

KIDS DISC PROFILE

*With resources for
Kids, Parents, Teachers, and Coaches*



WHICH BIRD(s) ARE YOU?

Report For: **A H**

Date: **9/28/2022**

A's style



About this report

Welcome A!

A, this is a chance to learn about yourself! That's right. This report was created just for you. Inside its pages, you will discover how special and unique you are. Your bird style is your superpower and we are going to help you be the best that you can be.

For A's parents, you will gain a deeper understanding into what makes A tick. Take the time to reflect on who you are and consider whether you are honoring who A is or are trying to turn A into a copy of you. Do you recognize and celebrate A's strengths instead of harping on fixing what you perceive to be weaknesses? Here's your chance to help A soar!

For A's teachers and coaches, do you teach all of your students in the same way or do you consider each student's unique needs? In this report, you will discover exactly what A needs from you to thrive.

For adults who are familiar with the DISC styles, you may already know that they parallel the elements in China, the humors by Hippocrates, the elements by Aristotle, and the directions and animals in the medicine wheel by the Native Americans. In this report, the styles are represented by four birds. Of course, they all have strengths and challenges. But one thing is certain, they help to make up who we are, and they enable each of us to lead happy and productive lives.

So A, it's time to take flight and discover who you are!

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Hey! Who are you?

A, this is a chance to learn about yourself.

That's right. This report was created just for **YOU!**

A **big** part of who you are is what we call your **bird style**. Knowing your bird style is a **superpower** that can help you live your best life, be your best self, and build the best relationships.

Here are some very important things to remember:

- ✓ You are *perfect* just as you are.
- ✓ There's no such thing as a *good* or *bad* style. Everyone, including you, has something unique and precious to offer the world.
- ✓ All birds have *strengths* and *challenges*.
- ✓ We can be a combination of different birds at different times.

Now, you might be wondering, how do I know my bird style? And, how can I figure out someone else's bird style?

We're glad you asked. Let's meet the birds.



Which bird are you?

There is a simple way to understand the different types of styles. All you need to remember are four birds: **Eagle, Parrot, Dove, and Owl.**

When you picture an **Eagle**, what do you see? Eagles are powerful birds who fly high in the sky above the forests, lakes, and rivers. They are at the top of the food chain! If they see something they want... WHOOSH! They dive down and get it.



Kids with the Eagle style are confident, determined, and competitive. They say what they think and do what they want. They take charge and take action. They make quick decisions and aren't afraid of risks. They love to win and hate to lose.

Next, imagine a **Parrot** in the trees of the jungle with all their bird friends. Can you hear the noisy Parrot cawing out loud? Do you see the bright, colorful feathers that attract everyone's attention? Can you picture all the fun that Parrot has flapping around with other birds?



Kids with the Parrot style are enthusiastic, smiley, and social. They love to talk, laugh, and joke around with friends. They try new things and come up with wild ideas. To be a Parrot is to be the life of the party—and a bit of a mischief maker!

Now it's time to picture a white **Dove** on a shady, quiet tree branch. The Dove coos softly and kindly with a few other birds. The Dove would never hurt anyone. The Dove is there to support other birds and keep them out of trouble.

Kids with the Dove style are thoughtful, helpful, and caring. They love to do nice things for others. They think about how others feel and always try to help them. Doves have big hearts and can be counted on to be warm and friendly.



Last, picture an **Owl** perched in a nest with wide-open eyes. The Owl notices every little detail of the forest—every color, every animal, every gust of wind. The forest is fascinating and fills the Owl with curiosity and questions. The Owl wants to know everything!



Kids with the Owl style are precise, analytical, and careful. They have a reason for everything they do and say. They are organized and consistent. They like to plan ahead and learn everything they can before making decisions.

Introduction

Report for A H

Motto:
I got this!



EAGLE



Confident



Daring



Takes charge



Independent



Competitive



Fast-paced

Focuses on: Getting things done

Listens for: What's the point?

Looks for: Action

Takes Risks: You bet!

Likes: Adventure

Best reward: Trophies

Talking Style: Speaks up

Helps others to: Get moving



Dislikes



Losing

Too many rules

Lack of power

Motto:
We can do it!



PARROT



Outgoing



Optimistic



Energetic



Talkative



Creative



Social

Focuses on: Being positive

Listens for: Something to share

Looks for: Fun

Takes Risks: You bet!

Likes: Lots of friends

Best reward: Cheers and confetti

Talking Style: Tells stories

Helps others to: Get motivated



Dislikes



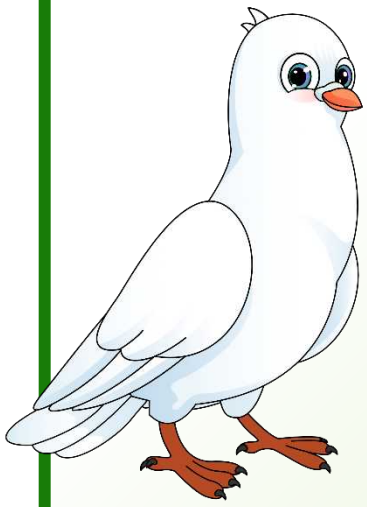
Negativity

Details

Boring routines


Introduction

Report for A H




DOVE


Motto:
Let's help each other!




