

DISC PERSONALITIES™ GROUP CULTURE REPORT

Demo

(2 People)

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Introduction

Just as individuals possess unique personalities, groups too, develop distinctive cultures. This culture is an amalgamation of informal behaviors, values, and attitudes that tend to be taken for granted by most members of the group.

Most group members often experience a subtle influence compelling them to conform to certain norms. While DISC may not encompass all facets of culture, it can certainly aid in comprehending critical priorities, needs, goals, fears, emotions, behaviors, and even core values that characterize a given group's culture.



WHY IS GROUP CULTURE IMPORTANT?

The impact of group culture reverberates throughout the behavior, attitudes, and overall satisfaction of every group member. Those who resonate with the culture typically find themselves in a comfortable and familiar environment within the group, driven by shared core values. Conversely, for those who do not naturally align with the culture, it may lead to feelings of being 'outsiders' in the group, generating discomfort.

Moreover, culture extends its influence on the collective entity of the group itself. It shapes the pace at which tasks are accomplished, the way outsiders are received, the level of attention paid to details, and the extent of risks the group is willing to undertake, all deeply influenced by the group's core values. These, in turn, directly impact the group's success in achieving its objectives.

WHERE DOES GROUP CULTURE COME FROM?

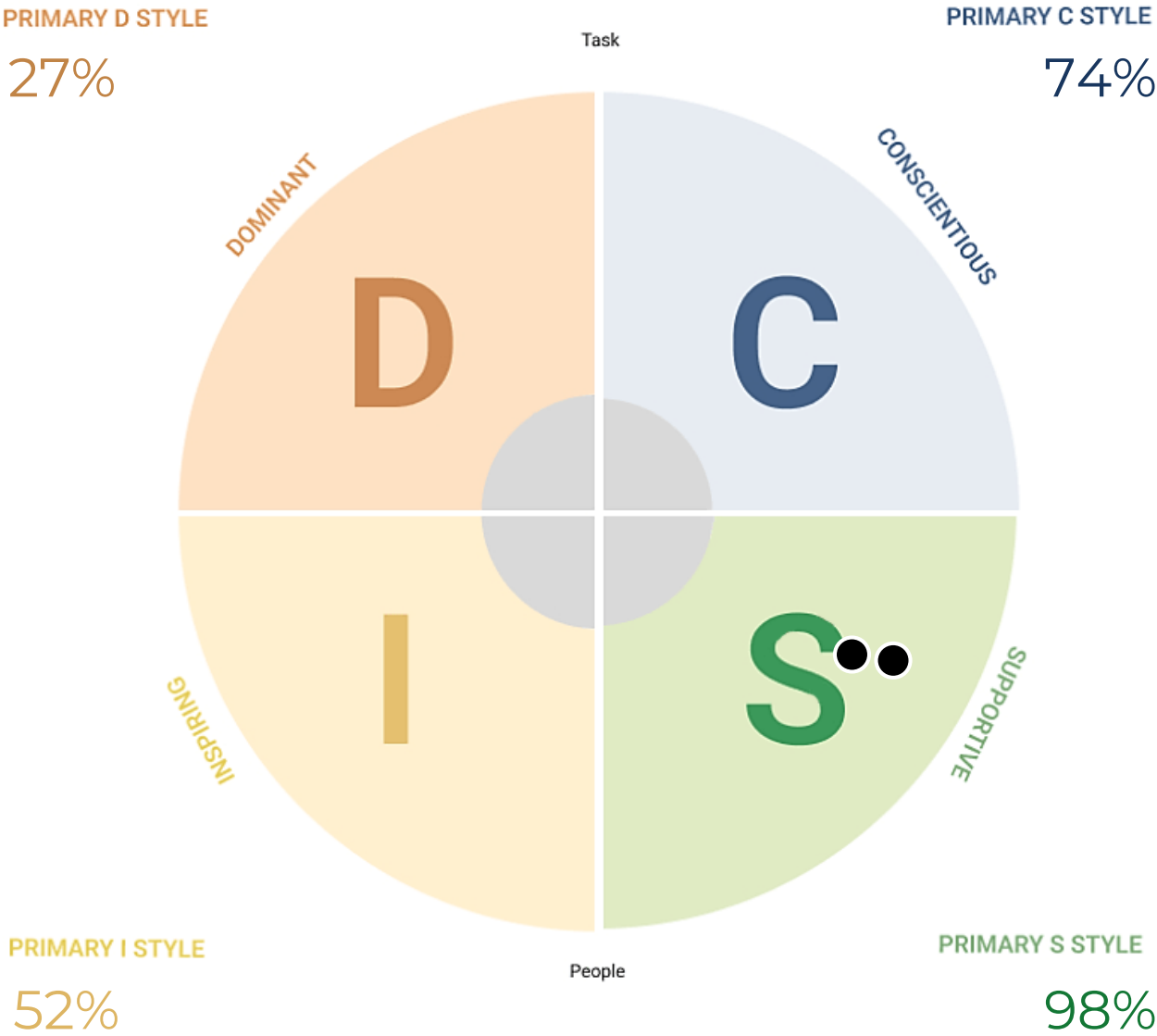
Group culture is more than just the average of individual group members' traits. Several key factors contribute to the formation and evolution of group culture, including:

