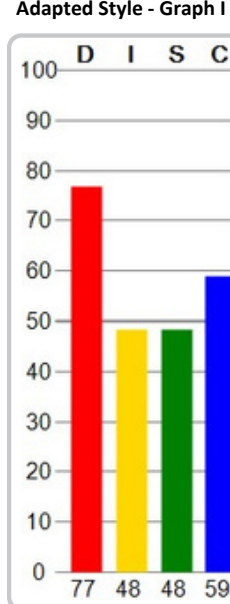
When Communicating with Emily, **DO**:

- Provide immediate incentives for Emily's willingness to help on the project.
- Be certain to specify steps for continuing action.
- Try to be engaging, stimulating, and fast-paced.
- Plan some extra time in your schedule for talking, relating, and socializing.
- Offer specific evidence about the probability of success or effectiveness of some of the options.
- Use Emily's own words to direct things back to the topic or issue at hand.
- Offer input on how to make ideas become reality.

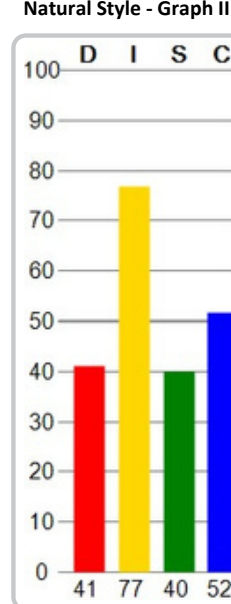
When Communicating with Emily, **DO NOT**:

- Get bogged down in facts, figures, or abstractions.
- Let the discussion with Emily get caught in dreams too much, otherwise you'll lose time.
- Make decisions for Emily.
- Speculate wildly without factual support.
- Be overly task-oriented.
- Make guarantees and assurances when there is a risk in meeting them.
- Confuse or distract Emily from the business issues at hand.

Brandon Ross - Dc/Ic Style



Pattern: Dc (5334)



Pattern: Ic (3534)

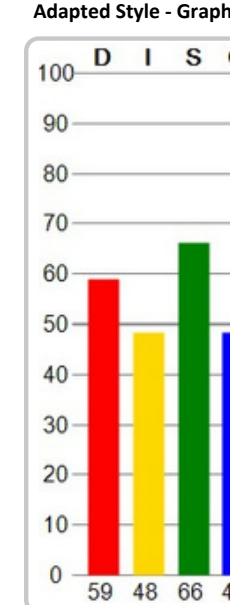
When Communicating with Brandon, **DO**:

- Ask for Brandon's input regarding people and specific assignments.
- Plan to talk about things that support Brandon's dreams and goals.
- Join in and talk positively about people and their goals.
- Provide testimonials from people Brandon sees as important and prominent.
- Be certain to conclude the communication with modes of action and specific instructions for the next step.
- Plan some extra time in your schedule for talking, relating, and socializing.
- List pros and cons to the suggestions you make.

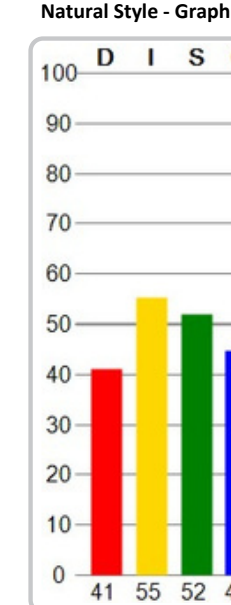
When Communicating with Brandon, **DO NOT**:

- Rush the issues or the decision-making process until you have buy-in.
- Be dogmatic.
- Use someone else's opinions as evidence.
- Get in the habit of manipulating ideas quickly.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Be unrealistic with deadlines.
- Be impersonal or judgmental.

