



# Ashley Logsdon

Style: Designer

## DISC Fitness Report

Monday, September 09, 2013

# Description

## understanding your style

### Ashley's style is identified by the keyword "Designer".

Ashley, as a Designer style, is an extremely task-oriented person who is sensitive to problems. Designers may appear to care more about task planning and completion than the feelings of people around them. Ashley is very determined and has an approach to thinking that allows for effective problem solving. Because of a Designer's driven nature and desire for tangible results, they may come across as unfeeling or even cool and distant at times. They make decisions based upon facts, not on emotions. They tend to be quiet and do not trust easily.

As a Designer, Ashley is very analytical and can have a high intellect because of the way they are able to apply themselves exclusively to tasks. Designers expect techniques used to be fact-based and reject "quick fixes". They will adhere to commitments and expect the same of others. They are competitive by nature and will use facts to help them win. Quality is extremely important, and Ashley feels that if a job is not done right, it should not be done at all. Accuracy and precision are imperative in work and high standards are maintained in Ashley's personal life as well.

Because Designers feel that they are the only ones that can do a job right, they will sometimes get bogged down and not allow others to help or delegate tasks to others. They want all the facts and will work hard to get them. Reserved by nature, Designers need to be more sensitive to the needs of others. While Designers feel that they are the only one to do a job correctly, others may see them as not being able to make decisions quickly. This is because Designers take extensive time and effort to make sure they get all necessary information before analyzing and deciding.

Ashley is motivated by the ability to lead groups and influence others such as associates, co-workers and friends. This is someone who takes the responsibility of leadership seriously, and is typically able to make important decisions without delay. Ashley exudes confidence and others respond to their natural ability to be a front runner.

Ashley usually avoids being the center of attention. This is an individual who chooses friends carefully and is usually cautious and not overly "open" to strangers. Ashley may sometimes come across as being skeptical of what others say they will do, but once a person has proven their reliability, Ashley is willing to invest more time and trust in the relationship.

Ashley takes a flexible approach in dealings with others and is willing to pursue different avenues to maintain good relationships. While patient and will not usually rush, Ashley is not afraid to actively seek new solutions if previous methods do not fit the current situation.

Systematic and detailed, Ashley focuses on processes. Others see this individual as practical and logical. Ashley tends to be sensitive to criticism, but prefers to internalize emotions rather than expose them. Ashley likes to clarify expectations before undertaking new projects because of the hard work they will do to meet those standards.

**Analytical, methodical**  
**High ego strength**  
**Problem solver**  
**Extremely task oriented**

#### *General Characteristics*

**Work and project completion**  
**Power and authority to design and implement solutions**  
**Not having to needlessly socialize or play politics**  
**Being provided the necessary tools to achieve success**

#### *Motivated By*

**Being able to design and refine**  
**Challenging tasks and activities**  
**Projects that produce tangible results**  
**Recognition for my analytical abilities**

#### *My Ideal Environment*

## Your Fitness Style

The hardest part about getting fit is getting STARTED. The hardest part about getting results is staying MOTIVATED! Knowing your personality style can help!

Knowing your personality style can increase your motivation and multiply your chances of attaining your fitness goal.

### What is my Motivational Style?

Your Motivational Style is based upon your answers to the DISC Personality Style assessment. It can tell you a great deal about yourself, your personal preferences, your natural strengths, factors that may limit your success, how you achieve goals, and how you are motivated. These elements combine to give you a fitness profile that you and your trainer can use to develop a customized fitness program designed to keep you motivated and encouraged.

### What is the DISC Personality System?

- DISC is the universal language of behavior. It is one of the most highly validated and accurate tools for assessing personality style.
- The DISC assessment takes only 7 minutes to complete.
- The DISC assessment is not a test and you can not pass or fail. For best results, answer the questions quickly without lengthy analysis.
- DISC uses the interplay between four behavioral factors without minimizing the uniqueness of individuals. You will see this best on your DISC Graph.
- DISC is a great springboard to develop a personalized plan to help you get started and stay motivated.