- The leadership style of the group's leaders
- The dominant styles exhibited by prominent members within the group
- The nature of the group's work or the tasks it undertakes
- The historical context and traditions within the group
- The levels of cohesion or tension among group members
- The overarching goals and mission of the group, driven by shared core values

These factors are just a few of the variables that influence and define group culture, and they are often intrinsically connected to the core values that shape the group's identity. Understanding the origins of your group's culture, especially in the context of its core values, is of utmost importance, particularly if there is a desire to instigate meaningful change within the group dynamic.

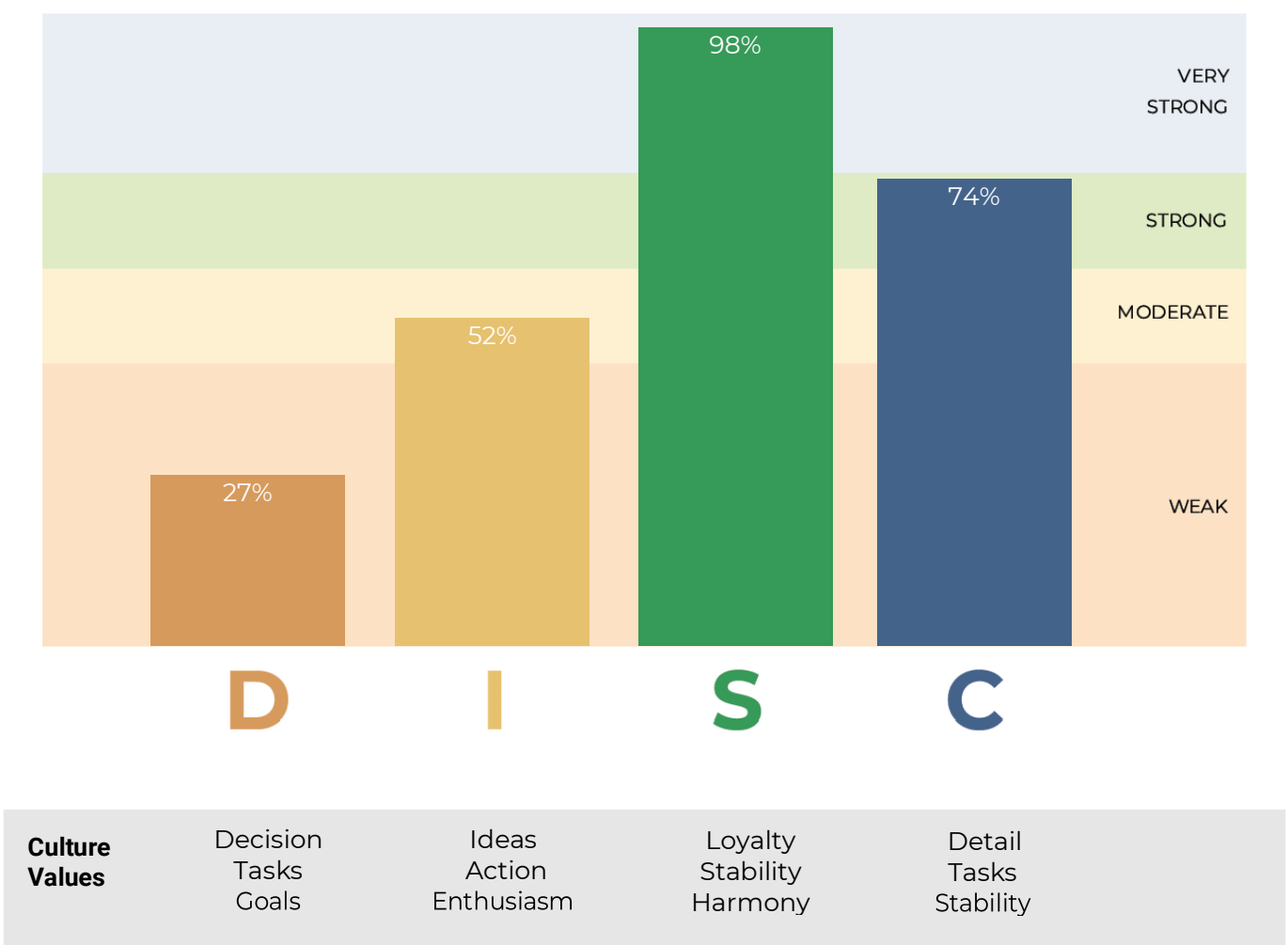
Team Map

The Team Map below shows the distribution of DISC styles in your group. Each black dot represents one person. The percentages reflect the proportion of people who fall in each of the four DISC regions.



Your DISC Culture

In the journey of evaluating your group's culture, it's valuable to delve into the core values that your group holds in high regard. What kinds of behaviors are celebrated and acknowledged? What does your group actively promote and endorse? These values and behaviors are not random, they reflect the collective composition of your group's members. To gain deeper insights into your group's distinct culture, we present a graphical representation below, highlighting the predominant DISC styles within your group and the corresponding priorities associated with each of these distinctive group styles.



The subsequent pages provide detailed insights into each of the four DISC cultures. Take a moment to investigate these descriptions and discern whether any of them resonate with your group's collective identity. It's not uncommon for groups to discover that a combination of two DISC styles most accurately characterizes their culture. Conversely, some groups may realize that none of the DISC styles fully encapsulates their unique culture.

The D Culture

The percentage of your group members (27%) whose dots fall in the Dominance region is below the 'strong' threshold. The hallmark of a Dominant DISC culture is its unwavering commitment to swift decision-making, direct communication, and a highly competitive atmosphere. In this culture, emphasis is placed on achieving tangible and powerful results, with trust bestowed upon individuals who exhibit straightforwardness and assertiveness. People who thrive in this setting are often characterized by their hard-driving, tenacious nature, relishing the challenges and the thrill of victory that it brings. While the Dominant culture fosters a sense of dynamic engagement and encourages innovation, it can sometimes place less emphasis on interpersonal communication and, as a result, may lead individuals who are less assertive to feel overwhelmed. Additionally, this culture may at times grapple with high turnover rates and a stressful working environment due to its intense focus on outcomes and competition.

