Scott Wyatt

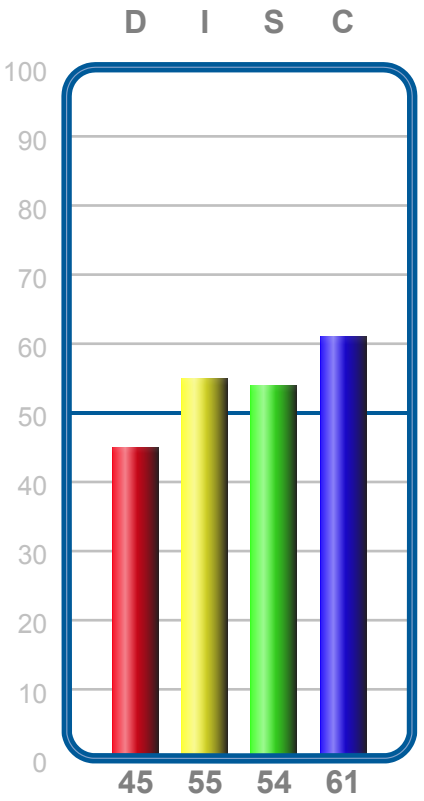
Top 5 Skills

	Personal Skills Ranking
1	Negotiation
2	Diplomacy/Tact
3	Interpersonal Skills
4	Personal Responsibility
5	Management

Strengths

- Does everything to the best of his ability and is known for this trait.
- Sets high expectations for himself and has a process for achieving them.
- Expectations are clear, tangible, and have a bottom-line focus.
- Sees the details and resources needed to achieve the desired return.
- Motivates others to be the best they can be.

Behaviors

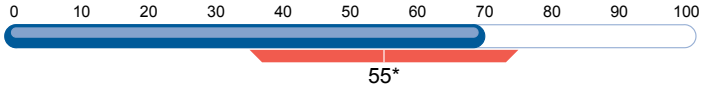


D = Dominance
I = Influencing
S = Steadiness
C = Compliance

High C's tend to be systematic, cautious, and detail oriented.

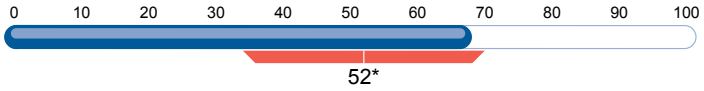
Motivators

1. Individualistic/Political - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



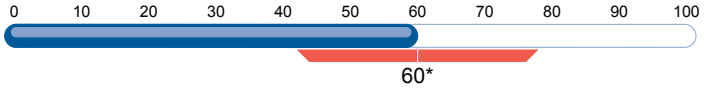
70%

2. Utilitarian/Economic - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



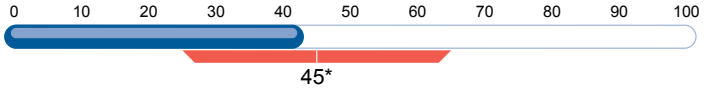
68%

3. Theoretical - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



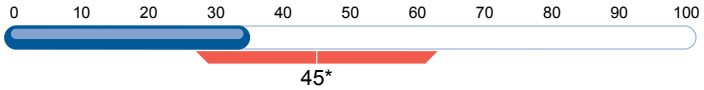
60%

4. Traditional/Regulatory - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



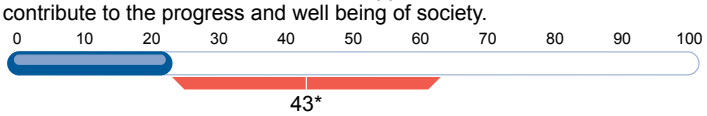
43%

5. Aesthetic - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



35%

6. Social - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



23%

Value to a Team

Optimistic and enthusiastic.

Comprehensive in problem solving.

Maintains standards.

Builds confidence in others.

Negotiates conflicts.

People-oriented.

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ABOUT YOU

Everyone is different and there is no right or wrong way to be. The descriptions below highlight the qualities and tendencies that are most characteristic of your natural style. They are intended to help you recognize your strengths and better understand how you typically show up in everyday life.

