



# Today's outline

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1. Introduction to DiSC
2. What's Your Style
3. Video examination of the styles
4. "A Day in the Life" of a .....

conclude



# DiSC Model

3

- ■ ■ Behavioral Inventory, not Personality (such as Myers-Briggs)
- ■ ■ Stable, Validated over >50 years, >100,000s Subjects
- ■ ■ Validated Assessment Available
- ■ ■ Today's focus:
  - learn to work best within your style
  - learn to understand others' styles
  - learn how others view you



# Leadership Goals

4

**What brought you this particular session?**

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**What do you need to work on?**

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**What are your greatest strengths as a leader?**

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**What are your goals for this session; for this conference?**

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**DiSC Introduction:  
Your Goals**

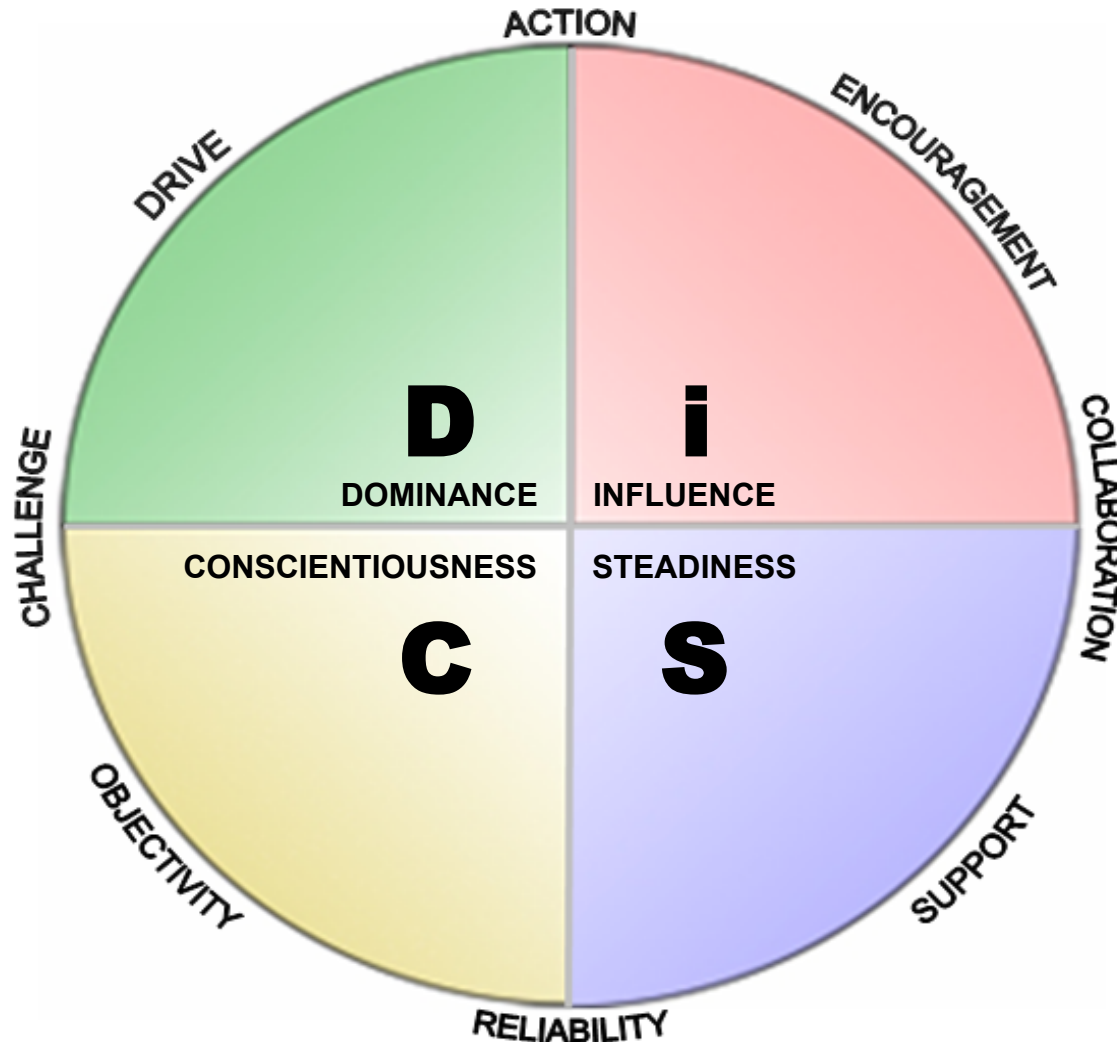


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# DiSC Meaning: What Do People Expect from You? What Are You Known For?

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Let's go to  
the video!