THE D CULTURE FAVORS

- Courage and Fearlessness
- Initiative and Leadership
- Goal-oriented Approach
- Innovative Thinking
- Competitive Spirit

THE D CULTURE CONDEMNS

- Hypersensitivity
- Procrastination
- Overthinking
- Lack of Initiative
- Fragility

BENEFITS OF THE D CULTURE

- Fosters high energy and enthusiasm
- Streamlines decision-making
- Achievement-oriented
- Empowers individuals
- Acknowledges resilience
- Promotes ongoing innovation
- Values direct communication
- Cultivates goal clarity

CHALLENGES OF THE D CULTURE

- Strains work/life balance
- Neglects in-depth planning
- Excludes quieter voices
- Fuels intra-group conflict
- Excessive risk taking
- Overemphasizes status
- Undermines team cohesion
- Blunt feedback delivery

REFLECTIONS

If you have a D culture, your group may want to think about the following questions:

- What ways are the benefits and challenges exhibited within your group?
- Are there mechanisms in place to balance the strong focus on results and action with a consideration for the quality of the outcomes achieved?
- How does the culture influence the group's approach to innovation and the ability to adapt to change?
- What steps can be taken to ensure that less assertive individuals within the group are also heard, valued, and provided opportunities for growth?
- Is the competitive aspect of the culture conducive to constructive collaboration and teamwork, or does it occasionally hinder the group's ability to work collectively toward shared goals?

Working in the D Culture

The D culture offers benefits and challenges for people with each of the four DISC styles.



PEOPLE IN THE D REGION

27% of your group

Dominant's preference for quick decision-making, assertive leadership, and a competitive mindset align seamlessly with the culture's values. This harmony often results in efficient and dynamic workplaces where results-driven individuals thrive. However, challenges may arise in terms of maintaining a balance between directness and diplomacy when communication is crucial. Overly aggressive or blunt behavior might hinder collaboration in a culture that values assertiveness. Additionally, the intense competitive atmosphere can occasionally lead to power struggles, potentially affecting the quality of decisions. Nonetheless, the D individuals' assertiveness and drive can serve as catalysts for growth, prompting necessary changes in a culture that prizes rapid decision-making and a competitive edge.



PEOPLE IN THE I REGION

52% of your group

Individuals with an Inspiring (I) style working in a Dominance (D) culture bring a unique blend of enthusiasm and creativity to the environment, injecting an element of energy and optimism. Their natural charisma and people skills can serve as an asset in fostering team collaboration and social engagement. However, the fast-paced and results-driven nature of the D culture may pose challenges for I individuals, who might need to adapt to a more direct and assertive communication style. Balancing their energetic approach with the culture's preference for swift decision-making and competition can be a learning curve, but their ability to infuse creativity and enthusiasm can also provide a refreshing perspective within the culture.



PEOPLE IN THE S REGION

98% of your group

Individuals with a Supportive (S) style operating in a Dominance (D) culture bring a sense of stability and supportiveness to the fast-paced environment. Their patience and commitment to maintaining harmonious relationships can serve as an asset in fostering team collaboration and reducing tension. However, the D culture's quick decision-making, direct communication, and competitive nature may present challenges for S individuals. They need to adapt to a more assertive and results-oriented approach, potentially leading to moments of discomfort.



PEOPLE IN THE C REGION

74% of your group

Individuals with a Conscientiousness (C) style operating within a Dominance (D) culture offer a meticulous and analytical perspective in a fast-paced environment. Their dedication to quality and precision can serve as a valuable asset in ensuring thorough analysis and well-informed decisions. However, the D culture's emphasis on rapid decision-making and assertiveness may present challenges for C individuals. They may need to adapt to a more direct and results-oriented approach, potentially pushing them out of their comfort zone. Nevertheless, the C individuals' ability to bring methodical and thoughtful analysis can enhance the culture's decision-making process, adding depth and reliability to the outcomes.

REFLECTIONS

If you have a D culture, your group may want to consider the following questions:

- What are the diverse viewpoints held by individuals outside the D region regarding this culture?
- In what ways do individuals in the D region adapt their communication and engagement styles when interacting with those of contrasting DISC styles?
- How are other styles engaged?
 - o Do individuals in the I region feel their contributions and personal recognition align with their expectations in the culture?
 - o Is there a conscious effort to ensure that feedback provided to individuals in the S style is delivered in a compassionate and empathetic manner, avoiding perceptions of cold insensitivity?
 - o How does the culture provide individuals in the C region with the necessary environment and time for thorough analysis, aligning with the culture's prioritization of quick decisions?