Supportive




Patient




Friendly



Good listener




Caring




Team player

Focuses on: Bringing harmony
Listens for: How you feel
Looks for: Kindness
Takes Risks: I'll help you do this
Likes: Helping people
Best reward: Sincere thanks
Talking Style: Polite
Helps others to: Cooperate

Dislikes




Conflict
Insensitivity
Sudden change




OWL


Motto:
Think about it!




Detailed




Logical




Polite



Deep thinker




Organized



Questioning

Focuses on: The fine details
Listens for: Does it make sense?
Looks for: Accuracy
Takes Risks: Calculated ones
Likes: Feeling smart
Best reward: Success
Talking Style: Thoughtful
Helps others to: Do better

Dislikes



Disorganization
Inaccuracy
Being rushed

EAGLES



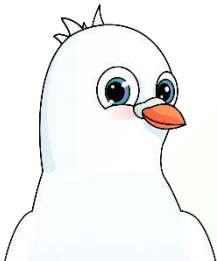
In the wild, Eagles are wired for the big picture and often claim a territory that spans a great distance. They're in charge! They're all about certainty, authority, and confidence. Without hesitation, Eagles can dive out of the sky and seize their prey in mid-flight. Eagles are so driven to achieve their goal, once their talons have locked onto their catch, they will not let go. That's commitment! Eagles are designed for vision, power, and results.

PARROTS



Enter a forest filled with Parrots and you will immediately feel their energy. They are colorful, exciting, and talkative. They're social creatures that love to be where the action is ... so they can comment on it. Parrots are always moving and looking for fun and excitement. They are the ultimate multi-taskers who jump from one object to another, then back again to what originally caught their attention. Parrots are truly the life of the forest.

DOVES



Unlike Eagles who demand their space, Doves will nest with hundreds of other Doves nearby, sharing resources and creating a peaceful environment. Throughout history, Doves have been a well-known symbol of peace and love. Doves focus on the needs of those in their flock and when they find food, they are quite willing to call to their friends to share in the feast. As creatures of habit, Doves have been known to travel in groups of up to 4000 birds to return to their former nesting sites.

OWLS



With large, powerful eyes and a turn of the head, Owls can see 270 degrees around them and are equipped to take in every detail of their world. Owls can spot a mouse in near darkness and their directional hearing is so precise, they can adjust their path in mid-flight. The incredible accuracy of the Owl is clear in everything they do. Owls don't seek the spotlight. In fact, they work mostly at night and there are more than you might expect.

Strengths and Challenges

Every bird style has strengths and challenges. What strengths and challenges, from the chart below, do you see in yourself? Also ask your parents or teachers which of these they see in you.



Strength

Challenge



Confident
Takes charge
Independent
Competitive

Arrogant
Bossy
Rejects direction
Ruthless



Outgoing
Talkative
Creative
Fast-paced

Attention seeking
Poor listener
Impractical
Careless



Patient
Friendly
Good listener
Team player

Open-minded
Clingy
Doesn't speak up
Follower



Detailed
Questioning
Deep thinker
Organized

Picky
Suspicious
Critical
Inflexible

You ready for the lowdown?

You are a combination of EVERY bird!

We each have some Eagle, Parrot, Dove, and Owl in us—but we don't have equal parts of each style. You can be any combination of birds. You can have more of one bird style and less of another, but they will still be a part of you!

One way you can know which of your bird styles you show the most is by how tall they are. If a bird is taller than any other, that bird is the biggest part of you. If you have a bird that is shorter than any other, that bird is a part of you too, but it might not show up as much or as often.



EAGLE

- ONE BIRD = MOSTLY one style

Example: mostly Eagle

- You do a lot of Eagle-ish things
- Sometimes might do things like a Parrot, Dove or Owl



EAGLE/Parrot

- TWO BIRDS = A LOT of one style, and some of another style too

Example: A lot of Eagle and some Parrot

- Many Eagle behaviors, but also a lot of Parrot too
- Sometimes might do things like a Dove or Owl



EAGLE/Parrot/Owl

- THREE BIRDS = A LOT of one style, but some of two other styles too

Example: A lot of Eagle and some Parrot and Owl

- Many Eagle behaviors, but also a lot of Parrot and Owl too
- Sometimes might do things like a Dove

The time has come to reveal which birds you are. Ready?