Angie Zahra - Sd/IS Style



Pattern: Sd (4353)



Pattern: IS (3443)

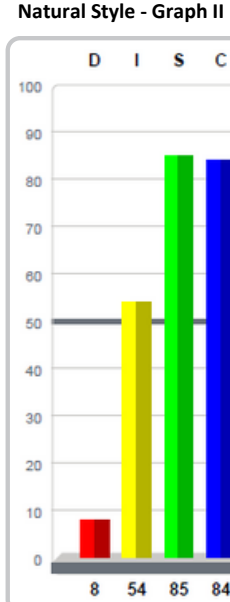
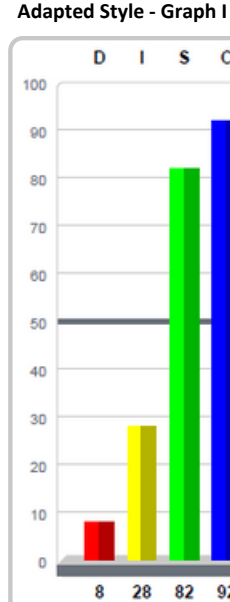
When Communicating with Angie, **DO**:

- Present your ideas and opinions in a non-threatening way.
- Plan some extra time in your schedule for talking, relating, and socializing.
- Break the ice with a brief personal comment.
- Provide assurances about Angie's input and decisions.
- Ask for Angie's input regarding people and specific assignments.
- Be candid, open, and patient.
- Plan to talk about things that support Angie's dreams and goals.

When Communicating with Angie, **DO NOT**:

- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Let the discussion with Angie get caught in dreams too much, otherwise you'll lose time.
- Be vague or ambiguous.
- Be impersonal or judgmental.
- Talk down to Angie.
- Be overly task-oriented.
- Offer assurances and guarantees you can't fulfill.

Marcus Taylor - CS/SCI Style



When Communicating with Marcus, **DO**:

- Show sincere interest in them as a person.
- Provide guarantees that their decision will minimise risks; give assurance that provides them with benefits.
- Provide solid, tangible, practical evidence.
- Use a scheduled timetable when implementing new action.
- Clearly define (preferably in writing) individual contributions.
- Take your time and be persistent.
- Support your communications with correct facts and data.
- Be sincere and use a tone of voice that shows sincerity.
- Keep conversation at discussion level.
- Give them time to verify reliability of your comments—be accurate and realistic.
- Take time to be sure that they understand what you said.
- Look for hurt feelings or personal reasons if you disagree.
- Give them time to ask questions.

When Communicating with Marcus, **DO NOT**:

- Keep deciding for them, or they'll lose initiative.
- Talk to them when you are extremely angry.
- Be haphazard, domineering or demanding; do not threaten with a position of power.
- Debate about facts and figures and rush them in the decision-making process. Be abrupt and rapid.
- Use testimonies from unreliable sources.
- Patronise or demean them by using subtlety or incentive.
- Talk in a loud voice or use confrontation.
- Make promises you cannot deliver.
- Give your presentation in random order.
- Push too hard or be unrealistic with deadlines.

DISC OVERVIEW

HOW TO USE THIS REPORT

The DISC report is divided into 3 parts introducing the DISC model, helping you understand your own style, and identifying ways that you can apply your style strengths or modify your style weaknesses in order to meet the needs of others.

- Part I focuses on understanding each of the DISC styles and identifying characteristics, including the tendencies of each behavioural style
- Part II is about understanding yourself and will unveil information about the tendencies that make you unique
- Part III examines and explores adaptability and offers actionable recommendations for you and others who interact with you

With the personalised and comprehensive report, DISC gives you tools to help you become a better you - to develop and use more of your natural strengths while recognising, improving upon, and modifying your limitations. Then, because we can easily see and hear those behaviours, we can quickly and accurately "read" other people and use our knowledge to enhance communication and grow our relationships.

Please note: Any behavioural descriptions mentioned in this report are only **tendencies** for your style group and may or may not specifically apply to you personally.