Scott can be a real "stickler" for quality systems and orderly procedures. Safety and security are important to him. Scott prefers to work in an environment that is both economically and physically sound. He wants to know the company rules so he can follow them, and he may become upset when others continually break the rules. His motto for work may well be the coined phrase, "quality is job number one." Getting the project or job done right is important to him. If forced to choose between producing quality work or quantities of work, quality will be the winner. When Scott sees something that is wrong, he wants to fix it. He is oriented toward achieving practical results. He is adaptable. He can be characterized by his creativity and attention to quality and detail. Because of high expectations for his own job performance, Scott may sometimes feel that other workers cannot perform up to his standards. Scott can overanalyze a problem which tends to slow down the decision-making process. He wants the safety features on his equipment to be in good working order.

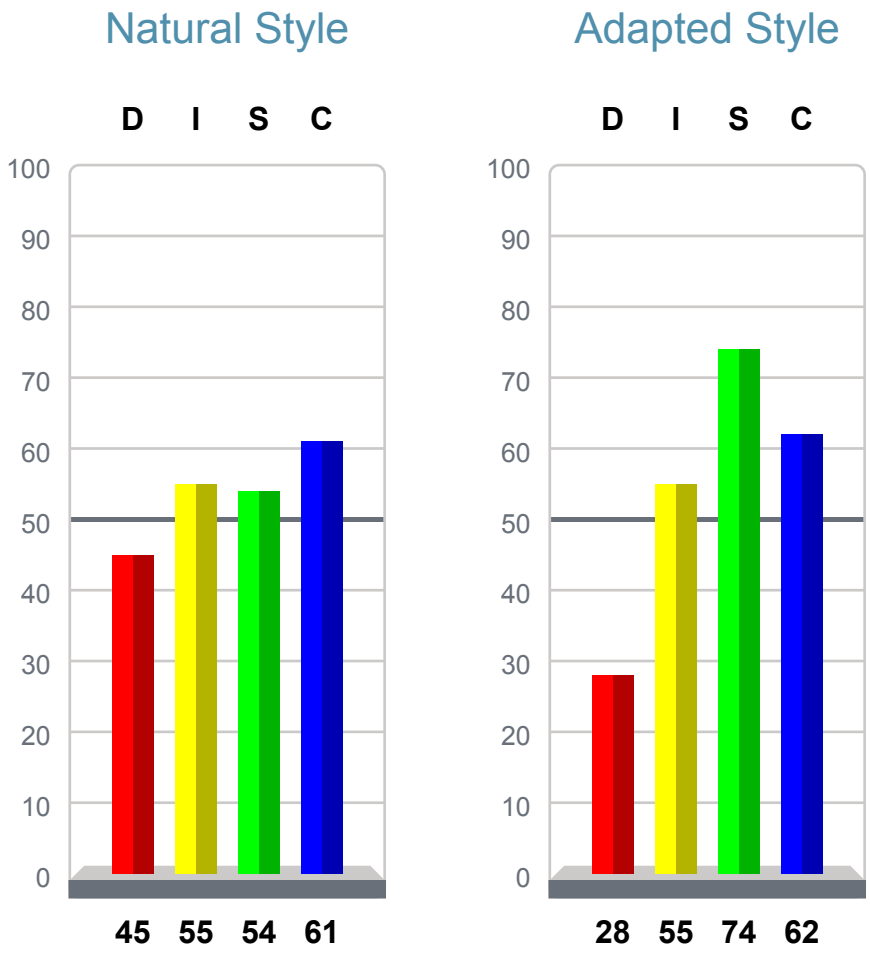
Scott takes pride in his competence or his ability to understand all the facts of a situation. He is good at concentrating on data while looking for the best method for solving the problem. He has an acute awareness of social, economic and political implications of his decisions. He uses data and facts to support the big decisions, because it makes him feel more confident that his decisions are correct. He is the type of person who will accept challenges and accept them seriously. Scott tends to make his decisions after deliberation and gives weight to all the pros and cons. He follows company policy, if aware of it. He can be seen as a thinker whose intuitive talents can bring divergent ideas to the forefront. He sees himself as factual and "down-to-earth." He is more than casually interested in "theory." When confronted with a problem, he will look for a method, a formula, a procedure, or a system to solve it.