A's bird style

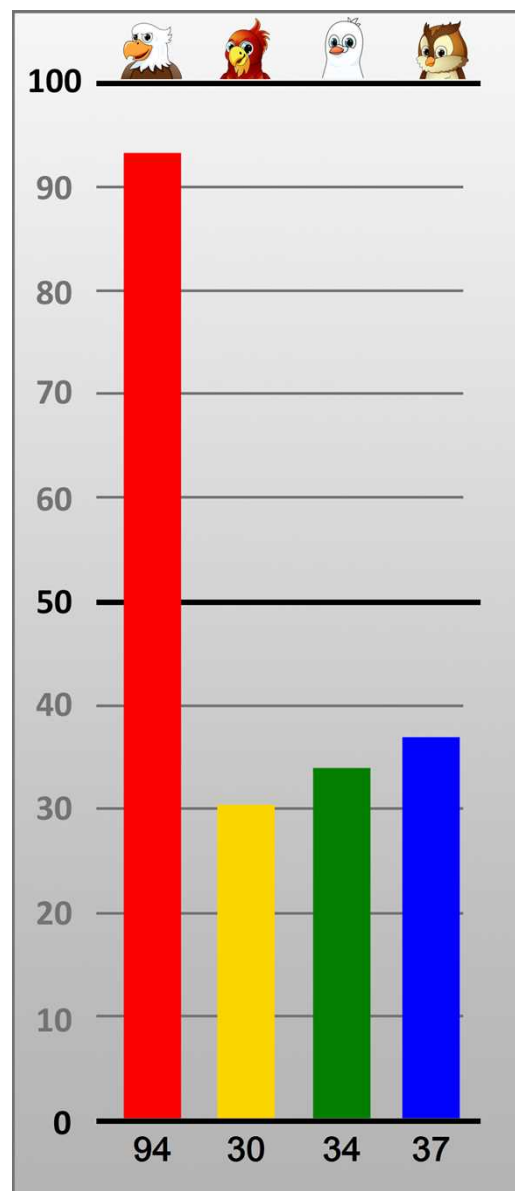
A's style



Notice how the graph to the right shows that you have some bird styles that are stronger than others. That's true for everyone. The higher the point on the graph, the more you show that bird style. The lower the point, the less often you show that style. Of course, you can be any bird at any time, but this graph shows the birds you are likely to be most of the time.

A's style description

The Eagle style is confident, determined, and competitive. You say what you think, prefer to do what you want, and are not afraid to try new things, take charge, or take action. Eagles love to win and hate to lose.



A's bird style

A, you are an Eagle! You speak your mind, make fast decisions, and take action. Your superpower is being a leader. What game are we going to play? A will choose. How are we going to do this school project? A will know. How do we beat this team? A will lead the way!

You like to be in charge because you want to do your best. It feels great to win and bad to lose. Plus, you know what you want. If you choose the game, you know you'll have fun. If you lead the school project, your group will get a high grade. And if the team passes the ball to you, you will score.

At home, though, kids don't get to be in charge. Sometimes, your parents or older siblings get to tell you what to do. If they set rules, you probably enjoy breaking them. If they give you orders, you might want to say no just because THEY are trying to tell YOU what to do. Taking orders is hard for Eagles!

At school, teachers respect your determination. They know that you work hard (at least in the classes you enjoy) and try your best to get good grades. If they ask a question, you're always willing to raise your hand. If they give you a challenge, you're ready for it. You welcome feedback from your teachers because you want to know how you can do better.

Just because you like honest feedback, that doesn't mean everyone else does. Classmates might feel hurt if you tell them everything you think about them. For example, let's say you're working on math problems with a classmate who makes a mistake. You might be thinking, "Ugh...you're so bad at math!" But saying that out loud won't help that person get better. It will probably make that person feel bad.

In your extracurricular activities—things like sports, arts, theater, school clubs, and volunteering—everyone expects a lot from you. Coaches might want you to have the ball when the game is close and your team needs to score or you might find yourself becoming captain of your team or taking the lead role in the school play. But if you lose a game, you might be really mad. Is it your teammate's fault? The referee's fault? No! The greatest Eagles take responsibility. They win even when they lose—because they learn from their mistakes.

Being a leader is your superpower, but superpowers come with challenges. You know when your parents tell you to wash the dishes? It feels like they're being bossy, right? Well, sometimes your friends, siblings, and classmates feel that YOU are being bossy. They don't like being told what to do either, even when it comes naturally for you to be in charge.

Another challenge for you may be dealing with conflict. Sometimes, people will get mad at you. They might yell, argue, or say something you don't like. In response, you might want to yell even louder! Or say something even meaner! If you fight a fire with fire, what do you get? A bigger fire. Usually, it's better to pour some cool water on the fire instead. Most things really aren't worth fighting over!

You probably have a tendency to be stubborn—to think and do whatever you want, no matter what anyone else says. Sometimes, that can lead you to success. Other times, it can get you into trouble or real danger. Often, adults try to convince you not to do something because they care about you! They're worried about you. At least be willing to listen before making your choice and consider the consequences of your decision.