BEHAVIOUR DESCRIPTORS OF EACH

| DOMINANCE | INFLUENCE | STEADINESS | CONSCIENTIOUS |
|------------------|--------------|---------------|---------------|
| Decisive | Charming | Understanding | Accurate |
| Competitive | Confident | Friendly | Precise |
| Daring | Convincing | Good Listener | Analytical |
| Direct | Enthusiastic | Patient | Compliant |
| Innovative | Inspiring | Relaxed | Courteous |
| Persistent | Optimistic | Sincere | Diplomatic |
| Adventurous | Persuasive | Stable | Detailed |
| Problem-Solver | Sociable | Steady | Fact-Finder |
| Results-Oriented | Trusting | Team Player | Objective |

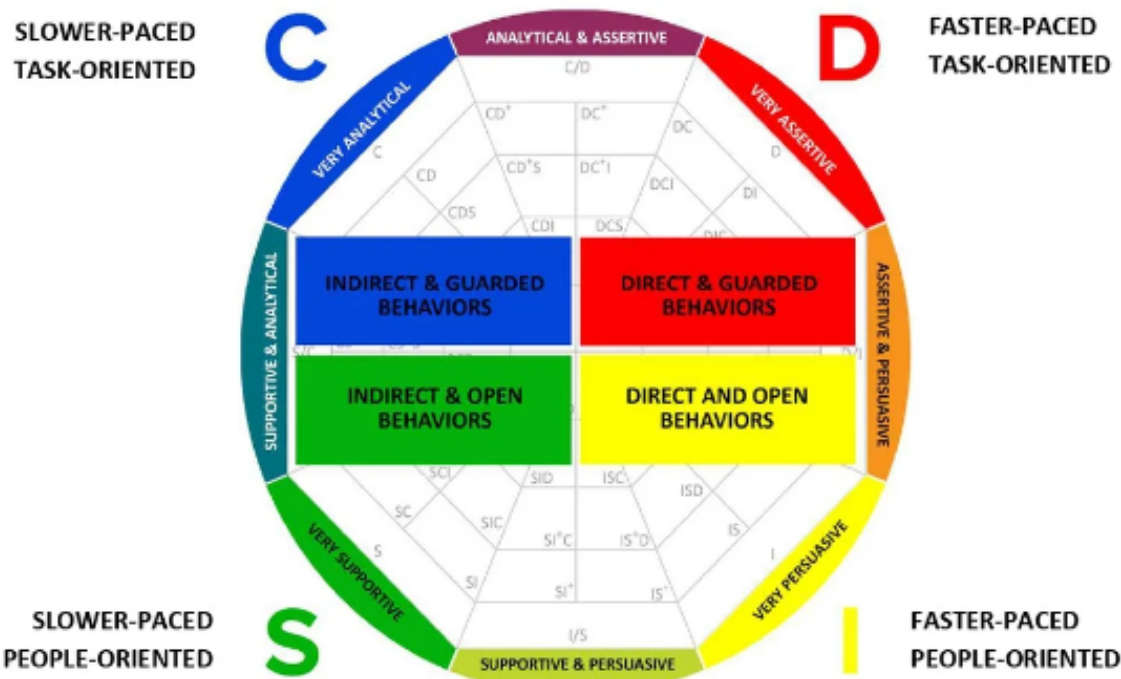
DIRECTNESS AND OPENNESS OF EACH STYLE

| STYLE | TENDENCIES |
|---------------|----------------------------------|
| DOMINANCE | Tends to be direct and guarded |
| INFLUENCE | Tends to be direct and open |
| STEADINESS | Tends to be indirect and open |
| CONSCIENTIOUS | Tends to be indirect and guarded |

PACE AND PRIORITY OF EACH STYLE

| STYLE | TENDENCIES |
|---------------|--------------------------------|
| DOMINANCE | Fast-paced and task-oriented |
| INFLUENCE | Fast-paced and people-oriented |
| STEADINESS | Slow-paced and people-oriented |
| CONSCIENTIOUS | Slow-paced and task-oriented |

