

# KIDS DISC PROFILE

*Understand the Perfect You*



**WHICH BIRD(S) ARE YOU?**

Report For: **Sample Report**

Date: **7/6/2022**

**Sample's style**



YOUR COMPANY  
**LOGO**  
APPEARS HERE

# Which Bird Are You?

Report for Sample Report

Welcome!

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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.



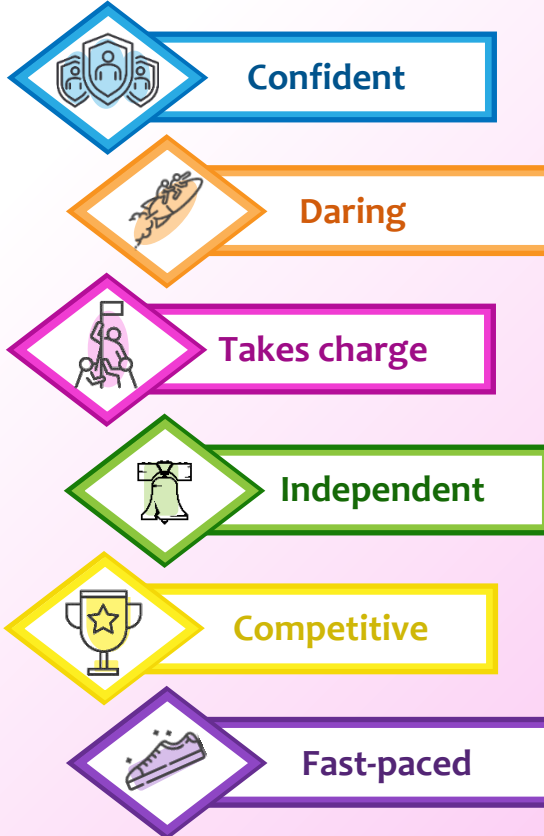
# Which Bird Are You?

Report for Sample Report

**Motto:**  
I got this!



## EAGLE



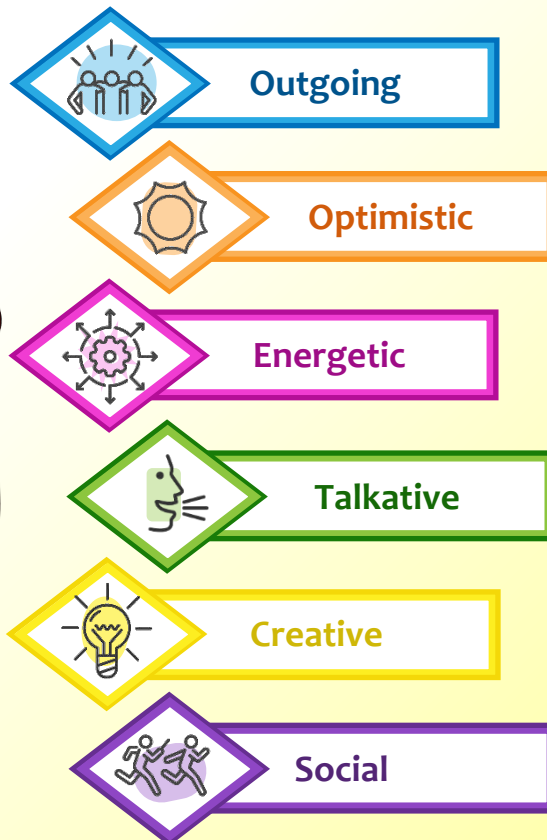
**Focuses on:** Getting things done  
**Listens for:** What's the point?  
**Looks for:** Action  
**Takes Risks:** You bet!  
**Likes:** Adventure  
**Best reward:** Trophies  
**Talking Style:** Speaks up  
**Helps others to:** Get moving