A, the superpower of leadership comes with responsibility. Your decisions and actions will affect friends, teammates, and classmates. Remember: you are one of MANY people on your team. Your parents, teachers, and coaches are leaders too, and sometimes they need you to follow their directions.

Bird style at school

One of the most challenging but rewarding parts of being a kid is going to school. For most of the year, you get to learn important skills in a place filled with EVERY type of bird. Your teachers, classmates, and friends all have different styles. That means that their habits, needs, strengths, and challenges could be different from yours.

When you're at school, how can you best share your superpowers and overcome challenges? What will help you get along with people, learn amazing things, and earn good grades?



Do:

- Keep people focused on the goal of your assignment.
- Ask questions that other students may not be comfortable asking.
- Raise your hand to speak! Teachers appreciate it when you participate in class.
- Follow the rules of the classroom. The rules help everyone learn safely and get good grades.

Don't:

- Don't brag about getting better grades than other students.
- Don't interrupt your teachers or classmates. Let everyone finish what they have to say before you speak.
- Don't break rules because you think they are silly or unnecessary.
- Don't rush through your homework or class activities! Finishing first doesn't win you any medals.



Family and Friends

The people we love most don't necessarily share our bird styles. Your extended family and group of friends probably include many combinations of Eagles, Parrots, Doves, and Owls. That is awesome because every style has something special to offer! That is also hard because different styles can clash. They argue not because one person is wrong and the other is right, but because their styles lead them to see the same situations differently.

The key to getting along with your family and friends is to be aware of your bird style. Some of your tendencies can make relationships strong and rewarding. Some of your tendencies can cause conflicts and stress. These dos and don'ts will help you make the best of relationships.



Do:

- Understand that your parents have responsibilities and can't always do what you want, when you want it.
- Remember that rules apply to you too! You don't get special treatment.
- Allow your siblings to get their way sometimes.
- Pay attention to how people are feeling and ask how you can help them if they are upset.

Don'ts:

- Don't try to take advantage of your siblings by getting them to do chores you are supposed to do.
- Don't boss your siblings or friends around. Instead, listen and try to discover what they want. This may take some patience.
- Don't use physical force to get your way. Roughhousing can be fun, but bullying is not ok.
- Don't throw a tantrum when you don't get what you want, when you want it! Compromise is part of life.

Sports and Activities

Your style travels with you everywhere you go, including to your favorite hobbies and activities. Whether your passion is sports, theater, singing, science, or volunteering, you will have to work with many different styles. Great teams and groups are almost *always* a diverse mix of birds! Every community needs Eagles, Parrots, Doves, and Owls to reach its potential.

By becoming aware of your style's strengths and weaknesses, you can help your team and community thrive. How, you ask?



Do:

- Step up when coaches ask for a volunteer! You will motivate people with your courage.
- Make sure you play by the rules of the game.
- Look for ways to learn from mistakes, failure, or a loss.
- Recognize that you can't always win. Congratulate the opposing team.

Don't:

- Don't get annoyed by practicing exercises or training techniques that are repetitive.
- Don't cheat! The rules apply to everyone, including YOU.
- Don't believe that only you are capable of winning the game for your team. Help others get involved. Teamwork is a valuable skill!
- Don't blame others when you or your team loses. Losing is an opportunity for you to learn.



Adaptability - How to use your Superpower

Now that you know your bird style and understand the birds, you will see them everywhere!

Every community needs Eagles, Parrots, Doves, and Owls to reach its potential. Your parents, teachers, classmates, and friends all have different styles. That means that their habits, needs, strengths, and challenges could be different from yours.

Did you know that most people think that everyone else wants to be treated the same way they do? That just isn't true. **People like to be treated the way they want to be treated.**

What does that mean? Well, Eagles like to be treated like Eagles. Parrots like to be treated like Parrots. Doves like to be treated like Doves, and you guessed it - Owls like to be treated like Owls.

To treat others the way **they** want to be treated, you may need to **change your behavior**. So how can we flex our bird style to build better relationships with others?

When you learn how to use all four birds—Eagle, Parrot, Dove, and Owl—you can switch birds whenever you need, just like how Chameleons switch the color of their skin. This is how you use your Superpower and it's called **ADAPTABILITY**.

On the next page, we give you some suggestions.



A, here is how you can interact with other bird styles

Do be kind and patient with Doves. They will be thankful for that and open up to you.

Do laugh, joke, and have fun with your Parrot friends. They love the attention!

Do ask your Owl friends tough questions. They love puzzles and challenges to think through.



Don't criticize Doves or yell at them. You are likely to hurt their feelings.

Don't boss Parrots around. They like having freedom and sharing their ideas too.

Don't force your Owl friends to make quick decisions about anything. They need time to think.

Do tell Eagles exactly what you think. They like to debate and don't care if you disagree.