<b>D</b>	Direct Dominant Decisive 3% of population	D – DRIVE – Measures how a person responds to challenges	Some people are assertive, direct, strong-willed and impatient... They are examples of the D Style.
<b>I</b>	Influencing Interactive Inspiring 12% of population	I – INFLUENCE – Measures how a person influences others	Some people are optimistic, friendly, talkative and charismatic... They are examples of the I Style.
<b>S</b>	Stable Steady Secure 69% of population	S – Steady – Measures the pace at which a person responds to change	Some people are steady, patient, loyal and practical... They are examples of the S Style.
<b>C</b>	Correct Cautious Conscientious 16% of population	C – COMPLIANCE – Measures how a person responds to rules and procedures	Some people are precise, sensitive, analytical, and idealistic... They are examples of the C style.

# Your Style of Motivation

description, characteristics, and graph of your DISC style blend

The following description is true of individuals who answered the DISC assessment similar to you. Since most personalities are a blend of all four styles in varying intensities, we use the DISC graph to visualize which style dimensions are strongest and which are weakest. All behavioral dimensions that appear above the midline are strongest. Most people have more than one behavioral dimension above the midline; some have only one above the midline and these are considered "pure" behavioral styles.

## **"CD" Designer Style**

Individuals who are **Designers** exhibit a high task-orientation and are very sensitive to problems. They are creative, determined, and analytical in their approach to effective problem solving, never accepting a "quick fix." Their goal is to have everything correct and in control while simultaneously avoiding failure. Designers are able to initiate change and improvements, because of their administrative skills. Because they sometimes feel that they are the only ones that can do a job right, Designers will sometimes get bogged down and not allow others to help. Under pressure, they may come across to others as aggressive or stubborn. It is important for Designers to be sensitive to the needs of others around them in order to insure a positive environment. Since Designers value accuracy and precision, high standards are maintained in all aspects of a Designer's work life.

### **Fitness strengths that you can build upon:**

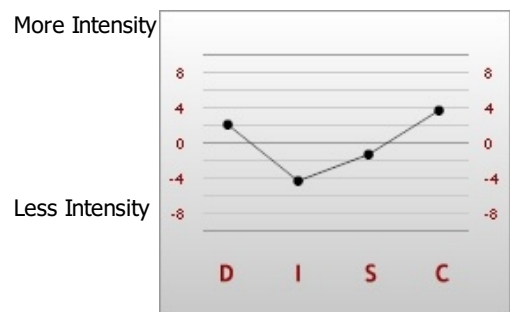
- Internally motivated
- Confident
- Strong-willed
- Ambitious
- Loyal
- Decisive
- Determined
- Family-oriented

### **Key factor for success:**

Set goals and make a checklist that you can cross off daily.

## **Your DISC Graph**

Remember, the points above are your behavioral strengths and you should capitalize on these!



# Motivating Each Style

## The best way to stay motivated for your style

<p style="text-align: center;"><b>D</b></p> <p style="text-align: center;">"I want to get in shape the fast way"</p> <p style="text-align: center;">"Give me a goal and action items"</p>	<p style="text-align: center;"><b>I</b></p> <p style="text-align: center;">"I want get in shape the fun way"</p> <p style="text-align: center;">"Work with me to help me look better"</p>
<p style="text-align: center;"><b>S</b></p> <p style="text-align: center;">"I want to get in shape the easy way"</p> <p style="text-align: center;">"Work with me to have better determination"</p>	<p style="text-align: center;"><b>C</b></p> <p style="text-align: center;">"I want to get in shape the right way"</p> <p style="text-align: center;">"Give me the steps in the plan"</p>

### For the D

- Challenge them
- Let them compete for the goal
- Simplify the fitness plan for them
- Give them ways to see their progress tangibly
- Let them work independently
- Let them get down to business and don't waste their time with idle chatter

### For the I

- Give them short-term achievable fitness goals
- Give them regular progress checks with instructor feedback
- Simplify the fitness plan for them
- Give them the opportunity to work out with others
- Give them compliments and appreciation

### For the S

- Explain the benefits
- Give them regular reviews and feedback
- Keep them constantly motivated by reminding them of their goals
- Give them the opportunity to work out with others
- Give them a consistent place and time of day for exercise

### For the C

- Give them progress reports and measurable benchmarks
- Let them work independently
- Keep them motivated with facts and statistics about the positive effects of fitness and health
- Keep the routine logical and structured or let them develop their own routine
- Record all fitness progress and review the progress often