**Dislikes**  
Losing  
Too many rules  
Lack of power

**Motto:**  
We can do it!



## PARROT



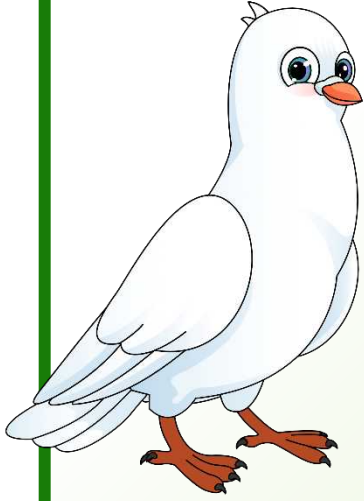
**Focuses on:** Being positive  
**Listens for:** Something to share  
**Looks for:** Fun  
**Takes Risks:** You bet!  
**Likes:** Lots of friends  
**Best reward:** Cheers and confetti  
**Talking Style:** Tells stories  
**Helps others to:** Get motivated

**Dislikes**  
Negativity  
Details  
Boring routines

# Which Bird Are You?

Report for Sample Report

**Motto:**  
Let's help each other!



**DOVE**


- Supportive** (Icon: Two hands shaking)
- Patient** (Icon: Person meditating)
- Friendly** (Icon: Three smiling faces)
- Good listener** (Icon: Two people talking)
- Caring** (Icon: Hands holding a heart)
- Team player** (Icon: Three people in a circle)

**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** (Icon: Sad face with rain cloud)

- Conflict
- Insensitivity
- Sudden change

**Motto:**  
Think about it!



**OWL**

- Detailed** (Icon: Lightbulb and notepad)
- Logical** (Icon: Flowchart)
- Polite** (Icon: Hand with open palm)
- Deep thinker** (Icon: Brain with gears)
- Organized** (Icon: Puzzle pieces)
- Questioning** (Icon: Question mark)

**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** (Icon: Sad face with rain cloud)

- Disorganization
- Inaccuracy
- Being rushed



# Which Bird Are You?

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## 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

# Which Bird Are You?

Report for Sample Report

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?



# Which Bird Are You?

Report for Sample Report

## Sample's bird style

### Sample's style

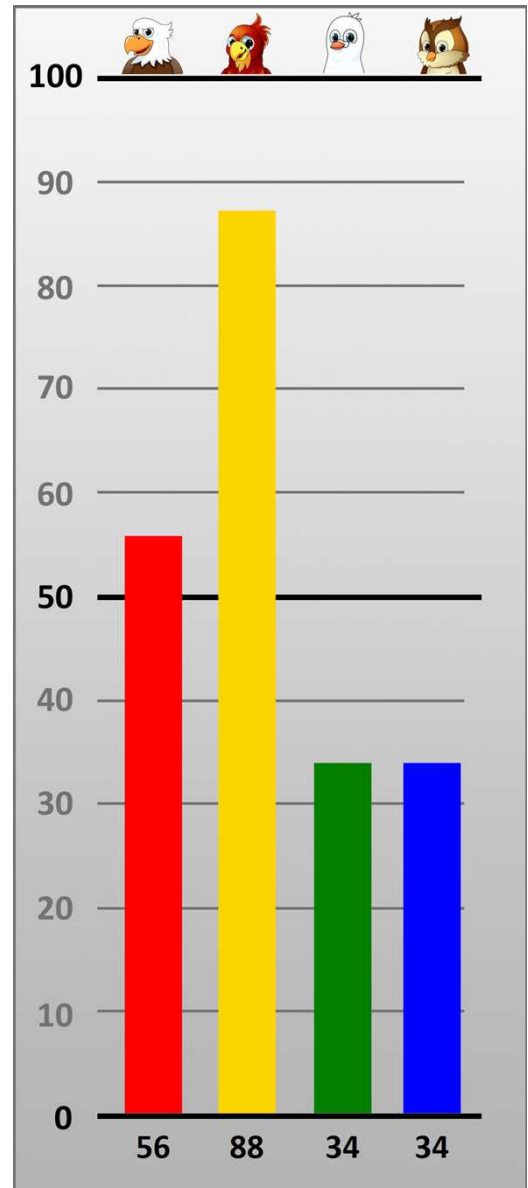


Notice how the graph to the right shows that you have some bird styles that are stronger than others. That's true for everyone. The higher the bar shows on the graph, the more you show that bird style. The lower the bar shows, the less often you show that style. Of course, you can be any bird at any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



## School and Activities

Many of us have different bird styles depending on where we are and what we are doing. Some of us stay the same bird most of the time. **Both of these are ok!**

What's important is to know what bird works! The ideas below will help you know what to do and what not to do to be your best self, no matter what you are doing!