PACE AND PRIORITY OF EACH STYLE



Communicating with the **DOMINANT** Style

| D CHARACTERISTICS: | SO YOU SHOULD... |
|---------------------------------------|---|
| Concerned with being #1 | Show them how to win, new opportunities |
| Think logically | Display reasoning |
| Want facts and highlights | Provide concise data |
| Strive for results | Agree on goal and boundaries, the support or get out of their way |
| Like personal choices | Allow them to "do their thing," within limits |
| Like changes | Vary routine |
| Prefer to delegate | Look for opportunities to modify their workload focus |
| Want others to notice accomplishments | Compliment them on what they've done |
| Need to be in charge | Let them take the lead, when appropriate, but give them parameters |
| Tendency towards conflict | If necessary, argue with conviction on points of disagreement, backed up with facts; don't argue on a "personality" basis |

Communicating with the **INFLUENCING** Style

| I CHARACTERISTICS: | SO YOU SHOULD... |
|---|--|
| Concerned with approval and appearances | Show them that you admire and like them |
| Seek enthusiastic people and situations | Behave optimistically and provide upbeat setting |
| Think emotionally | Support their feelings when possible |
| Want to know the general expectations | Avoid involved details, focus on the "big picture" |
| Need involvement and people contact | Interact and participate with them |
| Like changes and innovations | Vary the routine; avoid requiring long-term repetition by them |
| Want others to notice THEM | Compliment them personally and often |
| Often need help getting organised | Do it together |
| Look for action and stimulation | Keep up a fast, lively, pace |
| Surround themselves with optimism | Support their ideas and don't poke holes in their dreams; show them your positive side |
| Want feedback that they "look good" | Mention their accomplishments, progress and your other genuine appreciation |

Communicating with the **STEADY** Style

| S CHARACTERISTICS: | SO YOU SHOULD... |
|--|---|
| Concerned with stability | Show how your idea minimises risk |
| Think logically | Show reasoning |
| Want documentation and facts | Provide data and proof |
| Like personal involvement | Demonstrate your interest in them |
| Need to know step-by-step sequence | Provide outline and/or one-two-three instructions as you personally "walk them through" |
| Want others to notice their patient perseverance | Compliment them for their steady follow-through |
| Avoid risks and changes | Give them personal assurances |
| Dislike conflict | Act non-aggressively, focus on common interest or needed support |
| Accommodate others | Allow them to provide service or support for others |
| Look for calmness and peace | Provide a relaxing, friendly atmosphere |
| Enjoy teamwork | Provide them with a cooperative group |
| Want sincere feedback that they're appreciated | Acknowledge their easygoing manner and helpful efforts, when appropriate |

Communicating with the **CONSCIENTIOUS** Style

| C CHARACTERISTICS: | SO YOU SHOULD... |
|--------------------------------------|---|
| Concerned with aggressive approaches | Approach them in an indirect, non-threatening way |
| Think logically | Show your reasoning |
| Seek data | Give data to them in writing |
| Need to know the process | Provide explanations and rationale |
| Utilise caution | Allow them to think, inquire and check before they make decisions |
| Prefer to do things themselves | When delegating, let them check procedures, and other progress and performance before they make decisions |
| Want others to notice their accuracy | Compliment them on their thoroughness and correctness when appropriate |
| Gravitate toward quality control | Let them assess and be involved in the process when possible |
| Avoid conflict | Tactfully ask for clarification and assistance you may need |
| Need to be right | Allow them time to find the best or "correct" answer, within available limits |
| Like to contemplate | Tell them "why" and "how" |



THE GUINEA GROUP

www.theguineagroup.com.au

Disclaimer: Although DISC profiling is based on extensive psychological research, these communication styles are indicative only, and do not reflect everything about each individual. Always choose care factor and empathy when communicating with others.