The I Culture

The percentage of your group members (52%) whose dots fall in the Inspiring region is below the 'strong' threshold. The characteristics of an Inspiring (I) culture encompass a vibrant and high-energy atmosphere characterized by an enthusiastic approach, innovative thinking, and a robust focus on collaborative efforts. Within this culture, effective teamwork and creative problem-solving approaches are highly esteemed. Trust is readily extended to individuals who are open, expressive, and charismatic in their interactions. Those who excel in this environment often possess exceptional social skills and a natural charisma that fuels their success. Nonetheless, individuals less inclined toward people-centric roles may encounter challenges in a culture that heavily emphasizes group activities and social interactions. Additionally, the culture's inclination toward spontaneity and a lack of interest in routine tasks may, at times, hinder the effective implementation of bold and creative ideas.

THE I CULTURE FAVORS

- Originality
- Excitement
- Positivity
- Cooperation
- Fervor

THE I CULTURE CONDEMNS

- Regulation
- Carefulness
- Excessive Examination
- Shyness
- Indifference

BENEFITS OF THE I CULTURE

- Creates an environment where innovative ideas thrive, leading to novel solutions and breakthroughs
- Provides an energizing atmosphere
- Encourages collaborative thinking
- Emphasis on teamwork enhances problem-solving
- Excellent at championing proposals
- Gives informal feedback
- Inherent optimism and positive outlook can boost morale

CHALLENGES OF THE I CULTURE

- Lack of structure due to focus on spontaneity
- Resistant to routine tasks
- Big picture thinking means overlooking important details
- Avoidance of conflict
- Time can be wasted
- Neglects introverted individuals
- Stress in highly structured environments
- Focus on impractical or unfeasible ideas

REFLECTIONS

If you have an I culture, your group may want to think about the following questions:

- What ways are the benefits and challenges exhibited within your group?
- In what ways does the Inspiring culture contribute to or take away from your group's achievements and success?
- Is there a balance in socializing within your group, ensuring that it enhances team cohesion and creativity without excessive time being dedicated to it?
- Are there opportunities for your group to enhance its efficiency and organization?
- Is there execution of ideas?

Working in the I Culture

The I culture offers benefits and challenges for people with each of the four DISC styles.



PEOPLE IN THE D REGION 27% of your group

Individuals in the D region often find the Inspiring (I) culture invigorating, as it aligns with their preference for a dynamic and fast-paced environment. They appreciate the culture's constant cycle of creativity and the drive to tackle new and exciting challenges, which can serve as a catalyst for inspiring their colleagues and enhancing the organization's outcomes. Nevertheless, they may become restless with extended social interactions and frequent meetings, perceiving them as time-consuming and potentially detracting from productivity. Additionally, the culture's focus on emotional aspects and personal feelings may appear excessive or counterproductive to them, given their orientation toward results and efficiency.



PEOPLE IN THE I REGION 52% of your group

Individuals in the I region tend to thrive within the Inspiring (I) culture, feeling right at home in its dynamic and enthusiastic atmosphere. They revel in the constant cycle of creativity and the ongoing pursuit of exciting challenges, aligning with their natural inclination for enthusiasm and optimism. Their high energy and social finesse significantly contribute to the culture's ethos, making them valuable assets to the organization. However, they may occasionally find it challenging to strike a balance between socializing and productive work, as the culture encourages frequent interactions. Additionally, they might need to adapt to a culture that may not always provide the personal recognition they inherently expect, focusing instead on exceptional results and outcomes.



