

KIDS DISC PROFILE

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



WHICH BIRD(S) ARE YOU?

Report For: **Matthew Sample**

Date: **2/28/2022**

Matthew's style



About this report

Welcome Matthew!

Matthew, 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 how God uniquely created you with your strengths and talents. In this report, we will call this your "superpower", and we are going to help you become the best you that you can be by understanding more about yourself and others.

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

For Matthew'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 Matthew needs from you to thrive.

For adults who are familiar with DISC behavioral styles, you will see that the birds shown here represent the four styles: D for Dominance = Eagle, I for Influencing = Parrot, S for Steadiness = Dove, and C for Conscientious = Owl. By identifying with one or several of the birds, this report will help kids develop a strong sense of self and positive, healthy relationships with others.

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

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Hey! Who are you?

Matthew, 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 awesomely and wonderfully made.**
- ✓ **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.



Introduction

Report for Matthew Sample

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 Matthew Sample

Motto:
I got this!



EAGLE



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



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 Matthew Sample

Motto:
Let's help each other!



DOVE

-  **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

Motto:
Be smart about it!



OWL

-  **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.

Introduction

Report for Matthew Sample

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

Are you ready to learn about yourself?

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?



Matthew's bird style

Matthew's style

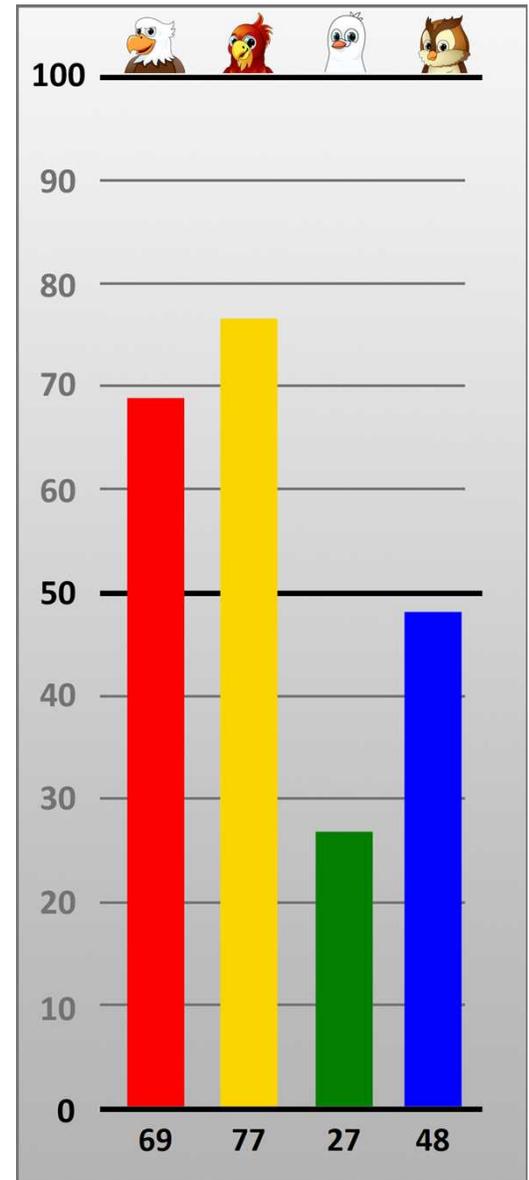


Notice how the graph to the right shows that you have some bird styles that are stronger than others. That's true for everyone. The higher the point on the graph, the more you show that bird style. The lower the point, the less often you show that style. Of course, you can be any bird at any time, but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

Matthew'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.

The Parrot style is enthusiastic, smiley, and social. You love to talk, laugh, and joke around with others. You probably like to try new things and have lots of interesting ideas. Parrots love to be the life of the party.



Matthew's bird style

Matthew, you are filled with determination and energy! A combination of the Eagle and Parrot, you have an appetite for big, ambitious challenges and are ready to take on the world. Competitive, playful, and filled with ideas, you can talk others into doing almost anything, and you are probably not afraid to take risks!