Do invite Doves to speak one-on-one. They may be quiet in groups but really enjoy personal conversations.

Do give Owls details about what you want to do and why. They want to hear your reasoning!



Don't give impatient Eagles tons of options and ideas. Just pick your favorite one!

Don't force Doves to be in the spotlight! They don't like speaking in front of a big group.

Don't rush Owls to follow along with your crazy plans! They need time to think about them first.

Do tell Eagles how you feel and think. They aren't great at guessing other people's feelings.

Do give your Parrot friends time to share their stories and ideas. They like being heard.

Do invite Owl friends to play one-on-one or in small groups. They can be shy too!



Don't take it personally if Eagles get loud and bossy. Appreciate that they like to take charge.

Don't assume that Parrots remember birthdays, playdates, or homework. They can forget that stuff.

Don't force Owls to organize things or play the way you do. They can be a bit particular.

Do challenge your Eagle friends! They like a good argument, as long as you're quick about it.

Do let Parrots talk and share ideas! They think out loud, whereas you probably think quietly.

Do hang out with your Dove friends in small groups or one-on-one. They can be shy in big groups!



Don't be offended if Eagles stop listening or interrupt before you finish. They don't like details.

Don't attack Parrots' ideas! Be accepting and ask questions. Help them see what is missing.

Don't attack or criticize how your Dove friends feel. Try to understand them instead.

Action planning for A

What are some of your greatest strengths that make you special?

How might your challenges get in your way and what can you do to make sure your bird style helps you rather than hinders you?

What can you do that will help you build stronger relationships with friends or siblings?

What could you do that would help you get along better with your parents?

What would help you to be more successful in your favorite activities or sports?



Parenting the four styles

In this report, you learned about the Eagle, Parrot, Dove, and Owl styles. Now, it's time to discover how the power of the bird styles can help you raise A. To begin, notice how different the four styles can be, and how that might shape your approach to parenting.

Eagle children are likely to challenge your authority at home. They don't hesitate to argue with peers and adults. They can get into trouble at school for being too blunt or defiant. At the same time, they earn respect for standing in their superpower, taking risks, and striving for high achievement.



Parrot children are talkative and thrive in creative and social pursuits. They tend to enjoy spending time with large groups of friends and classmates. Remembering chores and homework may not come naturally for Parrots, who prefer to have fun and avoid the boring parts of life. Energetic, spontaneous, and unfiltered, Parrots can be as disruptive as they are entertaining.

Dove children are quite sensitive and may have cried easily as young children. Naturally shy and reserved, Doves might hesitate to meet new people, try new things, or let go of old habits. However, Doves tend to listen attentively, follow rules, and meet deadlines. Empathetic and giving, Doves support their friends through challenges and find joy in helping others flourish.



Owl children are the "Why?" kids. They ask lots of questions and move slowly but methodically through their chores and homework. They often get absorbed in solo activities like playing a video game, solving a puzzle, or honing a craft. They likely follow the rules, but ask you why the rules are necessary to begin with.

Because Eagles, Parrots, Doves, and Owls have innate differences, they respond best to different ways of parenting. The goal here is to discover how you can reinforce your child's strengths while building greater awareness of style-based challenges and differences.

Information for Your Parents/Guardians

Report for A H

As you think about your child, you might be thinking about what type of adult they may become.

Below is a description of the four bird styles as adults.

Eagle tendencies include:

- Getting immediate results
- Causing action
- Accepting challenges
- Making quick decisions
- Questioning the status quo
- Solving problems

Eagles desire an environment that includes:

- Power and authority
- Prestige and challenge
- Direct answers
- Opportunity for advancement
- Freedom from controls
- Many new and varied activities

To be more effective, Eagles may need to:

- Communicate more respectfully under stress
- Consider all options before deciding
- Be aware of the emotional needs of others
- Verbalize reasons for conclusions
- Relax and slow down the pace
- Listen more effectively



Parrot tendencies include:

- Engaging and interacting with people
- Making a favorable impression
- Motivating and inspiring others
- Generating enthusiasm
- Viewing people and situations optimistically
- Participating in a group

Parrots desire an environment that includes:

- Popularity and social recognition
- Public recognition of accomplishments
- Freedom of expression
- Freedom from control and detail
- Opportunity to verbalize ideas
- Positive and upbeat work environment

To be more effective, Parrots may need to:

- Be more realistic in ideas and expected outcomes
- Complete one task before starting another
- Set priorities and deadlines
- Talk less and listen more
- Follow through on commitments
- Pay more attention to details



Owl tendencies include:

- Concentrating on important tasks
- Checking for accuracy
- Thinking analytically, weighing pros and cons
- Being diplomatic with people
- Analyzing performance quality
- Using a systematic approach to solve problems



Owls desire an environment that includes:

- Clearly defined performance expectations
- Valuing quality and accuracy
- Control over factors that affect performance
- Opportunity to ask “why” questions
- A framework to work within
- Time to perform up to their high standards