Scott's work represents his true self, and he will take issue when people attack the quality of his work. He wants to establish good will with others and to influence them in a friendly and sociable manner. He is usually soft-spoken, but his demeanor may be deceptive to those who work with him. He may possess strong and unwavering convictions that are not always apparent to others. He does not like to work for a manager who uses a confrontational management style. He tends to withdraw and not express himself and may become unproductive if he feels threatened. Scott enjoys analyzing the motives of others. This allows him to develop his intuitive skills. He likes to know what is expected of him in a working relationship; they also like to know what the duties and responsibilities are for others who will be involved. Communication is accomplished best by well-defined avenues. He likes to ask questions to clarify the communications. He gathers data in order to be certain he is correct in his work, communications or decision making. He does not seek confrontation; but if he is confronted, he will present his case with enough supportive data that he will probably win.

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DISC ANALYSIS

These graphs compare your Natural Style and Adapted Style. Your Natural Style reflects the behaviors that are most comfortable and authentic to you, while your Adapted Style reflects how you may adjust your behavior to meet the expectations of your current environment. Differences between the two graphs can provide insight into where you are adapting, stretching, or responding to external demands. There are no right or wrong scores—your style is a unique blend of D (Dominance), I (Influencing), S (Steadiness), and C (Compliance).



A score over 50 indicates that you are "High" in that behavior. A score under 50, indicates "Low". Scores close to the middle indicate a more adaptable style in this category.

D, the red bar on the graphs, stands for Dominance. High D's tend to be direct, forceful, results oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable.

I, the yellow bar on the graphs, stands for Influencing. High I's tend to be enthusiastic, persuasive, and talkative. Low I's tend to be good listeners, reflective, skeptical, and factual.

S, the green bar on the graphs, stands for Steadiness. High S's tend to be patient, predictable, and calm. Low S's tend to be change oriented, restless, and impatient.

C, the blue bar on the graphs, stands for Compliance. High C's tend to be analytical, detail oriented, and cautious. Low C's tend to be independent, unsystematic, and less concerned with details.

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DISC REFERENCE GUIDE

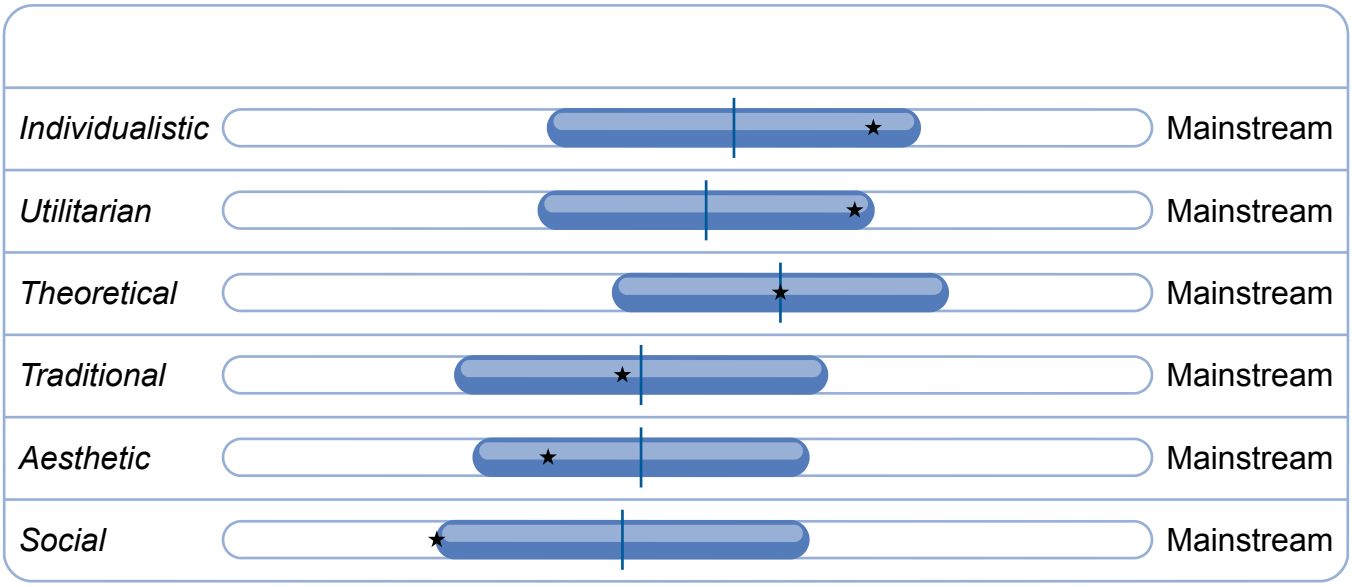
Find your DISC Graph on the Indigo summary page: Take note of scores furthest away from 50 on the DISC graph (high or low). These are the **behaviors that will stand out most for you.** Reference "stand-out" scores below. Various combinations of stand-out DISC factors will influence communication styles and environmental needs. For example, a *High D, Low C will need a fast-paced, results-oriented environment with lots of freedom.* However, a *High D, High C will need an environment where results can be achieved through structure, quality, and attention to detail.* If all scores are **near the middle,** you are likely adaptable to many environments.