# DISC Sports Styles

## Sports enjoyed by each style

<h1>D</h1>	<p><b>"D"s like individualized competitive sports where they can challenge themselves (more aggressive energy in a competitive atmosphere)</b></p> <ul style="list-style-type: none"> <li>• Racquet sports are great for the "D" style where you can compete one on one: racquetball, squash, handball, and tennis</li> <li>• Gyms offer a great way to strength train; try their nautilus weights or free weight</li> <li>• For D's who want an adrenaline rush try parachuting, rock climbing, downhill skiing, or diving</li> <li>• D's are usually busy, but not necessarily busy exercising. So if you don't have enough time to walk each day, try "power walking" on a treadmill</li> <li>• To reduce stress from a busy, active and challenging life, try yoga and tai chi</li> </ul>
<h1>I</h1>	<p><b>"I"s like social activities and team sports (more aggressive energy in a social/cooperative atmosphere)</b></p> <ul style="list-style-type: none"> <li>• There are local intramurals in neighborhoods that offer such sports as baseball, softball, football, soccer, volleyball</li> <li>• Get involved in a team pick-up sport like paintball, in-line hockey or Frisbee football</li> <li>• Dance is a great way for the "I" to work out and meet new people. Salsa and swing dance lessons are offered in many cities</li> </ul>
<h1>S</h1>	<p><b>"S"s like ways to spend time with a friend or two doing active things (more passive energy in a social atmosphere)</b></p> <ul style="list-style-type: none"> <li>• Local gyms offer aerobics, Pilates, spinning, yoga, kickboxing, and belly dancing</li> <li>• Find a friend and go jogging, walking, in-line skating or bike riding</li> <li>• Befriend a trainer who can make you accountable while you work out</li> <li>• Paddle sports are great for socializing while getting fit: canoeing, kayaking, rowing and rafting</li> </ul>
<h1>C</h1>	<p><b>"C"s like independent activities that take skill and precision and that allow them to chart their progress (more passive energy in a skilled environment)</b></p> <ul style="list-style-type: none"> <li>• For charting your progress, try martial arts like karate and tae kwon do</li> <li>• For skill and precision try golf or fencing</li> <li>• For the C style who wants more, try endurance sports like cycling or running</li> <li>• Use a marathon, a martial art belt, or a golf handicap as your goal. Set a goal for yourself in the future to run a marathon. The "C" personality has the willpower, endurance, resolve and discipline to work up to that goal; but you have to start small and work up to such an event.</li> </ul>

# DISC Fitness Style Tips

## Ways your style can help or hinder your fitness efforts

### For High "D" Styles

Style Characteristic	How it can hinder or help your efforts	Tips for maximizing or minimizing that characteristic
Often in a rush; on the go; busy people	<b>Hinder</b> by buying fast food	<b>Don't buy fast food that is deep fried.</b> Choose prepared subs, salads, sandwiches or soups. Many of these are available as fast food take outs when you are on the go.
Unconcerned with details	<b>Hinder</b> by not reading labels on food for fat content and calories	<b>Choose a diet plan that has a point system or hire a dietician or personal trainer if possible to manage the process.</b> Some diet plans have weekly menus of all your meals. Some exercise routines lay out your weekly regimen for you. Just remember to keep it simple. You will be more productive if you are not bogged down in the details.
Big picture thinker; goal oriented	<b>Help</b> if you use your ability to be goal oriented	<b>List your goals and keep them in places you visit often</b> like your screensaver, your day planner or PDA, by your nightstand or on your refrigerator. You are driven by the goals you set for yourself.
Competitive	<b>Help</b> by making the goal into a contest	<b>Ask others to join you in a contest of "The Biggest Loser".</b> Record your weight loss or clothing size loss for a specific amount of time. Involve business associates, family members, roommates or neighbors.
Enjoys new challenges, and changing challenges	<b>Help</b> if you rotate your goals and exercise environments so you don't get bored	<b>Since your style can get bored by routines, try changing your exercise environment.</b> Rotate activities like biking, kick boxing, walking, spinning, yoga, swimming, dance, weight training and rollerblading. Or, simply change your biking or walking route.
Desires tangible results	<b>Help</b> - seeing results will be your biggest motivator	<b>The first three weeks of your new fitness routine are the most critical. If you can see tangible results in the first 21 days, you will be more motivated to push ahead.</b> Tangible doesn't have to be seeing weight loss. Sometimes, it is just feeling the burn, being firmer, or buttoning pants that were formerly tight.
Determined; tenacious	<b>Help</b> because this will contribute to your success more than anything.	<b>Of all the styles, high "D"s are the most driven and tenacious in goal attainment. Remember that you naturally have the willpower to succeed if you really want to succeed.</b> Ask yourself, "How much do you really want this?" If it is a priority to you, you will make it happen!