To be more effective, Owls may need to:

- Consider the intent of rules and guidelines
- Tolerate ambiguity
- Develop tolerance for conflict
- Delegate important tasks
- Exhibit enthusiasm and excitement for success
- Make decisions without all of the information

Dove tendencies include:

- Desiring to help others
- Showing loyalty
- Listening with empathy
- Demonstrating patience
- Mediating conflict
- Performing in a consistent, predictable manner



Doves desire an environment that includes:

- Maintenance of the status quo
- Predictable routines
- Calm working conditions
- Sincere appreciation
- Identification with a group
- Minimal conflict

To be more effective, Doves may need to:

- Validate their own self-worth
- Set limits with others
- State needs during times of change
- Be more assertive
- Step out of their comfort zone and try new things
- Accept that conflict may lead to a better solution

Parenting A: Overview

In the pages that follow, you will learn about the nuances of A's bird style. The following bullets offer a high-level overview of A's style that will get you started.



Parenting:

- A likely uses few words and gets right to the point. A may grow impatient during long, detailed conversations or instructions.
- A thrives on competition. Having clear winners and losers, and one team versus another, fits A's mindset.
- A's nature is to work alone or tell others what to do. A may be hesitant to accept help from friends or trust teammates in sports.
- A is probably stubborn. You may find it difficult to change A's behaviors, beliefs, and habits without offering an incentive.
- A may speak bluntly in situations where others would soften their words or not say anything at all. As a result, A might upset others without meaning to be hurtful.
- A cares about outwards signs of accomplishment. Points, stickers, awards, trophies, and grades may mean a lot to A.
- A feels best in a state of action and progress. A probably prefers to learn through doing rather than sitting and listening.
- A is likely a risk taker. In words or deeds, A sees how far boundaries, rules, and norms can be pushed.



Parenting tips for A

In families, bird style differences can be a source of great joy, but also of tension and conflict. Although your children may share your genes, that doesn't mean they share your style. You might want your child to be more gentle, assertive, social, organized, etc., but that might be unnatural for their style.

If we try to force our Eagle, Parrot, Dove, or Owl ways on a child with a different bird style, we inadvertently send the message that who they are is not okay. This can lead to anxiety, conflict, and low self-esteem.



Rather than treat our children the way we would want to be treated, we must strive to parent our children in the way they need to be parented. Remember, it is VERY LIKELY that if you have more than one child, you'll have all different birds in your nest! Pay attention to what each of your kiddos needs as an individual. Try to understand all the birds in your family and what each one might specifically need from you. The following pointers about your child's style can help you accentuate their strengths and manage their challenges.



Parenting Tips:

- A likes incentives and action and may cause trouble just to avoid boredom. If you need A to sit quietly, frame it as a competition or challenge, preferably with a reward for success.
- Likely stubborn, A may refuse to give in or change their ways without an incentive. Use rewards or consequences to change A's behavior.
- Empathy may be difficult for A. If A hurts someone's feelings, intentionally or not, pause to ask A why the person felt hurt and how to handle the situation better next time.
- A may not believe in rules or authority. Set explicit rules for A, establish consequences for breaking those rules, and enforce them consistently.
- A likes having the power to make their own choices. Rather than force a decision on A, present two options and briefly explain the consequences of each.
- A remembers big-picture ideas and instructions but likely forgets the details. If you want A to follow directions, give short, direct commands.



A's relationship habits

As our children mature, their relationships grow beyond our sphere of influence and observation. We, of course, try to model and nurture habits that will help our children become good friends, good students, good workers, and good citizens. However, our children's styles will shape their relationships in ways that go beyond our control.

The habits of communication, collaboration, and decision making that your child develops now can shape how they navigate relationships as teenagers, young adults, and perhaps even as parents. Below, you'll find some of the interpersonal strengths and weaknesses associated with your child's bird style. Awareness of these can help you guide your child through the joys and challenges of dealing with people.



Relationship Habits:

- A may not remember to show appreciation for others or know how to do it well.
- A is likely to build friendships around shared activities and goals.
- A may express judgment toward people who feel differently, rather than try to understand the feelings of others or find a happy medium.
- A may be aggressively independent. A doesn't want to depend on others for anything.
- A may refuse to share toys or pass the ball in sports. The benefits of collaboration might not be clear to A.
- A may refuse to admit wrongdoing in a conflict or refuse to apologize, even if the other party does.



Keeping A safe

Of all the responsibilities we bear as parents, none is more important than looking after the safety, health, and well-being of our children. No matter how attentive we are though, our kids eventually suffer physical injury and emotional pain. And at some point, our children may cause others to feel pain, by intention or by accident. Sadly, these are unavoidable parts of life.

Awareness of your child's style can help you anticipate some of the ways your children may endanger their own safety or that of others.