PEOPLE IN THE S REGION 98% of your group

Individuals from the S region may encounter a blend of benefits and challenges within the Inspiring (I) culture. They often serve as a steady presence amid the dynamic and energetic atmosphere, offering a sympathetic and supportive ear in times of creative whirlwinds. Their ability to apply people skills and maintain a sense of emotional balance contributes positively to the culture. However, they might sometimes feel overwhelmed by the culture's rapid pace and constant socializing, which can create feelings of vulnerability and stress. The focus on personal feelings and social interactions may seem overly intense for their comfort, and they might appreciate a more measured and stable environment at times.



PEOPLE IN THE C REGION 74% of your group

Individuals hailing from the C region often bring a measured and deliberate approach to the Inspiring (I) culture. They appreciate the culture's enthusiasm and creative energy, recognizing that it can yield fresh ideas and innovation. Their analytical thinking and attention to detail are valuable assets that contribute to the organization's success within this dynamic environment. However, they may face challenges adapting to the rapid pace and impulsive nature of the culture. The focus on social interaction and frequent meetings might occasionally be seen as diverting valuable time from more analytical tasks. The culture's preference for emotional expressions and optimism might sometimes appear incompatible with their inherent cautiousness and reliance on empirical data and evidence. Balancing the need for structure and methodical thinking with the culture's creative spontaneity can be a complex endeavor for individuals in the C style.

REFLECTIONS

If you have an I culture, your group may want to consider the following questions:

- How can the group channel the culture's creative energy and enthusiasm to foster stronger teamwork and collaboration?
- In what ways can the I culture include other styles?
- What strategies can the group employ to ensure that the ideas generated within the culture are implemented efficiently, promoting teamwork and self-awareness in the process?
- What ways are D, S, and C styles impacted by the I's?
 - o What are D's thoughts about time in this culture?
 - o Is there enough stability for S's?
 - o Is there enough analysis for C's?

The S Culture

The percentage of your group members (98%) whose dots fall in the Supportive region is above the 'strong' threshold. An 'S' culture is characterized by its steadfast commitment to stability, harmony, and collaboration. In this culture, routine and reliability are prized, and team members work together harmoniously to achieve shared goals. Empathy and compassion are at the forefront, fostering strong interpersonal relationships and a sense of emotional support within the group. Patience and a strong sense of dependability are core traits, as individuals take their time to make well-considered decisions. While an 'S' culture prefers gradual, incremental changes, it often resists abrupt shifts or major disruptions. Consensus decision-making and conflict avoidance are common practices, ensuring that all voices are heard, and the work environment remains peaceful. Overall, an 'S' culture prioritizes the long-term view, emphasizing steady progress and the preservation of established processes.

THE S CULTURE FAVORS

- Collaboration
- Being Humble
- Consideration
- Teamwork
- Loyalty

THE S CULTURE CONDEMNS

- Assertiveness
- Blunt Feedback
- Disorderliness
- Noncompliance
- Rapid Change

BENEFITS OF THE S CULTURE

- Fosters a stable and predictable work atmosphere
- Strong team collaboration and harmony
- Great support for colleagues
- Decisions are well-considered with more reliable outcomes
- Practical tasks are taken care of
- Risk-aversion in situations of caution and stability ensure fewer disruptions
- Consensus in decision making

CHALLENGES OF THE S CULTURE

- Resistant to change even when necessary
- Stifled innovation to stay competitive
- Overemphasis on routine can result in inefficiency
- Slow decision making
- Unaddressed concerns and unresolved issues
- Lack of urgency
- Struggle with uncertainty and may seek clarity which impedes progress
- Resentment

REFLECTIONS

If you have an S culture, your group may want to think about the following questions:

- In what ways do you see the benefits and challenges in your group?
- What are some ways to counteract those?
- Does your group struggle with giving feedback?
- How is your decision making?
- What ways are you pushing towards bigger goals?

Working in the S Culture

The S culture offers benefits and challenges for people with each of the four DISC styles.



