

KIDS DISC PROFILE

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



WHICH BIRD(S) ARE YOU?

Report For: **Owen Sample**

Date: **5/4/2022**

Owen's style



About this report

Welcome Owen!

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

For Owen’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 Owen 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 Owen, it’s time to take flight and discover who you are!

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Hey! Who are you?

Owen, 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 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.



I will give thanks to you, for I am awesomely and wonderfully made; ...

Psalm 139:14 NASB

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 Owen 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

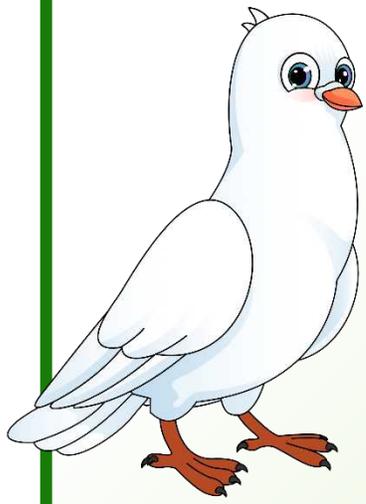
Details

Boring routines

Introduction

Report for Owen 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



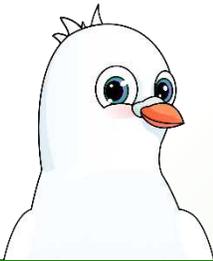
In the wild, Eagles are wired for the big picture and often claim a territory that spans a great distance. They're in charge! They're all about certainty, authority, and confidence. Without hesitation, Eagles can dive out of the sky and seize their prey in mid-flight. Eagles are so driven to achieve 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.

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?



Owen's bird style

Owen's style

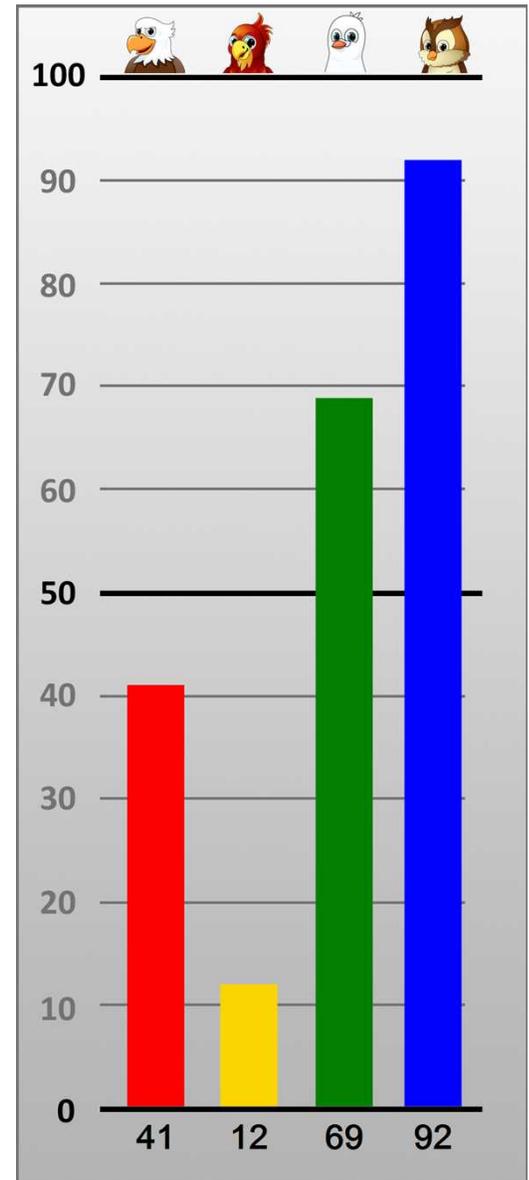


Notice how the graph to the right shows that you have some bird styles that are stronger than others. That's true for everyone. The higher the point on the graph, the more you show that bird style. The lower the point, the less often you show that style. Of course, you can be any bird at any time, but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

Owen's style description

The Dove style is thoughtful, helpful, and caring. You love to do nice things for others and probably think about how they feel. You always try to help when you can. Doves have big hearts and can be counted on to be warm and friendly.

The Owl style is precise, analytical, and careful. You have a thoughtful reason for everything you do and say. You are probably pretty organized and like to plan ahead. Owls want to learn everything they can before making decisions.