Safety:

- Telling A not to do something will encourage A to try it, just because you said no.
- A tends to end friendships in abrupt, unsympathetic ways. Doves are likely to be hurt by A.
- A may push other kids into taking risks. A can be domineering and demanding.
- A is at risk of bullying other children. A may take inner pain and struggles out on others.
- A is more likely than other styles to use physical force. Roughhousing can go too far.
- A tends to be a daredevil. Supremely confident, A may think nothing can go wrong.



Action planning for A's parents

What parenting behaviors do you currently display that demonstrate you understand A's style-driven needs?

As a parent, what do you need to start doing so that you honor A's unique style?

What do you need to stop doing, so you refrain from trying to turn A into someone else?

How can you help A build better relationships?

How can you parent A to help ensure safety and security?



Teaching to the four bird styles

In this report, you have learned about the Eagle, Parrot, Dove, and Owl bird styles. Now, it's time to examine style from the perspective of an educator or coach. How can you bring out the best in A by tapping into the power of style?

Every classroom presents a unique style dynamic. Some students work well together and others clash. Likewise, some students respond well to your natural style, and others might not. Different styles present different challenges.

Eagles, for instance, are inclined to challenge authority. They have nothing against you personally. They just seek power and therefore clash with whoever is in charge. They may test you to find out where the boundaries are. But if you can harness an Eagle's drive for achievement, you can bring out their best and temper more disruptive behaviors.

Parrots, on the other hand, love attention and will speak whether you've called upon them or not. They enjoy laughs from their peers and praise from you. And most of all, they want to have fun. By adding creativity, games, and collaboration into classroom activities, you might engage Parrots in rigorous learning without triggering their disdain for rote schoolwork.

Doves, often the quiet listeners and diligent notetakers, might seem easier to manage. Yet they may struggle in classes that demand out-loud participation or that subject students to high-pressure, timed tests. They're much more likely to participate in small groups or when they can speak with you one-on-one. They thrive when they feel understood and supported.

Owls want independence and time to solve interesting problems. But without specific directions and chances to ask questions, Owls might feel stressed and unmotivated. Owls also struggle in group projects, where they worry about losing control over the outcome. Part of teaching Owls is helping them find a balance between perfectionism and forward progress.

You can't control which bird styles fill your classroom. However, as you gain awareness of each student's style, your ability to motivate and manage the classroom will improve. How you feel during class and the way you execute lessons might change in significant ways.



Teaching A: Overview

Let's take a bigger-picture look at A's bird style.



Teaching:

- A probably prefers to work alone and doesn't want to count on classmates. Achievement is an individual rather than team pursuit for A.
- A probably seeks out positions of importance or prestige. For instance, becoming the team captain or lead actor could be incredibly important to A.
- A is likely to give short, confident answers to your questions. You may have to push A to elaborate on the reasoning behind the answers.
- A is likely to grasp the big picture but overlook the details and ignore directions. In risky activities like science experiments, A may need closer supervision.
- A may respond to other students bluntly. A is likely to upset other students without intending to do so.
- A feels motivated by competition. Points, awards, grades, teams, and win-lose challenges can drive A to work hard.
- A is likely to boss other students around. A will need to work on listening to others and incorporating their opinions into group decisions.
- A may come across as serious in class, especially when there are high stakes. Tests, for example, may bring out intense determination from A.



Teaching or coaching A

When you meet students on the first day of school or at the first practice, you size up their bird style automatically. You can tell who is loud and who is quiet, who causes trouble and who follows rules, who does their homework and who doesn't, who collaborates well and who bickers. Without even meaning to, you pick up on the Eagles, Parrots, Doves, and Owls. Of course, those students size you up too! Are you flexible or rigid? Do you grade easy or hard? Do you laugh at mischief or send kids to the principal's office?

Managing 20+ styles in one room is no easy feat. The more you know about each bird style and how they tend to interact, the better you can motivate students, anticipate their weaknesses, and create an effective learning environment. Below, you will find some tips for managing A's style.



Teaching and Coaching:

- A is driven by goals and achievements. Use grades, points, awards, and other accolades to focus A's attention.
- A is likely to squabble and bicker with other kids and compete for dominance. Be alert to bullying behavior from A and be firm about stopping it.
- A responds best to short, clear directions. If you give long, detailed instructions, A is likely to tune out.
- If you make a rule, A is likely to test it first. Be explicit about your rules and the consequences for breaking them. Don't make exceptions for A.
- A will rush through work and rarely second guess anything, even if there's no time limit. Teach A to check their work and revisit difficult questions.
- A probably hates losing and will do anything to win. Use competitions to motivate A, but be aware that fear of losing might cause A to break rules or behave aggressively.

How A interacts with others

One of the most difficult parts of teaching and coaching kids is managing their relationships. Some kids bond tightly and work brilliantly together. Others clash. Some kids seem detached and isolated. Others reach out to those kids to make them feel welcome. With so many distinct styles in one room, there's potential for magic—and chaos.