# DISC Fitness Style Tips

## Ways your style can help or hinder your fitness efforts

### For High "I" Styles

Style Characteristic	How it can hinder or help your efforts	Tips for maximizing or minimizing that characteristic
Loves to socialize	<b>Hinder</b> because eating often goes along with socializing	<b>Put more thought into the restaurants you choose and the food and drinks you order.</b> Try splitting entrees. Drink coffee instead of eating dessert. Just hang out with people who are on the same diet as you.
Good influencer	<b>Help</b> if you use your influence to convince someone else to keep you on track	<b>Influence one person or many people (how high is your I?) to hold you accountable to your goals,</b> to warn you about having a second helping or keep you from making excuses. This could be a friend, spouse, family member or work associate.
People-oriented	<b>Help</b> if you go to a busy spot to exercise where you can make new friends, network, and meet interesting people	<b>A busy gym, park or instructor led class is a perfect motivator for your style</b> since you are outgoing and enjoy meeting new people who have at least one thing in common with you – the desire to be active. Be careful, don't make socializing your MAIN reason for exercising.
Initial enthusiasm may fade, you are easily sidetracked	<b>Hinder</b> if you begin enthusiastically and later lose your excitement or get sidetracked	Be aware that your style wants to go where the excitement is and wants to have fun all the while. Sometimes a daily program may become routine or boring for you. <b>Become inspired and enthused daily with pictures of how you want to look or inspirational quotes</b> (found in this profile). Whatever you do, stay focused and committed to the end.
Over commits time, spreads themselves too thin	<b>Hinder</b> if you say yes to everyone and everything, you won't have enough time for yourself.	<b>Practice saying "no" to some things.</b> Your style would like to be all things to all people and has a desire to please everyone. Try reducing your daily commitments by one or two if possible to make time for you.
Not detail oriented	<b>Hinder</b> if you don't keep track of your progress, you won't be motivated	<b>Choose a simple fitness routine,</b> one that is easy to plan and measure your progress. If it is too complex or time consuming, you will quit. For complex fitness routines, have a trainer or instructor handle the details and progress for you, if that is available.
Optimistic to idealistic outlook	<b>Help or hinder</b> depending upon how high your "I" is.	<b>Be optimistic about your ability to achieve what you want, but also be REALISTIC.</b> Know that your goal is going to take hard work, time and may not always be fun. If you set your sights too high or compare yourself with more aggressive styles, you may become discouraged.



# DISC Fitness Style Tips

## Ways your style can help or hinder your fitness efforts

### For High "S" Styles

Style Characteristic	How it can hinder or help your efforts	Tips for maximizing or minimizing that characteristic
Patient and steady	<b>Help</b> because this can be your biggest asset	You will need every ounce of your patience to achieve the results you desire. You are a realist and a person who knows about hard work and sacrifice. <b>Remember that you do have what it takes to make your dream a reality.</b>
Wants what is familiar	<b>Help</b> if you keep an old picture of you when you were more fit, it may motivate you	<b>If you have any photos of a slimmer, healthier, more physically fit, or happier you, post them</b> on your refrigerator, daily planner, PDA, by your night-stand, or on your computer screensaver. If you truly value and cherish your health, it will motivate you.
Enjoys being part of a team environment	<b>Help</b> by working out with people who have similar goals	Your style is a true team player. <b>Find others who struggle with the same issues as you and ask them to join you in reaching your goal.</b> Make it a group effort. For the "S" a group has stronger drive, support, and accountability than does an individual alone.
Laid-back and easy going	<b>Hinder</b> since some fitness goals will require passion, aggressiveness and intensity	<b>There are some goals where a modicum of energy will suffice, but fitness goals are usually ones that will require a true passion.</b> If you approach fitness casually, you will receive casual results.
Realistic and Practical	<b>Hinder</b> if your objectives are unrealistic or can't be achieved in a practical way, you won't be motivated to try	<b>Choose goals and objectives that are achievable, not unrealistic.</b> If the goal is too aggressive, or does not have manageable steps or stages, it probably won't ever be attempted.
Resists change	<b>Help</b> if you keep your diet and exercise routine consistent.	<b>Choose a routine and place that is consistent and unchanging from day to day.</b> Work your plan each day at the same time. Pick only one diet system or one exercise style or routine. Pick one place that you feel relaxed and comfortable in. When you are there, you will be naturally motivated and stimulated simply by the repetition of the setting and your past experiences.
Appreciates recognition of a job well done	<b>Help</b> if you establish your own system of recognizing your accomplishments.	You may motivate yourself by rewarding and recognizing your own fitness achievements. <b>Create a goal plan and once you have reached each bench-mark, buy yourself something new.</b> Commit yourself to your rewards, but make sure they don't involve desserts!