Behavior Style	People with this style have a difficult time in…	Communication with people having this style:	Ideal environments for this style:	Job Tips
High D Direct Forceful Bold	…situations where they can't express themselves. …controlled environments. …people without opinions.	Be clear. Don't be intimidated. **Get to the point.**	Competitive. Results-oriented. Opportunities to lead.	**Results-focused** job.
Low D Cooperative Agreeable Peaceful	…anger-charged situations. …competitive projects and programs.	Connect personally. Ask questions. Stay **calm**.	Collaborative. Low conflict.	Jobs with **little confrontation**.
High I Talkative Sociable Enthusiastic	…lecture-based classes. …being alone too long. …impersonal, business-like instruction.	Be **friendly**. Act enthusiastic. Speak warmly.	Friendly. Group projects. Class discussions.	Must work with **people**.
Low I Reserved Reflective Listens	…facilitating groups. …activities with prolonged interaction, especially without reflection time.	Don't crowd them. **Short dialogues**. Give time to process.	Independent projects. Classes that do not grade for verbal participation.	Jobs where you **don't need to talk** too much.
High S Loyal Patient Understanding	…quickly changing activity. …chaotic classrooms. …confusion/lack of clarity in instructions.	Be soft. Speak calmly. Be **patient**.	Well-defined expectations. Clear path to graduation/success.	Jobs with **stability** and clear expectations.
Low S Flexible Restless Impulsive	…monotonous classes. …highly structured situations with minimal choice or flexibility.	Be spontaneous. **Show emotion**.	Flexible course work. Room for change and variety.	Jobs with a **variety of tasks** and adventure.
High C Precise Conscientious Cautious	…tasks and grading systems without clearly-defined expectations. …risky situations.	Be **accurate**. Be factual. Be realistic.	Structured activities where quality matters. Classes with a detailed syllabus.	Jobs where **quality** and detail matter.
Low C Unsystematic Instinctive Avoids details	…assignments with lots of rules to follow. …activities that demand quality and detail.	**Big picture** focus. Talk fast. Be casual.	Broad view. Low detail assignments. Few rules and structure.	Jobs with **freedom** from rules and micromanaging.

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MOTIVATORS

Motivators are what power you; they directly correlate to fulfillment and meaning. Selecting activities in line with your top two motivators is recommended.



- 68 percent of the population | - national mean | ★ - your score

Mainstream - one standard deviation of the national mean
Passionate - two standard deviations above the national mean
Indifferent - two standard deviations below the national mean
Extreme - three standard deviations from the national mean



TRADITIONAL
Beliefs, Values, Family



INDIVIDUALISTIC
Independence, Recognition, Choice



SOCIAL
Helping Others, Making a Difference



UTILITARIAN
Efficient, Money, Practicality



AESTHETIC
Balance, Art, Music, Beauty, Nature



THEORETICAL
Knowledge, Continually Learning

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MOTIVATOR REFERENCE GUIDE

Use the guide below to start thinking about how your top motivators impact your life. Connecting with your top two motivators is most important. For example, someone with Social and Theoretical as their top motivators will want to use knowledge to help people. Someone with Social and Utilitarian top motivators will want to help people in an efficient and results-oriented way. The last motivator may be important to avoid.

