

*"Taking Flight! is packed with life-changing insights about you and everyone you know. You'll never look at people quite the same way again."*

—**MARSHALL GOLDSMITH,**

*Author of What Got You Here Won't Get You There*

**Discover**  
your true potential  
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who've taken our  
online DISC profile.

# Taking Flight!

Master the DISC Styles to Transform  
Your Career, Your Relationships...Your Life



**Merrick Rosenberg & Daniel Silvert**

## PRAISE FOR *TAKING FLIGHT!*

*“Taking Flight!* is an instant classic that will forever change how you see yourself and interact with others. The engaging fable that opens the book—and the enlightening discussion that follows—should be read by anyone seeking growth and success.”

—**Ken Blanchard**, coauthor of *The One Minute Manager*

“This wonderful book contains the secrets to nurturing supportive and enduring relationships. *Taking Flight!* will enrich your life by guiding you to understand and celebrate differences.”

—**John Gray**, author of *Men Are from Mars, Women Are from Venus*

*“Taking Flight!* is fun to read, but make no mistake—the lessons here are both practical and far reaching. This book is a real eye-opener.”

—**Jon Housman**, CEO, Ora.tv

“As an educator, I found *Taking Flight!* to be a book that will teach students important principles for everyday life. I will make this book mandatory for my students.”

—**Stan Kligman**, Clinical Professor of Marketing, Drexel University

“Rosenberg and Silvert write with humor, eloquence, and practicality—a rare combination. *Taking Flight!* got me looking at relationships from a whole new perspective.”

—**Pam Levine**, Executive Vice President of Marketing, HBO

“This book should be read by teachers, parents, or anyone who wants to impact others in a meaningful way.”

—**Michael Kozak**, Superintendent of Franklin Township Schools, New Jersey

*“Taking Flight!* offers incredible insight into why we say and do the things we do. We have applied this wisdom to our work team and have seen tremendous results. Definitely more than just another management book for your shelves.”

—**Del Ross**, Vice President, Americas Sales & Marketing,  
InterContinental Hotels Group

“This cleverly crafted fable demonstrates how the DISC system can break down the walls that too often separate co-workers. *Taking Flight!* is all you need to kick-start collaboration.”

—**Frank Wander**, Chief Information Officer, Guardian Life Insurance Company

Suddenly Dorian snapped, “Are you suggesting that I should *hang out* with the parrots just for kicks and complicate anything and everything to better understand the owls? I can’t do that. I’d be neglecting my leadership responsibilities, not to mention wasting my time!”

“Oh *paa-leeeeeease*,” interjected Indy. “What has all your *leadership* actually amounted to?”

Samuel and Sarah sighed in disappointment.

Clark studied the chameleon carefully. “I must say that while I find the four styles fascinating, I have no intention of abandoning logic and analysis in favor of these other...ahem...qualities you have described in the others.”

Sarah was upset. She had worked hard to unite the group, and it took a lot for her to stand up to the Council, but this had gone too far. “Everyone, please,” she pleaded. “Don’t you see? This—how you’re all behaving right now—is exactly what Xavier is talking about.”

Xavier nodded calmly. “You are all so caught up in your own worlds that you think that *your* way of doing things is the *only* way.”

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*You are all so caught up in your own worlds that you think that your way of doing things is the only way.*

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“What’s wrong with that? My way works for me. And it worked for my father before me and his father before him,” stated Dorian proudly.

“Same here,” the parrots agreed in unison.

“Well,” the chameleon said, “I’m glad you’re all in agreement about *something*. But, if you wish to solve this crisis, you need to be more accepting and less judgmental.”

Clark folded his wings across his chest. “This is a lot to absorb.”

“I still don’t think you all respect what I do for this place,” said Dorian.

“I’m not convinced that you appreciate me and the other parrots,” said Indy.

Xavier’s color returned to a wooden shade of brown. Samuel nodded at his friend feeling defeated. “Thank you. My apologies that you came all the way here for...”

Xavier nodded back at Samuel. Then, the chameleon slipped away as the other birds continued to bicker.

Samuel and Sarah glanced at each other as the volume of the squabble continued to escalate.

“Is this how it’s going to be now?” Sarah wondered.

Before the trees had begun falling, the forest had been such a peaceful place. And although the birds knew that they were all distinct from one another, they had assumed they shared more similarities than differences. Now they weren’t so sure.

It was a cold night at Home.

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# C H A P T E R 9

## Reflection



The birds spent the next day with those of like feathers. The parrots commiserated about the negativity at the Council meeting. There was too much dwelling on the past rather than envisioning a hopeful future.

Clark and Crystal organized an owls-only meeting to review Xavier's theories and discuss their efficacy. Had other owls observed the four styles as well? Was their experience consistent with his model? There was much analysis and debate.

Samuel and Sarah invited a few dove friends over for a light snack. The group voiced discomfort about the lack of harmony in the woods. They now feared that Xavier's insights might have driven everyone further apart instead of bringing them closer together.

As Dorian surveyed Home from above, he flew with a renewed sense of purpose. He had to prevent another tree from falling.