Your superpower is getting results and making things happen. You help people see the bright side of trying new things. You don't wait for the class or team to think the way you do. You can lead the group where you want it to go. You work hard and play hard. You can get bored easily, like variety, and enjoy trying new things. Risk-taking is usually fun and you want to experience everything the world has to offer.

At home, your parents might think of you as stubborn and you may not always agree with them. They want you to do homework before dinner, but you'd rather go outside. They say it's time to clean your room, but you tell them that you know where everything is and that doesn't sound fun at all! You don't want to be bossed around—or worse, bored. Rules are the worst! Although you might have some of these conflicts, you love to have fun with family and friends, especially through competition. An intense board game or race is exciting.

At school, you may feel like there are too many rules and too many things you're forced to do that don't seem important. You like teachers who challenge you, and you don't like sitting quietly and listening all day long. You like working in groups, and you probably take charge and tell other kids what to do so you can move faster and finish sooner.

In your extracurricular activities—things like sports, arts, theater, school clubs, and volunteering—you like to compete, but you also enjoy being part of a team (and it's best if you can lead). Games with winners and losers are exciting and motivate you to try hard. You may feel annoyed if other kids don't take their responsibilities seriously. Your favorite coaches push you and demand results. But they might have to give you the same advice many times before you try it but you won't back down from a challenge.

Like all superpowers, your ability to get results and make things happen comes with some challenges. The biggest one is listening. You know what you want and speak up for it, but sometimes you stop paying attention to what others are saying once you've made up your mind. Being told what to do or how to do something can be frustrating for you. You like to find your own way and often that way is very creative. Try to remember that sometimes other people can help you get even better results. To improve, you might have to change how you do schoolwork, change how you play on the sports field, or change your attitude. Listen to the advice of others. If you respect other people's needs and opinions, you will be more likely to get what you want.

A second big challenge is remembering that life is about more than achievements and winning. You may feel frustrated if a test score is lower than you expected or if your team loses a game. Remember, you have the power to make things happen, but that doesn't mean everything will always happen the way you want. Reflect on your actions and be open to feedback. Mistakes are a chance to learn and improve.

The third challenge is to think about other people. Sometime stubbornness can be fun and not giving in almost feels like a game! But those arguments with your parents, siblings, friends, teachers, and coaches might not be fun for them. Sometimes, they just need you to go with the flow. When you accept the rules and show respect toward others, they'll want to give you more freedom in return! You have to earn that responsibility first, though. You don't have to challenge everything you don't like. You can't always be in charge, and that's ok. It might bug you, but the best Eagle/Parrots in the world need mentors—more experienced people who share their skills and secrets. If you're willing to listen and learn, adults in your life can become great guides to help you make your wishes come true.

Matthew, your ability to get results is truly a superpower. Your Eagle/Parrot style is filled with so much determination and adventurousness. Believe in your ability to accomplish big things and follow your dreams. When something really matters, you won't give up! People admire that part of you and are excited to see all that you accomplish and will look to you for leadership.

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:

- Give other students the chance to speak when working on group projects.
- Practice listening and taking notes in class, especially if you think it's boring.
- Show leadership when you work in a group. Talk about who should do what.
- Keep people focused on the goal of your assignment.

Don't:

- Don't interrupt your teachers or classmates. Let everyone finish what they have to say before you speak.
- Don't drag your group off topic! Stay focused on what the teacher asked you to do.
- Don't always take the best parts of a group assignment.
- Don't break rules because you think they are silly or unnecessary.



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:

- Apologize when you have done something wrong instead of trying to talk your way out of it.
- Be happy for your siblings when something special happens for them. You would want them to be happy for you!
- Listen carefully when your parents tell you to do something.
- Remember that rules apply to you too! You don't get special treatment.

Don't:

- Don't break rules because you want to have fun.
- Don't just take things that belong to your parents or siblings! Ask for permission first.
- Don't try to rush or fake chores like cleaning your room. Eventually, your parents will notice.
- Don't make a mess and expect others to clean it up.



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:

- Compete and strive to do your best! There's nothing wrong with trying to win and succeed but remember to have fun too.
- Make sure you play by the rules of the game.
- Let others play a leadership role on the team.
- Cheer for your friends when they win. You'd want them to cheer for you!