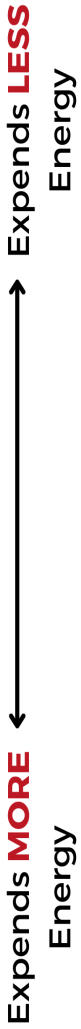
Motivators	Things to Do	Activities You Might Enjoy	Major / Career Ideas
Theoretical  Value learning and knowledge	Continuing education. Start a blog. Research. Experiment. Work in a bookstore.	Research-based tasks. Lectures with lots of facts or high concept load. Robotics and science clubs. **Continuous education and learning opportunities.**	Science, R&D, Astronomy, Engineering, Education, IT, Mathematics, Economics, Journalism, Law, Medicine, Aerospace, Think Tanks, Healthcare, Psychology.
Utilitarian  Value practical accomplishments	Get a paying job. Internships to enhance your resume. Build something tangible.	Assignments that **connect to the real world (experiential learning).** Explicit connections between things you are learning and how you can use them to reach your goals. Real-world mentors. Business and finance programs.	Sales, Finance, Entrepreneurship, Law, Programming, Medicine, Consulting, Accounting, Engineering, Real Estate, Construction, Trade Jobs, Software Development.
Aesthetic  Value beauty and harmony	Volunteer outdoors. Decorate your room. Participate in a local music or art festival.	Beautifying the community/school. Hands-on, creative self-expression. Harmony in the classroom & world. Physical environment matters!	Visual Arts, Architecture,Event Planning, Design, Culinary Arts, Music, Environmental Studies, Landscaping, Marketing/PR, Outdoor/Adventure.
Social  Value being of service	Peer Mentor/Tutor. Community Service. Non-profits. Homeless volunteering. Animal care.	Opportunities to **help others** in activities and assignments. Learning about things that make a difference in the world. Serving peers and community members.	Non-Profits, Social Entrepreneurship, Corporate Social Responsibility, Education, Healthcare and Social Services, Community Programs, Physical Training, Psychology.
Individualistic  Value personal achievement, freedom, and independence	Assist a local political campaign. Start your own business. Create your own music. Participate in individual sports.	Opportunities for **public recognition** in class or job. Independent learning and freedom. Control over assignments and delivery of that assignment. Theater, student government, music performance, leadership programs.	Entrepreneurship, Politics, Chef,Public Speaker, Consulting, Driver, Actor/Singer, Pilot, Outdoor/Adventure Jobs, Investment Banking, Accounting, Gaming, Trade Jobs such as Welding, Plumbing, Masonry etc.
Traditional  Unique system of core values	Help local military groups and veterans. Volunteer at your religious institution. Work with cultural or government groups. Family time.	Opportunities to share your beliefs with others. Assignments and activities that **align with your core values.** Joining a cultural or religious group.	Government, Education, Banking, Military, Engineering,Health Services, Insurance, Religious Roles, Lobbying,Oil and Gas Jobs, Quality Control, Industrial Jobs, Activism.

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YOUR SKILLS

The list below highlights 23 workplace skills that can contribute to success in a variety of roles and environments. Everyone brings a unique combination of strengths to the workplace. By recognizing your most developed skills and finding opportunities to use them, you can increase both your effectiveness and fulfillment while continuing to grow in other areas.

	Personal Skills Ranking
1	Negotiation
2	Diplomacy/Tact
3	Interpersonal Skills
4	Personal Responsibility
5	Management
6	Goal Orientation
7	Leadership
8	Written Communication
9	Conflict Management
10	Flexibility
11	Decision Making
12	Empathy
13	Teamwork
14	Mentoring/Coaching
15	People Advocacy
16	Persuasion
17	Presenting
18	Continuous Learning
19	Time and Priority Management
20	Analytical Problem Solving
21	Planning/Organizing
22	Futuristic Thinking
23	Creativity/Innovation





Skills continue to develop over time and you don't have to be good at everything.

