

KIDS DISC PROFILE

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



WHICH BIRD(S) ARE YOU?

Report For: **Sample**

Sample's style



About this report

Welcome Sample!

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

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

For Sample'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 Sample needs from you to thrive.

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

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

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Hey! Who are you?

Sample, this is a chance to learn about yourself.

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

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

Here are some very important things to remember:

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

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

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



Which bird are you?

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

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



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

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



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

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

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



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



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

Introduction

Report for 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

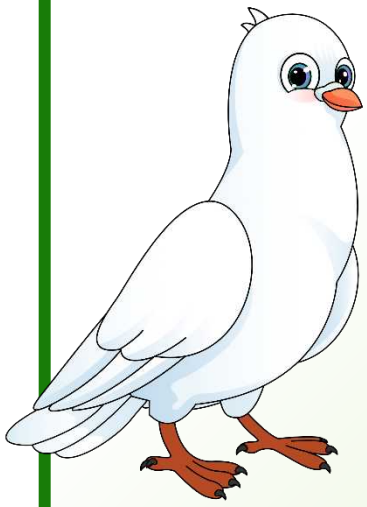
Details

Boring routines







Introduction

Report for 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:
Think 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



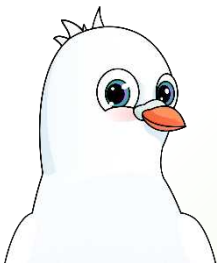
In the wild, Eagles are wired for the big picture and often claim a territory that spans a great distance. They're in charge! They're all about certainty, authority, and confidence. Without hesitation, Eagles can dive out of the sky and seize their prey in mid-flight. Eagles are so driven to achieve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

You ready for the lowdown?

You are a combination of EVERY bird!

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

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



EAGLE

- ONE BIRD = MOSTLY one style

Example: mostly Eagle

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



EAGLE/Parrot

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

Example: A lot of Eagle and some Parrot

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



EAGLE/Parrot/Owl

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

Example: A lot of Eagle and some Parrot and Owl

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

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



Sample's bird style

Sample's style

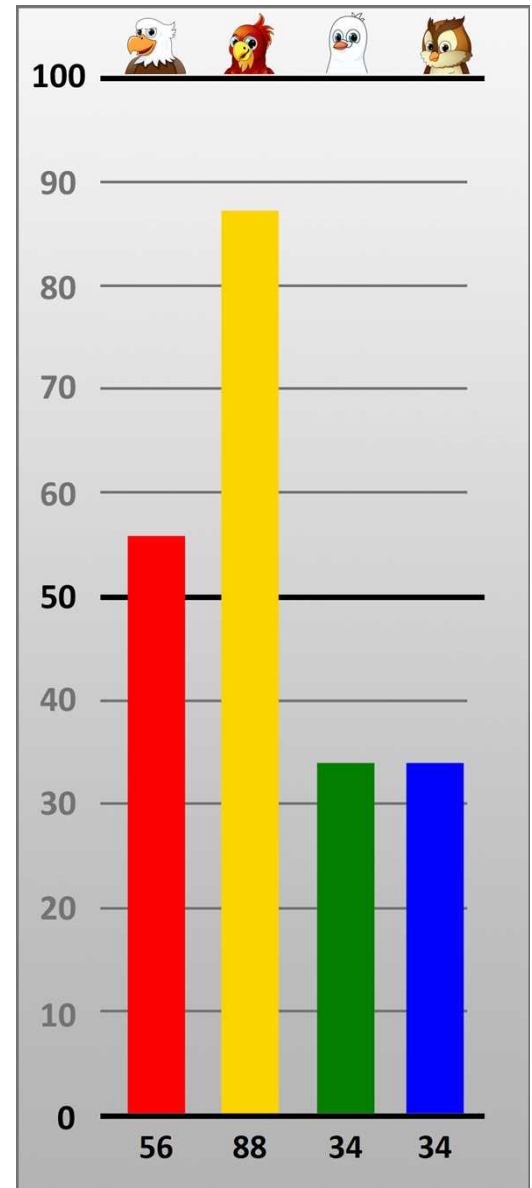


Notice how the graph to the right shows that you have some bird styles that are stronger than others. That's true for everyone. The higher the point on the graph, the more you show that bird style. The lower the point, the less often you show that style. Of course, you can be any bird at any time, but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

Sample'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.