Don't:

- Don't talk to others while your teacher or coach is providing guidance.
- Don't cross the line into being disrespectful or disruptive! Coaches need you to listen and behave.
- Don't laugh or get upset when teammates make mistakes. That's how we learn!
- Step up when coaches ask for a volunteer! You will motivate people with your courage.



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.



Information for You

Report for Matthew Sample

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

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

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

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



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

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

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 Matthew

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 Matthew. 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 Matthew Sample

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.

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



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 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



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



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



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



Parenting:

- Matthew is likely a risk taker. In words or deeds, Matthew sees how far boundaries, rules, and norms can be pushed.
- Matthew probably talks a lot and may forget to listen. Matthew prefers to think out loud in conversation with others, rather than mull over ideas quietly.
- Matthew prefers immediate feedback. This ensures that Matthew can get fast results, achieve objectives, or win.
- Matthew may speak bluntly in situations where others would soften their words or not say anything at all. As a result, Matthew might upset others without meaning to be hurtful.
- Matthew is probably stubborn. You may find it difficult to change Matthew's behaviors, beliefs, and habits without offering an incentive.
- Matthew can be disorganized. Keeping a tidy room, staying on top of school deadlines, and remembering plans with friends might be a struggle for Matthew.
- Matthew cares about outwards signs of accomplishment. Points, stickers, awards, trophies, and grades may mean a lot to Matthew.
- Matthew savors being the center of attention. While that can be a force for good, it can also make Matthew more susceptible to peer pressure.



Parenting tips for Matthew

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:

- Matthew may not believe in rules or authority. Set explicit rules for Matthew, establish consequences for breaking those rules, and enforce them consistently.
- Matthew probably forgets responsibilities or waits until the last second to do them. Help Matthew develop a simple system for remembering chores, like a family whiteboard with a to-do list.
- Matthew probably doesn't like to play alone and might struggle with individual activities like reading and homework. To help Matthew practice these skills, make it a game with a timer and rewards for long stretches of uninterrupted focus.
- Matthew remembers big-picture ideas and instructions but likely forgets the details. If you want Matthew to follow directions, give short, direct commands.
- Matthew tends to act first and think later. When Matthew is excited about a risky idea, ask questions about what could go wrong to help Matthew develop better risk management skills.
- Matthew may talk a lot but struggle to listen. If you give directions, ask Matthew to repeat them back to you to check whether the information was understood.



Matthew'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:

- Matthew can be impulsive, especially when doing so can draw out laughs and approval from peers.
- Matthew craves attention from others and may have conflicts with anyone else who seeks attention from the same group of people.
- Matthew is likely to show up late after getting consumed by something fun. However, Matthew will act like being late is no big deal, which can annoy others.
- Matthew may refuse to admit wrongdoing in a conflict or refuse to apologize, even if the other party does.
- Matthew may be very independent. Matthew doesn't want to depend on others for anything.
- Matthew may not remember to show appreciation for others or know how to do it well.



Keeping Matthew 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:

- In sports, Matthew tends to be aggressive. Matthew is likely to crash, collide, or tussle in attempts to win.
- Matthew may do somewhat dangerous, inappropriate, or silly things just for attention.
- The threat of punishment is not a deterrent to Matthew, who will get over it quickly.
- Matthew will rarely act as the voice of reason or logic. Matthew will more often encourage others, even in risky behavior, rather than stop them.
- Matthew is great at persuading other kids to join in mischief. Matthew is often the ringleader.
- Telling Matthew not to do something will encourage Matthew to try it, just because you said no. Tell them what they can do instead.



Action planning for Matthew's parents

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

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

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

How can you help Matthew build better relationships?

How can you parent Matthew 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 Matthew 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.