# DISC Fitness Style Tips

## Ways your style can help or hinder your fitness efforts

### For High "C" Styles

Style Characteristic	How it can hinder or help your efforts	Tips for maximizing or minimizing that characteristic
Process-oriented	<b>Help</b> if you think about the steps rather than the big picture, it may seem more manageable.	You should capitalize on your ability to develop processes to accomplish your goals. <b>You can create a step-by-step plan with benchmarks, timelines and action items.</b> Just don't spend too much time on developing the process that you never get to the action items!
Enjoys taking time and doing things thoroughly	<b>Hinder</b> because you give so much time to all the endeavors in your life, you may not have enough time for diet and exercise	It may be easy to make excuses that you don't have the time to exercise or concentrate on your fitness life. <b>In order to create the extra time, you may need to concentrate on limiting your time spent in other areas.</b> Have a "just do it" mentality about your fitness life and go for the gusto.
Desires more mentally stimulating tasks	<b>Hinder</b> if you don't consider your diet and exercise mentally challenging, it may not be worth your time.	Your high "C" style enjoys mental stimulation, but not all physical activities stimulate the mind. <b>Choose more mentally challenging activities that will increase knowledge as well as fitness levels.</b> Such activities may include marital arts or yoga. You may even choose to walk on a treadmill while reading or listening to an MP3 player while jogging.
Is highly task oriented	<b>Help</b> by focusing on the task at hand, this will be your biggest asset to your fitness success	<b>A high "C" style is motivated by the task at hand.</b> If the task was to build a birdhouse, the C would begin methodically and work consistently until it was finished. Use this, your greatest asset, to approach your fitness routine. Have fun with it --design and develop a routine around the fitness tasks that will get you to your goal. Focus on the task at hand until it is done, and then begin the next task on your list.
Desires follow through in all tasks	<b>Help</b> by choosing a fitness routine that has a clear beginning, middle and an end with specific and measurable benchmarks.	<b>You will need to be able to end one fitness task before you begin another. Don't try an aggressive approach that combines elements from many routines.</b> Since you are a logical thinker, you will be more motivated by a logical and coherent plan. It is important that you concentrate upon one goal at a time and be able to see and measure your progress after each task is finished.
Perfectionistic	<b>Hinder</b> , if your high standards keep you from your goal	<b>Don't let your high standards delay your progress or become an excuse for your lack of progress.</b> If your standards for fitness are not met, you may never begin. Remember that there is never enough time or you may never have enough energy for fitness. At some point you have to "just do it" and realize that the conditions for fitness are always going to be less than perfect, but that should not deter you.

# Action Plan

## action items and goal setting for your style

Please fill in the blanks and think critically about how you can use your style to stay motivated and set realistic goals.

My personality is primarily... D, I, S, or C	My top fitness goal?	What is the biggest hindrance to reaching my goal?
Example: <i>I am a primary "I-S" Style</i>	Example: <i>To lose 3 inches around my waist</i>	Example: <i>I often have drinks with friends after work</i>

Which personality strengths would help me reach my goal?	What will I do differently tomorrow?	I want to make this change in what time frame and with what initiative?
Example: <i>1) am optimistic 2) can inspire others and therefore inspire myself 3) I work best with others 4) I need to keep my goals and plan simple</i>	Example: <i>1) Join a gym 2) Ask one of my happy hour friends to join with me 3) Drink and eat less socially</i>	Example: <i>In 3 months with targeted training weight training at the gym</i>