PEOPLE IN THE D REGION 27% of your group

The culture's emphasis on stability and consensus-based decision-making may clash with their preference for rapid decision-making and an assertive approach. The patient and risk-averse nature of an 'S' culture can be at odds with the D's desire for quick and impactful outcomes. D individuals may find it challenging to adapt to a work environment that values routine and harmony, as it may hinder their efficiency and ability to drive results at their preferred pace. However, their assertiveness can also bring a fresh perspective and prompt necessary changes in an 'S' culture.



PEOPLE IN THE I REGION 52% of your group

Their natural enthusiasm and social finesse stand out in an environment that prioritizes stability and harmonious relationships. Their dynamic and exuberant approach to work can infuse energy into the culture, fostering a sense of optimism and creativity. However, I individuals may sometimes encounter challenges when trying to balance their high social energy with the culture's preference for routine and predictability. The emphasis on harmony and stability can sometimes overshadow their desire for more recognition and celebration of their ideas and accomplishments. Adaptation within an 'S' culture often requires striking a balance between their outgoing nature and the culture's need for consistency, a dynamic that can lead to valuable collaboration and mutual growth.



PEOPLE IN THE S REGION 98% of your group

Individuals originating from the Supportive (S) region often thrive in an 'S' culture, which aligns well with their inclination towards stability and teamwork. Their innate ability to maintain harmonious relationships and support colleagues fits seamlessly into the culture's emphasis on consensus, cooperation, and maintaining a stable work environment. However, S individuals may sometimes find themselves in situations where the culture's aversion to change and risk challenges their adaptability, especially when quick decision-making is necessary. While their empathy and compassionate nature are appreciated, they may feel the need to adapt to an environment that may not always emphasize recognizing individual achievements or innovative ideas as much as they would personally prefer. They can also get stuck in the 'safe' zone, not challenging themselves or each other.



PEOPLE IN THE C REGION 74% of your group

Individuals from the Conscientious (C) region often bring a measured and systematic approach to an 'S' culture. They appreciate the emphasis on stability and routine, as it aligns with their preference for methodical processes and attention to detail. Their analytical thinking and precision are valuable assets within the culture, enhancing the organization's reliability and efficiency. However, individuals from the C region may sometimes encounter challenges when trying to harmonize the culture's focus on stability and consensus with their desire for in-depth analysis and data-driven decisions. The culture's preference for steady progress may seem incongruent with the C region's dedication to thorough examination and the pursuit of ideal outcomes. Adapting to an 'S' culture can require individuals from the C region to strike a balance between the culture's need for harmony and the C region's inclination for precision and thorough examination leading to a collaborative and balanced work environment that benefits from both stability and meticulous attention to detail.

REFLECTIONS

If you have an S culture, your group may want to consider the following questions:

- In what ways do the people outside of the 'S' culture see the benefits and challenges?
- How can the group balance stability and necessity for adapting to change?
- How does the S culture respond to conflict with other styles?
- How open is the S culture to other styles?
 - o What do the D styles think about the approach to time and change?
 - o Is there enough innovation for I's?
 - o Do C's think decisions are made based on facts or feelings?

The C Culture

The percentage of your group members (74%) whose dots fall in the Conscientious region is above the 'strong' threshold. The Conscientiousness (C) culture is characterized by a meticulous and systematic approach to work. This culture highly values precision, attention to detail, and thorough analysis in every aspect of its operations. Individuals within the 'C' culture are known for their commitment to accuracy and their preference for structured processes. This dedication to getting things right contributes to an environment of reliability and predictability. Decisions are made based on careful examination and a strong focus on data-driven outcomes. However, the culture's emphasis on meticulous analysis can sometimes slow down processes and decision-making, which may require a balance with the need for timely actions. Adaptation to change may also pose a challenge in this stable and structured environment. Nevertheless, the 'C' culture's meticulous nature can be an invaluable asset in situations that demand precision, quality, and an unwavering commitment to achieving long-term objectives.