Brain science proves **you can learn any skill!**

Your top skills are the easiest to master and some are naturally easier or harder.

If you spend much of your day using less developed skills, you may feel stressed and exhausted.

Well Developed | Developed | Moderately Developed | Less Developed

T: 15:06 M

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DO'S: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

This is how you like to be communicated with. Knowing your style and acknowledging others' styles is critical to success in any interaction. Feel free to share these communication tips with people you interact with.

- Give him time to verify the reliability of your actions; be accurate and realistic.
- Give him time to be thorough when appropriate.
- Read the body language for approval or disapproval.
- Talk about him, his goals and the opinions he finds stimulating.
- Leave time for relating and socializing.
- Provide tangible and practical evidence.
- Provide a warm and friendly environment.
- Provide testimonials from people he sees as important.
- Provide ideas for implementing action.
- Make an organized presentation of your position, if you disagree.
- Prepare your "case" in advance.

DON'TS: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

These are communication styles that may frustrate or stress you. Sharing them with others can help them better understand how to communicate with you.

- Be vague about what's expected of either of you; don't fail to follow through.
- Push too hard or be unrealistic with deadlines.
- Take credit for his ideas.
- Make statements about the quality of his work unless you can prove it.
- Talk down to him.
- Legislate or muffle—don't overcontrol the conversation.
- Drive on to facts, figures, alternatives, or abstractions.
- Use gimmicks or clever, quick manipulations.
- Be curt, cold, or tight-lipped.
- Be dictatorial.
- Use testimonies of unreliable sources; don't be haphazard.
- Leave decisions hanging in the air.
- Dillydally or waste time.

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THINGS YOU MAY WANT FROM OTHERS

You will be more motivated when you find work, education, and activities that satisfy your unique set of "wants".

- Flattery, praise, popularity, and strokes.
- Time to adjust to change.
- Public recognition of financial rewards for returns and efficiency.
- Fears eliminated by making the data and information available for decision making and problem solving.
- Recognition for leadership accomplishments and the results he receives.
- Recognition for calculated risk-taking and plans for action.

YOUR IDEAL WORK ENVIRONMENT

An ideal working environment for you should include elements from this list.

- Prefers technical work, specializing in one area.
- An environment where he can use his intuitive thinking skills.
- The experience is seen as a part of the desired return on investment.
- Clearly defined rules, procedures, and pathways to meet performance objectives.
- Opportunity to display excitement and fun while getting others to act.
- Ability to control the review and storage of facts and data.

SOME POTENTIAL CHALLENGES

The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.

- He will only feel effective when he can accomplish his agenda through structure.
- Can come across as cool and distant because he wants to do everything his way.
- May overfocus on the negative side of investments and, therefore, miss the opportunity.
- Desires to be seen as resourceful, yet is fearful of making mistakes.
- He may overestimate his authority.
- Can disclose their agenda to the wrong people.
- May not recognize increased risk associated with bigger rewards.
- Overestimates what others will contribute.

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YOUR STRENGTHS

These are areas where you really shine! By recognizing and developing your strengths, you can build confidence, make meaningful contributions, and create opportunities that align with who you are.

- Likes to do it right the first time and wants recognition for this.
- Sets high expectations for himself and has a process for achieving them.
- Sees the details and resources needed to achieve the desired return.
- Offers an objective perspective on how the goal can be obtained within the established framework.
- Motivates others to be the best they can be.
- Capable of addressing conflict in order to achieve a win-win scenario.
- Brings enthusiasm to practical situations.
- Resourceful and influential in creating effective results.

WHAT OTHERS MAY VALUE IN YOU

These are qualities that you bring to teams and organizations.

- People-oriented.
- Accurate and intuitive.
- Verbalizes his feelings.
- Defines, clarifies, gets information, criticizes, and tests.
- Maintains standards.
- Conscientious and steady.
- Positive sense of humor.