Here, you can find some pointers on how A is likely to interact with other students.



Interacting with Others:

- A is likely to escalate conflicts rather than defuse them.
- A takes action, always ready to shoot the ball, speak on behalf of the group, and make fast decisions under pressure.
- A tends to assign blame to others rather than take responsibility for mistakes.
- A can repel other kids with self-confidence if it ratchets up into arrogance.
- A can be blunt and impatient with other kids and does not fear being disliked.
- A may clash with anyone who competes for dominance, including other Eagles.



Providing feedback to A

In school and extracurricular activities, students gain self-awareness and grow through feedback. That feedback can come in many forms—grades, marked-up essays, conversations, wins, and losses. The way students respond to feedback has a lot to do with their bird style. Eagles, Parrots, Doves, and Owls may make the same mistakes, but that doesn't mean they'll respond well to the same feedback.

Below, you'll find principles and strategies for giving constructive feedback to A. You'll also find ideas on how A is likely to respond to forms of feedback that go beyond your control.



Feedback:

- When recovering from injuries, A struggles to follow medical directions and may try activities too soon.
- A judges feedback based on whether it can lead to achievement or help impress others.
- A always wants the most effective, direct way to improve and expects quick, noticeable results.
- During a plateau in performance, A may resist help and try to do more of the same until it leads to burnout.
- A tends to blame failure on others out of anger. A needs to calm down before becoming open to feedback and self-reflection.
- A bounces back well from setbacks. A wants to prove everyone wrong and reclaim glory.



Action planning for A's teachers and coaches

What teaching or coaching techniques are you currently employing that demonstrate you understand A's needs?

How can you better honor A's unique style?

What do you need to stop doing, so you refrain from trying to turn A into someone else?

How can you help A to improve relationships?

How can you provide feedback in a way that will resonate with A's unique style?



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The Assessment Industry's Past and Present

Assessments have been used since the mid-20th century, initially relied upon by Fortune 500s, calculated by highly skilled PhDs and produced by only a handful of trusted developers. With the advent of the internet in the 1990s, the ability to produce, market, and sell assessments became exponentially easier and less expensive. Since then, it has developed into a kind of “global cottage industry” with hundreds of new assessment developers, producing thousands of different assessments. Each developer purporting its assessments to be scientifically accurate instruments - sold, resold and used by individuals and organizations of all kinds; including many of our largest institutions like Fortune 500s, major universities, world governments, and even military. Frighteningly, this “global cottage industry,” which produces data relied upon by millions, is entirely unregulated with nothing to ensure its consumers are receiving what they are being told and sold. There are zero requirements, safeguards, laws or regulations ensuring the consumer receives a scientifically accurate instrument - or even what the developers and sellers claim.

The Solution? Independent & Verifiable Testing by a Qualified Institution

The *Assessment Standards Institute (ASI)* provides our assessments with verifiably objective testing and reporting that meet standards set by the [American Psychological Association \(APA\)](#) and the [Equal Employment Opportunity Commission \(EEOC\)](#). This battery of tests is both voluntary and verifiably transparent. Our goal? To ensure this assessment's professional merit and scientific accuracy for you, the user. These reports are readily available upon request and include:

Construct Validity ([APA Standards](#))

Construct validity is one of the most central concepts in psychology. It is the degree to which a test measures what it claims, or purports to be measuring. Researchers generally establish the construct validity of a measure by correlating it with a number of other measures and arguing from the pattern of correlations that the measure is associated with these variables in theoretically predictable ways.

Reliability - Cronbach's alpha ([APA Standards](#))

This technique is regarded as one of the most robust measures of reliability and presents the highest 'bar' from which to compare. The readers should note that Cronbach's alpha is the method selected for this instrument, because of its high standards. The reader is encouraged to compare reliability coefficients presented herein to other vendors, and also to ask those vendors which reliability formulas they used to compute their reliability coefficients. Cronbach's alpha is a measure used to assess the reliability, or internal consistency, of a set of scale or test items. In other words, the reliability of any given measurement refers to the extent to which it is a consistent measure of a concept, and Cronbach's alpha is one way of measuring the strength of that consistency.

Disparate Impact ([EEOC Guidelines](#))

Employers often use tests and other selection procedures to screen applicants for hire and employees for promotion. The use of tests and other selection procedures can be a very effective means of determining which applicants or employees are most qualified for a job. However, use of these tools can also violate the EEOC Guidelines if they disproportionately exclude people in a protected group by class, race, sex, or another covered basis. Importantly, the law does allow for selection procedures to select the best candidates based on job related requirements. If the selection procedure has a disparate impact based on race, color, religion, sex, or national origin, the employer is required to show that the selection procedure is job related and consistent with business necessity. If discrimination exists, the challenged policy or practice should therefore be associated with the skills needed to perform the job successfully.

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