Owen's bird style

Owen, as a powerful blend of both Dove and Owl, you are a deep thinker with a sensitive heart. You have many questions about the world and have the patience to find answers. You're especially curious about both how people and things work. Why do people do the things they do? How does this gadget or machine operate? Your superpower is critical thinking—asking the deep and difficult questions before making decisions or forming your beliefs.

At home, you might be quieter than your family. They may talk and need to be doing things all day, but you're happy to sit quietly—maybe with a book, puzzles or games, an interesting hobby, or just your thoughts. It may frustrate your parents that you take your time doing things that they want done quickly. But if you're going to do something, you want to do it right!

In school, you are likely curious about many things! Science, technology, and math might be great because there are rules and steps to follow to get the right answers. However, when teachers ask you to be creative—to invent a story or draw something that isn't real—you might feel a little less comfortable. You may like thinking outside the box, but you also want to be sure you are doing it correctly. You might even want to ask your teachers lots of questions about what they expect: "How are they grading? When is the assignment due? Why are we learning this?" In big classroom discussions, you may feel hesitant to speak or ask questions. You prefer to plan what you'll say, but if the teacher moves too fast, there may not be time before the class has moved on to the next topic. Ugh.

In extracurricular activities—things like sports, arts, theater, school clubs, and volunteering—you like to think things through, practice and prepare. It's rewarding to study and prepare for what's coming with a specific way of doing things and a back-up plan, just in case. Once you've mastered the process, you'll feel more confident about doing the same things again, even when under pressure. Although you like being taught new things by your coaches, you don't like when they get impatient or rush you. You need time to think about how to do what is expected and make sure you can repeat the process successfully. You may find that individual or small-group activities work better for you than being on a big team and would rather interact with just a few people, not large, noisy groups.

Like all superpowers, critical thinking comes with some challenges. One of these challenges has a catchy name: "analysis paralysis." It means that sometimes you think SO hard about decisions that you can't decide and don't do anything. This can make it hard to finish schoolwork on time or to speak up when something is important. This can also be exhausting! You may spend so much time trying to make one decision that you have no energy left to get other things done.

A second challenge is related - letting things go. Sometimes, the people we love and respect don't treat us the way we want to be treated. They might tease us or make jokes we don't like or that seem hurtful. You may think a lot about why people do these things and feel sad and hurt. It might take a long, long time to let those hurt feelings go and to stop trying to figure out what went wrong. However, the sooner you can learn to let go, the sooner you can get back to enjoying life!

A third challenge for critical thinkers is worrying about the future. You're good at figuring out what could go wrong before you act, but that can make the world seem like a scary place. If you raise your hand to speak in class, will people like your question or make fun of you? If you invite a new friend over to play, will they say yes or no? Will they have fun? Worrying about all the possibilities of what can go wrong takes a lot of energy, and most of the time, the things we worry about won't even happen! Learn to balance those thoughts by thinking about all the things that can go right!

Owen, the beauty of being a critical thinker is seeing people, places, and situations as they really are and understanding all the possibilities of what could be. Other bird styles don't necessarily ask such deep questions or make the careful observations that you do. Throughout your life, people may be very curious to know what you think. Although it can be scary to share these thoughts, your perspective is a gift to other people. Let your superpower shine!

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:

- Allow the group to disagree when working on a project. Sometimes, different opinions lead to creative outcomes.
- Try to answer tough questions even if you're not 100% sure of the answer. Remember, not everything has only one right answer.
- Be willing to try new things when working on projects. It's good practice to stretch ideas once in a while.
- Ask teachers for directions or advice when you're not sure how to do an assignment.

Don't:

- Don't wait for others to make suggestions or decisions. Share your ideas!
- Don't feel discouraged if teachers correct something you did. They want to help you improve!
- Don't try to make your homework assignments so perfect that they take hours to complete.
- Don't take on ALL the work or change what everyone does because you think it should be different.



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:

- Accept that your parents may not have all the answers.
- Encourage your family to follow the rules of games. Help them learn the proper way to play.
- Respectfully and politely tell people when they are asking you to do something you don't want to do.
- Speak up if your parents or siblings accidentally hurt your feelings. They may not realize it!

