

A valuable tool included in the Managing For Success® Assessments is The Success Insights® Wheel. The Success Insights® Wheel is a great visual for understanding your Natural and Adapted Behavioral Styles. Referring to the last page of the DISC report, you will see a wheel composed of 60 of the most common graphs sorted into eight descriptive categories. Notice the placement of each of the behavioral factors:

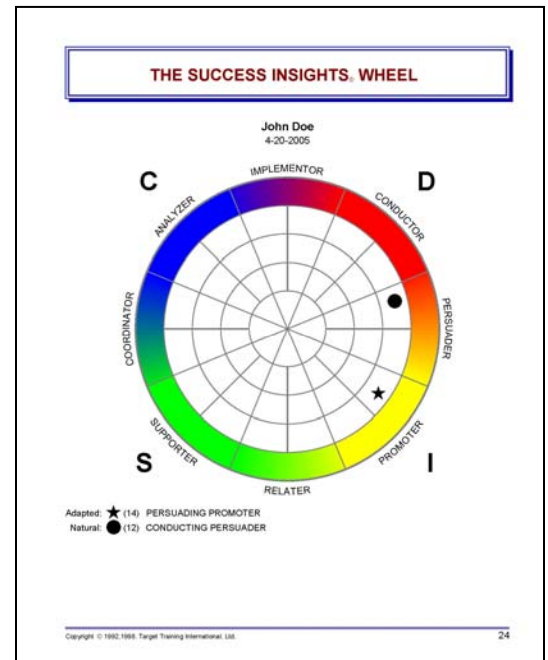
D (upper right) representing the **Dominance** Behavior or how you deal with **PROBLEMS**;

I (lower right) representing the **Influence** Behavior or how you deal with **PEOPLE**;

S (lower left) representing the **Steadiness** Behavior or how you deal with **PACE**;

C (upper left) representing the **Compliance** Behavior or how you deal with **PROCEDURES**.

Next, you will notice a CIRCLE ● plotted for your Natural Style and a STAR ★ plotted for your Adapted Style. These plot points are determined by the results of your D, I, S, and C scores. Ideally, you will want to see these plotted as close to one another as possible, which generally indicates that you are utilizing your behavioral strengths in your job or there is no need for adapting.



Individuals plotted closer to the center indicate less intensity in the factor and the ability to more easily adapt to others. The further from the center of the wheel plotted, the more intense you are in a particular factor. This would also mean it requires more energy for you to adapt to other styles unlike you, especially the style directly across from you on the wheel. For example, Conductors possess behavior that is directly opposite the behavior of Supporters. Understanding how your style relates to others is critical for successful communication. In order for you to communicate effectively, you must communicate to the other person in their style, not your own. To improve your communication, refer to "**COMMUNICATION TIPS**" in your report and be sure to share the pages titled "**CHECKLIST FOR COMMUNICATING**" and "**DON'TS OF COMMUNICATING**" with those with whom you work closely.

You can also split the wheel in half by drawing a vertical line down the middle of it. People on the left are more **INTROVERTED** and **METHODICAL**, and people on the right are more **EXTROVERTED** and **FASTPACED**. Splitting the wheel in half horizontally, you have people on the top who are **TASK-FOCUSED** and people on the bottom who are **PEOPLE-FOCUSED**.

When we work with teams, we usually compile a Team Success Insights Wheel, a composite of the team members' natural styles (circle) plotted on one wheel. Developing this visual helps the team understand how each person's style relates to the others and how to best utilize each team member in the business. It can also be used to identify any areas of conflict amongst the team members and determine if there are any areas in which the business may be lacking. With this information, the

team can learn how to communicate effectively, work well together, and fully utilize each person's strengths.

With our experience in the Investment Advisory Industry, we have identified several core functions that are present in most practices. These areas are Sales, Marketing, Relationship Management, Client Service, Administration/Operations, Analysis, and Business Management. Having profiled over 30,000 people working within the industry, we have been able to identify which DISC styles most effectively perform each of these business functions and have indicated them on the Team Success Insights Wheel.

The Team Success Insights Wheel is included in our Team Development Process. To learn more about the process, please visit our web site at www.ParagonResources.com/products/team.php3. To compile your own Team Success Insights Wheel, please visit our Library at: www.ParagonResources.com/library/teamssummary.pdf.

Additional Resources

To maximize your understanding of the Managing For Success® Assessments and fully utilize their value in your personal and professional development, please consult with a certified Behavioral and Values Analyst. Additional tools and resources can also be found in our Library on our web site at www.ParagonResources.com.

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