Sample's bird style

Sample, your world is filled with fun and adventure! Every day is an opportunity to try new things, go new places, and meet new people. As a Parrot with a good deal of Eagle, you have a knack for telling stories and being an exciting communicator. Your superpower is influencing people. You are awesome at creating excitement for your ideas, winning over supporters, and getting people to join you on your adventures.

At home, you are probably the loudest and most talkative member of the family! Every moment is a chance to make jokes, tell stories, and ask others to share in the excitement of your life. Watch this, everyone!!! Because you are so good at influencing people, you often convince them to play your favorite games and watch the shows you want to see.

Sometimes though, no matter how hard you try to sell an idea to your parents, they just don't buy it! They get annoyed if you keep trying and trying. If you know their answer is going to be "no," you might do what you want without asking. You might feel that it's better to beg for forgiveness than ask for permission. With your parents, it's probably better to ask permission if you have a risky idea.

At school, you seem to know everyone. Other kids gather around you for all the fun, laughter, and excitement you create. As a result, you might be late to classes where you find it hard to just sit still and be quiet. When you interrupt teachers, they get frustrated, even if you did something clever and worthy of attention. Although you may be a bit unorganized, the Eagle in you insists on getting most homework assignments done on time. Or if not, you at least try to convince the teacher to give you an extra day.

In your extracurricular activities—things like sports, arts, theater, school clubs, and volunteering—it may seem like you're always joking around. Behind the smiles and laughter, though, you do want to win! If you audition for the play, you'll try hard to earn one of the lead roles. Out on the sports field, you want to score and win games. It feels good to be celebrated and recognized by your teammates. However, because of your playful, wild ways, coaches may not realize how much you care about competing.

Like all superpowers, your ability to influence people comes with challenges. One is to recognize the difference between influencing people—usually a positive experience for them—and manipulating people, which is when you convince people to do something that is good for you but may be bad for them or makes them uncomfortable. Sometimes this happens by accident because you are so excited about something and you want them to be too! But other times, it might be on purpose. For example, it might be fun to convince your friends to play a trick on someone in class. If you can convince them to play the trick, they'll probably get in trouble, and you won't. That is manipulative.

A second challenge for you is to share the spotlight. It's fun to feel like a celebrity who receives attention and compliments. When you talk about your funniest experiences and make others laugh, they enjoy it too! But if you always steal the spotlight, your friends and siblings might feel ignored. They might want to share their ideas and experiences too. Give them a chance!

A third challenge is to think before you act. When a funny idea pops into your head, it can be hard to resist. You just want to do it! Could it put you or your friends in danger? Could it possibly make your parents or teachers mad? Getting into trouble isn't "cool," even if you're good at talking your way out of it! Just because you think something, that doesn't mean you should say or do it. If your intuition says, "Sample, I don't know if we should do this..." listen to that voice. It might be right!

When you have the superpower to influence people, you can create so many neat opportunities. You can win followers for your ideas, organize great events, and lead big groups. Your excitement and passion are so powerful to others. The important thing is to use your influence for good. One day, you'll have big and important ideas to sell.

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:

- Practice listening and taking notes in class, especially if you think it's boring.
- Write down your homework assignments somewhere so you don't forget to do them. Check your list to be sure you didn't miss something.
- Ask other students if they have ideas when working in a group.
- Review the material more than one time when studying.

Don't:

- Don't get so creative that you are no longer satisfying the objectives of a project.
- Don't always take the best parts of a group assignment.
- Don't rush through your homework or class activities! Finishing first doesn't win you any medals.
- Don't make up answers or pretend like you did the reading homework if you didn't. Teachers know!



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:

- Listen carefully when your parents tell you to do something.
- Share the spotlight. Celebrate when friends or siblings do something great!
- Complete your chores before going out to have fun. Manage your responsibilities first.
- Allow your siblings to get their way sometimes.

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 talk your siblings or friends into doing things that might hurt them or get them into trouble!
- 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:

- Step up when coaches ask for a volunteer! You will motivate people with your courage.
- Motivate your teammates with positivity and good cheer! You have the power to raise their spirits.
- Work hard and motivate your teammates to do the same. Many of them look up to you!
- Stay focused while the game is being played instead of paying attention to the audience.

Don't:

- Don't get annoyed by practicing exercises or training techniques that are repetitive.
- Don't assume that you will always get to be a captain or leader. You have to earn that position.
- Don't wait until the last second to practice or prepare! Teammates count on you to be ready.
- Don't blame others when you or your team loses. Losing is an opportunity for you to learn.