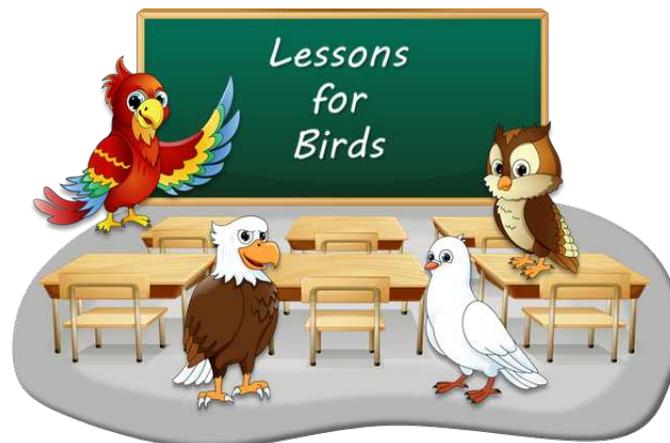
Eagles, for instance, are inclined to challenge authority. They have nothing against you personally. They just seek power and therefore clash with whoever is in charge. They may test you to find out where the boundaries are. But if you can harness an Eagle's drive for achievement, you can bring out their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

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



Teaching:

- Matthew probably engages in discussions but struggles to listen to other students and respond to their ideas. Matthew says whatever comes to mind and may interrupt others.
- Matthew is likely to give short, confident answers to your questions. You may have to push Matthew to elaborate on the reasoning behind the answers.
- Matthew probably seeks out positions of importance or prestige. For instance, becoming the team captain or lead actor could be incredibly important to Matthew.
- Matthew is likely to boss other students around. Matthew will need to work on listening to others and including their opinions into group decisions.
- Matthew feels motivated by competition. Points, awards, grades, teams, and win-lose challenges can drive Matthew to work hard.
- Matthew might struggle to keep track of information and meet deadlines. Matthew may need help developing organizational skills and notetaking techniques.
- In group work, Matthew likely prioritizes having fun over getting work done. You may need to nudge Matthew to stay on track.
- Matthew probably expects quick results. Gradual, long-term plans for improvement will test Matthew's limited patience.



Teaching or coaching Matthew

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 Matthew's style.



Teaching and Coaching:

- Matthew probably doesn't think that arriving late or submitting work late is a big deal. Be explicit about the penalties for late work and don't budge when Matthew tries to talk you into an extension.
- Matthew will rush through work and rarely second guess anything, even if there's no time limit. Teach Matthew to check the work and revisit difficult questions.
- Matthew may be disorganized and struggle to remember responsibilities and homework. Ask Matthew to write down assignments somewhere and check in frequently to ensure that Matthew is staying on top of long-term deadlines.
- In group projects, Matthew probably takes charge. If Matthew is bossing peers around, intervene by asking the other children to share their opinions and how they think the workload should be divided.
- Matthew responds best to short, clear directions. If you give long, detailed instructions, Matthew is likely to tune out.
- If you make a rule, Matthew is likely to test it first. Be explicit about your rules and the consequences for breaking them. Don't make exceptions for Matthew.



How Matthew 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 Matthew is likely to interact with other students.



Interacting with Others:

- Matthew tends to assign blame to others rather than take responsibility for failures.
- Matthew may distract or annoy other kids—especially Doves and Owls who don't like commotion.
- Matthew needs to be the best at something and makes sure everyone else knows it, especially if there is a trophy or award involved.
- Matthew may conflict with others who compete for dominance and attention including others with similar styles.
- Matthew tends to be a leader and likes being seen as someone who is important, respected, and liked.
- In groups, Matthew often drowns out the voices of Doves and Owls by speaking rather than listening.



Providing feedback to Matthew

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 Matthew. You'll also find ideas on how Matthew is likely to respond to forms of feedback that go beyond your control.



Feedback:

- Matthew needs to make training, practice, and improvement fun. Matthew won't stick to it, if it seems boring.
- Matthew does not absorb heavy loads of feedback. Matthew needs to receive it in small, memorable bits.
- Matthew always wants the most effective, direct way to improve and expects quick, noticeable results.
- Matthew judges feedback based on whether it can lead to achievement or help impress others.
- Matthew needs to make training, practice, and improvement fun. Matthew won't stick to it, if it seems boring.
- Matthew bounces back well from setbacks. Matthew may want to prove others wrong and seeks to reclaim glory.



Action planning for Matthew's teachers and coaches

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

How can you better honor Matthew's unique style?

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

How can you help Matthew to improve relationships?

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



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- Assessment Standards Institute

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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