

USING THE READING GRAPHS AND PEOPLE SHEET

The *Reading Graphs and People Sheet* was designed for two reasons: to help people interpret graphs of others and to quickly create a mental graph of another person so they can interact with them effectively.

The *Reading Graphs and People Sheet* allows an individual to look at a person's plotting points both above and below the 50% energy line or midline, giving them a good representation of the whole graph rather than just those plotting points above midline.

The *Reading Graphs and People Sheet* is designed so that the emotions of each DISC style are written immediately above and below the D, I, S, and C letters in the center of the page for quick reference. Immediately above and below the emotions are indicators of behaviors of each of the styles.

There are eight areas of a DISC graph, four continuums above the midline and four below the midline. A person will only have a presence in four of these eight areas. Locate each of the four plotting points on the graph being interpreted and look at the corresponding area on the *Reading Graphs and People Sheet*. You will then be able to quickly identify behaviors that relate to that portion of the graph. The combination of the four areas identified is the total interpretation of the graph.

You can also quickly create a graph of a person using the *Reading Graphs and People Sheet*. After you become familiar with all the indicators, you can ask the following question for each of the D, I, S, and C areas. Is the person above or below midline in this area? The answer can be developed in a few seconds and is your perception of the individual's behavior. You can then create a graph of the individual. You will not be able to determine the exact intensity of the points, but knowing the general area where they are will help you in using style flexibility to interact in the best manner possible.

When using the *Reading Graphs and People Sheet* for interpreting Team Graphs, there are a number of items to discuss. Remember there are eight DISC areas to discuss on the combined graphs page, four above midline and four below midline. Are the combined graphs concentrated in some of the eight areas? Is there an absence of people in some of the eight areas? Do you have more presence of behavior above or below midline in each of the four areas? After determining these answers, you can use the *Reading Graphs and People Sheet* to give descriptions of the team.

An example team would be an accounting group, which is often high in the S and C area and low in the D and I area. We would look at the *Reading Graphs and People Sheet* for the indicators of behavior in these four areas. Next we would look at the four areas where the team did not have a presence; the high D and I area and the low S and C area. Again we would look at the *Reading Graphs and People Sheet* and see what behaviors this group may need to discuss about their team. Because they do not have a presence in a specific area, what does the group need to do to compensate for the absence of the corresponding behaviors. As an example, if the group is all low I, it may be an indication that communication could be improved. This would lead to a discussion among team members about how to compensate or use style flexibility to overcome the area of need. The discussion would continue about each DISC continuum on the graph.