Don't:

- Don't avoid kids just because they want to play something different from you. Compromise is important in all relationships.
- Don't tattle on siblings until you've tried encouraging them to behave differently.
- Don't be bothered when other siblings are very talkative.
- Don't get annoyed when siblings aren't as neat and organized as you are.



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:

- While it's not always about winning, it can be fun to win! Try to master a skill that helps you and your team succeed.
- Practice your plays, skills, and lines until they stick! Being prepared will serve you well.
- Be vocal while playing the game - if you are going to make the play, like catching the ball in baseball, let your team know.
- Listen to your coaches but respectfully ask them questions about what they're teaching and why if you don't understand.

Don't:

- Don't reject your coaches' advice until you give it a try! Be willing to test it for yourself.
- Don't be upset if you do something that gets in the way of winning. That's part of the game.
- Don't cling to what you practiced if it doesn't work! In sports especially, learn to adapt and be flexible.
- Don't be too hard on yourself if you struggle with a new activity. It takes time to learn!



Adaptability - How to love like Jesus

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 **adapt or flex your behavior**. So how can we flex our bird style to build better relationships with others?

When you adapt your behavior to meet the needs of others you begin to love like Jesus. Have you ever had a family member, or friend do something or give you something that made you feel loved – maybe it was a word of encouragement or help finishing a project or just a hug? Jesus wants everyone to know they are loved, so he reminds us to think of others before we think of ourselves

As you learn how to use all four birds styles—*Eagle, Parrot, Dove, and Owl*—you can switch birds to meet the needs of others. This is called **ADAPTABILITY**.

On the next page, we give you some suggestions.



Information for You

Report for Owen Sample

Owen, 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 Owen

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?

I can do all things through Christ who strengthens me.

Philippians 4:13 NKJV



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 Owen. 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.

Start children off on the way they should go, and even when they are old they will not turn from it.

Proverbs 22:6 NIV

Information for Your Parents/Guardians

Report for Owen 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 Owen's bird style. The following bullets offer a high-level overview of Owen's style that will get you started.



Parenting:

- Owen may feel unacknowledged. While Owen may not like the spotlight, it's important to recognize Owen's contributions and successes in private.
- Owen is likely uncomfortable with pressure and hasty decisions. Owen needs time to think through words, actions, and choices methodically.
- Owen probably finds comfort in habits, traditions, and consistency. Moments of intense change might be difficult for Owen, even when they lead to good outcomes.
- Owen likes to have a plan for everything! Knowing what to expect provides comfort.
- Owen appreciates privacy and companionship. Owen has probably developed one or two close friendships, preferring tight relationships to a broad but shallow social network.
- Owen likely shows perfectionist tendencies. Owen may invest an extraordinary amount of time into preparing for tests, refining school projects, or practicing sports techniques.
- Owen likely struggles with critical feedback. Because Owen internalizes criticism, it may impact Owen's self-esteem.
- Owen likely enjoys spending time alone. However, Owen may appreciate friends who are willing to collaborate on challenging puzzles, games, and problems that Owen cares about.



Parenting tips for Owen

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:

- At home, Owen is likely content to play alone or with one person. Try to provide Owen with time and space for that calm, predictable opportunity to unwind.
- Owen likes having control over routines, possessions, and personal spaces. If that control begins to infringe on another family member's freedoms, explain the situation and discuss some alternatives.
- Arguments and conflicts intimidate Owen and often lead to silence, tears, or passive aggressiveness. Avoid showing anger and try to calmly discuss the conflict in terms of how Owen feels, what happened, and why.
- Owen may ask lots of "How?" and "Why?" questions. If you don't know the answer, don't make something up. Instead, try to help Owen find the answer.
- Owen is likely averse to taking risks. When Owen resists trying something new, talk through it patiently. Having that discussion openly can help Owen overcome or accept fears.
- Solving problems and improving things is motivating to Owen. Give Owen the time and space to work uninterrupted on those challenges.



Owen'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:

- Owen will use qualifying words (e.g., maybe or perhaps) to minimize the risk of disagreement or conflict.
- Owen tends to bond closely with one or two best friends and expects a lot from those relationships.
- Owen is collaborative but says yes too easily and may end up feeling upset about doing so much work.
- Owen usually connects easily with peers who share the same interests and hobbies but may struggle to connect closely with dissimilar people.
- Owen tends to be conflict-averse and may bottle up negative emotions rather than risk a conflict or disagreement.
- Owen tends to hold grudges for a long time. Something said years ago may upset Owen today.