### AT SCHOOL



#### Do:

- Practice listening and taking notes in class, especially if you think it's boring.
- Make jokes and play around during free time, recess, and lunch but follow the classroom rules.
- Show quiet students how to be a leader. Let them take charge of parts of your assignment.
- Sit still and pay attention. You might miss something important if you are distracted.

#### Don't:

- Don't wait until the last second to do big projects. Start earlier than you think you need to.
- Don't always take the best parts of a group assignment.
- Don't boss your classmates around! Encourage them to share their ideas and plans too.
- Don't break rules because you think they are silly or unnecessary.



### IN ACTIVITIES & SPORTS



#### Do:

- Share ideas with your teams and coaches! Creativity is helpful in many activities.
- Look for ways to learn from failure or a loss.
- Compliment and celebrate the quieter people on the team to make them feel good.
- Motivate your teammates with positivity and good cheer! You have the power to raise their spirits.

#### Don't:

- Don't blame others when you or your team loses. Losing is an opportunity for you to learn.
- Don't assume that you will always get to be a captain or leader. You have to earn that position.
- Don't talk to others while your coach or teacher is providing guidance.
- Don't get annoyed by practicing exercises or training techniques that are repetitive.



## Family and Friends

Understanding the people around us is very important too!

Just like we are different combinations of birds, your family and friends probably include many combinations of all four birds too. This can be awesome!

It can also be hard sometimes because different styles can misunderstand each other. We may disagree or have conflicts, not because one person is wrong and the other is right, but because our styles lead us **to see the same situations differently.**

These ideas below will help you know how to interact with others and make the best of relationships.



### WITH FAMILY AND FRIENDS

#### Do:

- Apologize when you have done something wrong instead of trying to talk your way out of it.
- Consider how your words will affect other kids before you speak. Their feelings matter.
- Allow your siblings to get their way sometimes.
- Listen carefully when your parents tell you to do something.

#### Don't:

- Don't interrupt your parents and siblings when they're speaking. Wait for a good moment to join in.
- Don't spend all your time talking. Let others speak too.
- Don't try to top someone else's story with one of your own.
- Don't break rules because you want to have fun.

## Adaptability - How to use your Superpower

Now that you know your bird style and understand the birds, you will see them everywhere! Every community needs Eagles, Parrots, Doves, and Owls to reach its potential. Your parents, teachers, classmates, and friends all have different styles. That means that their habits, needs, strengths, and challenges could be different from yours.

Did you know that most people think that everyone else wants to be treated the same way they do? That just isn't true. **People like to be treated the way they want to be treated.**

What does that mean? Well, Eagles like to be treated like Eagles. Parrots like to be treated like Parrots. Doves like to be treated like Doves, and you guessed it - Owls like to be treated like Owls.

To treat others the way **they** want to be treated, you may need to **change your behavior**. So how can we flex our bird style to build better relationships with others?

When you learn how to use all four birds—*Eagle, Parrot, Dove, and Owl*—you can switch birds whenever you need, just like how Chameleons switch the color of their skin. This is how you use your Superpower and it's called **ADAPTABILITY**.

On the next page, we give you some suggestions.



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

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

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

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



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

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

**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.

# Which Bird Are You?

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## My Self-Reflection

Continue to explore who you are by reflecting on what you have learned. This page can be used to have conversations with your family and those around you.

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 your friends?

What could you do that would help you get along better with your parents and teachers?

What would help you to be more successful in your favorite activities or sports?