THE C CULTURE FAVORS

- Precision
- Accuracy
- Diligence
- Reliability
- Facts

THE C CULTURE CONDEMNS

- Carelessness
- Too much emotion
- Inefficiency
- Inaccuracy
- Disorganization

BENEFITS OF THE C CULTURE

- Tasks and decisions made with attention to detail
- Reliable and consistent outcomes
- Data driven decision making
- Great quality control
- Mitigated risks
- Documented processes
- Dedication to long-term objectives
- Thorough problem solving

CHALLENGES OF THE C CULTURE

- Slow decision making due to calculating risks
- Overemphasis on detail means lack of focus on the bigger picture
- Inflexibility due to process
- Averse to risk-taking reducing high-rewards and hindering growth
- Focus on fact vs. relationship make it feel 'cold'
- Focus on negatives
- Exclusive vs. inclusive group dynamics

REFLECTIONS

If you have a C culture, your group may want to think about the following questions:

- What ways are the benefits and challenges exhibited within your group?
- What strategies can be implemented to facilitate quicker decision making?
- Is there risk aversion within your team?
- Does your team focus on the past and present when it should be focusing on action and the future?
- What ways does the team foster emotions?

Working in the C Culture

The C culture offers benefits and challenges for people with each of the four DISC styles.



PEOPLE IN THE D REGION 27% of your group

D individuals, known for their assertiveness, results-oriented mindset, and preference for quick decision-making, can bring a sense of urgency and assertive leadership to a C culture. Their focus on efficiency and achieving tangible results can be beneficial in some aspects of the culture. However, D individuals might encounter challenges when navigating the C culture's preference for precision, meticulous analysis, and adherence to established processes. The C culture typically values accuracy and reliability over speed, and this can lead to potential clashes in terms of decision-making speed and the level of risk tolerance.



PEOPLE IN THE I REGION 52% of your group

I individuals, known for their enthusiasm, social engagement, and preference for creative approaches, may bring energy and innovation to the C culture. Their dynamic nature can infuse creativity and a sense of optimism into the work environment. However, they may face challenges in a C culture that values structured processes, meticulous analysis, and a cautious approach to change. To excel in a C culture, I individuals may need to strike a balance by incorporating their creativity into the culture's processes and decision-making while respecting the need for accuracy and reliability. This harmonious blend can lead to a workplace where innovative ideas are grounded in sound analysis and structured processes, enhancing both creativity and precision.



PEOPLE IN THE S REGION 98% of your group

Individuals with a Supportive (S) personality operating within a Conscientiousness (C) culture excel in creating a stable and cooperative work environment. Their innate patience, empathy, and commitment to maintaining harmonious relationships align seamlessly with the C culture's emphasis on structured processes and reliability. However, S individuals may face the challenge of adapting to a more methodical and precision-focused approach required by the C culture. By striking a balance between their cooperative nature and the culture's precision, they can create a workplace where steady collaboration, supportive relationships, meticulous analysis, and structured processes work in unison to enhance both stability and quality.



PEOPLE IN THE C REGION 74% of your group

Individuals with a Conscientiousness (C) personality in a C culture feel right at home in an environment that values precision, structured processes, and thorough analysis. Their dedication to accuracy and commitment to detail align seamlessly with the C culture's core values, contributing to a work atmosphere characterized by reliability and consistency. This harmony in values can lead to processes that are meticulously documented, transparent, and cooperative. However, C individuals may encounter challenges in adapting to a culture that can sometimes be overly cautious and resistant to change. To excel in a C culture, they may need to strike a balance between maintaining precision and fostering adaptability and innovation, ensuring that the organization remains competitive and agile in a dynamic environment.

REFLECTIONS

If you have a C culture, your group may want to consider the following questions:

- What advantages and disadvantages do styles outside of the C see?
- Are C's receptive to other's input?
- Do other style's feel like their style values are considered?
- How open is your culture to the D, I and S styles?
 - o Do people in the D region feel held back by indecision of the C's?
 - o Do people in the I region feel stifled of innovation?
 - o Do people in the S region feel as if their emotional connection is lacking?