Keeping Owen 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:

- Owen may be afraid to push hard in sports or extracurriculars for fear of failure.
- Owen can seem panicked or helpless in emergencies where action is key. Be sure the expectations of what to do are clearly explained.
- Owen may try to talk friends out of making rash or poor decisions.
- When Owen is mistreated by others, Owen may turn the blame inward, thinking they somehow deserve it.
- Owen is unlikely to trust strangers and is very likely to prefer to be alone, even with people they know.
- Owen may be targeted by bullies who figure out how to push Owen's buttons.



Action planning for Owen's parents

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

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

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

How can you help Owen build better relationships?

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

Let all that you do be done with love.
1 Corinthians 16:14 NKJV



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 Owen 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 Owen: Overview

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



Teaching:

- Curiosity is probably a strong motivator in school. Owen may obsess over one or two subjects, but show less passion for others, and may not put in the same effort for all classes.
- Owen is probably most comfortable with essays, stories, and other private assignments. Owen doesn't want to be judged by an audience.
- Owen can be upset easily. Some students might respond well to teasing from their peers, but Owen probably will take it personally and feel hurt.
- Owen likely prefers to work alone and may not trust other students to work with the same attention and care for details. In groups, Owen may take on all the work as a result.
- Owen is likely to show perfectionist tendencies. As a result, Owen may struggle to complete activities like tests and science experiments within the allotted time.
- Owen may be afraid to speak up in front of a big group. Owen is likely to participate more in small-group conversations than in whole-class discussions.
- Owen tends to process thoughts individually. Owen won't raise a hand to speak without forming thoughts first and rehearsing how to express it.
- Owen is likely to be interrupted by other students. You may need to protect Owen's speaking time and coach Owen to be more assertive when others interrupt.



Teaching or coaching Owen

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 Owen's style.



Teaching and Coaching:

- Owen probably does not handle pressure well. Help Owen develop strategies for managing timed tests, class presentations, and other performance-based evaluations.
- Owen is routinized and methodical. Owen will follow directions exactly but ask many questions if the directions have any ambiguities or unspoken steps.
- Creative and subjective work may be tough for Owen. Be explicit about the criteria you use to grade creative work and try to give examples so that Owen can understand your system.
- Owen does not like being called on randomly. Give Owen the choice of when or if to engage, and speak privately with Owen if lack of participation becomes an issue.
- Owen tends to be uncomfortable with change, even something as simple as new seat assignments. Try to give Owen a heads up about changes rather than announcing them suddenly.
- Owen probably prefers to listen rather than speak. If you give Owen enough time to internally rehearse answers to your questions, Owen is more likely to raise a hand.



How Owen 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 Owen is likely to interact with other students.



Interacting with Others:

- Owen doesn't trust other kids to work at the same quality level. Owen tends to micromanage group projects.
- Owen needs to have plans and systems for everything and may try to impose them on others.
- Owen spends lots of time in thought and is content to eat, read, or play alone during free time.
- Owen doesn't want the spotlight and will gladly let others take the glory.
- Owen holds grudges against people for even minor slights. The grudge frequently comes across as passive aggression.
- Owen tends not to engage in conflict but will argue a point with logic if a confrontation is unavoidable.



Providing feedback to Owen

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



Feedback:

- Owen can work on something difficult for a long time if given emotional support and encouragement throughout.
- Owen tends to internalize blame and shows no self-forgiveness for mistakes.
- Mistakes and injuries can cause Owen to be even more risk-averse than normal. Owen doesn't like repeating errors or missteps.
- Owen prefers to prepare for conversations about feedback rather than receive it unexpectedly or without invitation.
- Owen often practices and trains the same way over and over. Owen struggles with changes in routine.
- Owen overthinks feedback and may spend a lot of time analyzing it before implementing it.



Action planning for Owen's teachers and coaches

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

How can you better honor Owen's unique style?

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

How can you help Owen to improve relationships?

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

Let all that you do be done with love.

1 Corinthians 16:14 NKJV



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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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