POTENTIAL WEAKNESSES WITH YOUR STYLE

Every strength has a potential downside. The items below highlight common challenges or blind spots that can accompany your natural behavioral style. Understanding these tendencies can help you recognize when your strengths may be overused and make adjustments when needed.

- Lean on supervisors if information and direction is not clear.
- Prefer not to verbalize feelings unless in a cooperative and noncompetitive environment.
- Be bound by procedures and methods—especially if he has been rewarded for following these procedures.
- Get bogged down in details and use details to protect his position.
- Want full explanations before changes are made to ensure his understanding.
- Yield his position to avoid controversy.

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POSSIBLE COURSE MATCHES

These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.

Arts and Sciences

Criminology, Forensics
Film and Television Production
Information Technology
Microbiology
Neuroscience
Pre-Law
Web Design, Web Administration

Business

Business Communications, Public Relations
Construction Management
Facilities Planning and Management
Finance and Investments
General Business
General Management
Hospitality, Hotel Management
Labor and Industrial Relations
Logistics, Transport Management
Marketing
Supply Chain Management

Career and Technical

Building Inspector
Chef, Food Preparation
Electrician
Plumbing
Vehicle Maintenance and Repair
Welding

Engineering

Aerospace Engineering
Chemical Engineering
Civil Engineering
Computer Engineering
Electrical Engineering
Materials Engineering
Mechanical Engineering

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POSSIBLE COURSE MATCHES

Nuclear Engineering

Environmental, Agriculture and Food

Natural Sciences

Evolving Opportunities

Computer Programming
Diagnostic, Scanning Technician
Ecommerce
Online Marketing, Social Media

Other Career Paths

Business Sales

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LIKELY TIME WASTERS

This section is designed to identify potential distractions that could impact your effectiveness and use of time. Possible causes and solutions outlined can serve as a basis for creating an effective plan for increasing your overall performance.

1. Fear of Mistakes

Fearing mistakes is the mental process of focusing on negative outcomes and is often a preoccupation with past mistakes.

Possible Causes:
- Want to avoid criticism
- Take criticism personally
- Want to be seen as efficient and competent

Possible Solutions:
- Practice focusing on past successes
- For every mistake that you think might happen, write down two positive possible outcomes for a completed task
- Focus on several possible future outcomes

2. Overreacting To Constructive Criticism

Overreacting to constructive criticism is the inappropriate overt or covert response to feedback and recommendations.

Possible Causes:
- Have a high comfort level with past methods
- Have high standards for work performance
- Think that your way is the correct way
- Don't see the benefit of doing things differently

Possible Solutions:
- Practice listening without evaluating comments from others
- Begin responding mentally with "that's interesting" or "that's a possibility" as a way of controlling immediate negative response
- Communicate feelings with peers and supervisors

3. Prolong Events In Order To Gain Improved Results

Prolonging events in order to gain improved results is the process of doing and redoing, evaluating and re-evaluating and changing to and changing back as a way of "testing" the best possible outcome.

Possible Causes:
- Want to ensure that success is always achieved
- Feel that if rushed, the results will not be satisfactory
- Hope situations will work out themselves

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LIKELY TIME WASTERS

Possible Solutions:
- Set realistic schedule and timeline
- Follow the schedule
- Seek advice or assistance from others

4. Seeking The Best, But Not Necessarily Workable Solutions

Always seeking the best solution may prohibit getting the task accomplished. Something better is always on the horizon.

Possible Causes:
- Want to do things right the first time
- Want personal approval for preciseness of work
- Fear criticism if solution doesn't work

Possible Solutions:
- Establish required standards
- Determine the solution that meets or exceeds those standards
- Set a timeline for making a decision or completing a task

5. Waiting For Events To Happen

Although patience may be a virtue, being pro-active allows the decision-maker to be in better control of events within their scope of influence.

Possible Causes:
- Want to affect the here and now
- Fear rushing into something will show unpreparedness
- Need for high standards inhibits getting started

Possible Solutions:
- Plan alternative solutions
- Determine most likely scenarios
- Implement a plan that best meets those needs without jeopardizing other scenarios

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