DiSC Introduction:  
Your Style



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# DiSC<sup>®</sup> MODEL

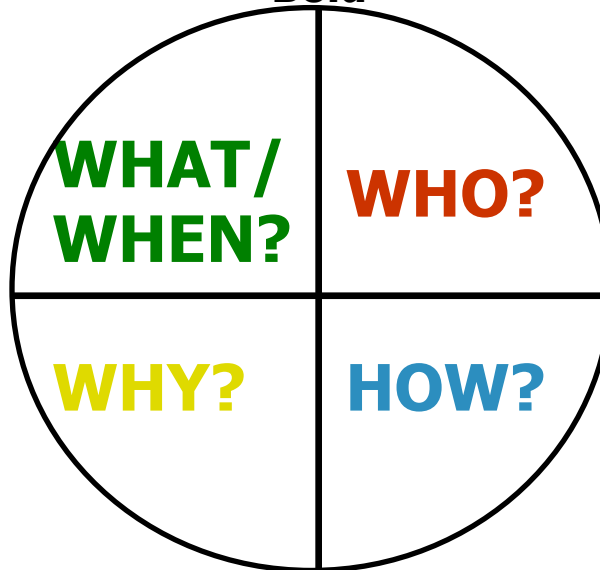
6

**Demanding  
Doers and  
Fixers** **D**

**Dominance**  
Green

Questioning  
Logic Focused  
Objective  
Skeptical  
Challenging

Active  
Fast Paced  
Assertive  
Dynamic  
Bold



**Energizers and  
Schmoozers**

**i**  
**Influence**  
Red

Accepting  
People Focused  
Empathizing  
Receptive  
Agreeable

**C**  
**Conscientiousness**  
Yellow

**Cautious  
Analyzers**

Thoughtful  
Moderate Paced  
Calm  
Methodical  
Careful

**S**  
**Steadiness**  
Blue  
**Stabilizers and  
Supporters**

DiSC Introduction:  
Your Style



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# DiSC<sup>®</sup> Styles

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**What did they say about your style(s)?**

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**Is there anything you would like to change? How might you do this?**

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**What did you learn about other styles?**

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# DiSC® Styles and the Environment

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Perceives Self as More Powerful than the Environment

**Tries to change, fix,  
or control things**

**Dominance**

Perceives an  
Unfavorable  
Environment

**Conscientiousness**

**Tries to work within established  
rules, guidelines, and procedures  
to ensure accuracy and quality**

Perceives Self as Less Powerful than the Environment

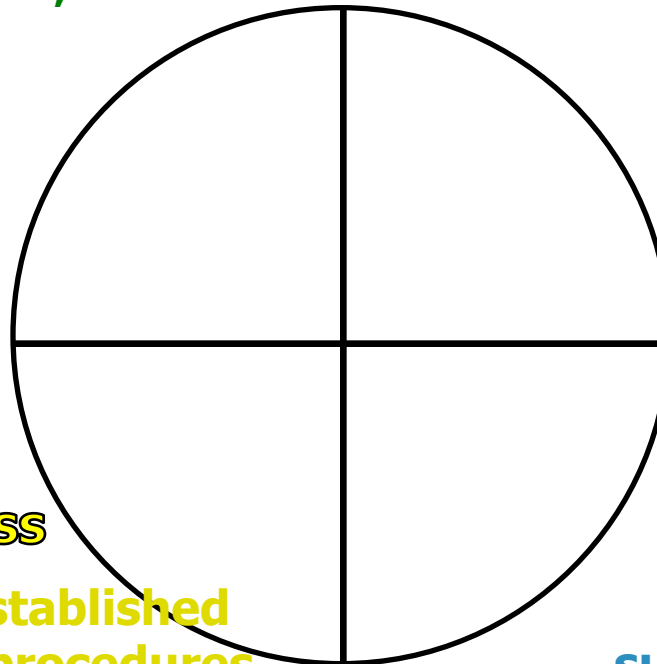
**Tries to persuade,  
promote, or  
influence others**

**Influence**

Perceives a  
Favorable  
Environment

**Steadiness**

**Tries to be cooperative,  
supportive, and agreeable  
while keeping things stable**





# Working with a High D (Dominance)

9

**Identify one High D you know.**

**What do you have to do in order to be more effective with this person?**

**How can you make a High D's life easier?**

**Why do you need a High D at work?**

**Your Effectiveness**



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# Working with a High i (influence)

10

**Identify one High i you know.**

**What do you have to do in order to be more effective with this person?**

**How can you make a High I's life easier?**

**Why do you need a High i at work?**

**Your Effectiveness**



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# Working with a High S (Steadiness)

11

Identify one High S you know.

What do you have to do in order to be more effective with this person?

How can you make a High S's life easier?

Why do you need a High S at work?

Your Effectiveness



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# Working with a High C (Conscientiousness)

12

Identify one High C you know.

What do you have to do in order to be more effective with this person?

How can you make a High C's life easier?

Why do you need a High C at work?

Your Effectiveness



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# Conclusions

**What do I need to do at work to be more effective?**

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**How will I continue my own leadership development**

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# D — Dominance

**14 Emphasize:** shaping the environment by overcoming opposition and challenge

**Tendencies:** getting immediate results, taking action, accepting challenges

**Motivated by:** challenge, power and authority, direct answers

**Fears:** loss of control in their environment; being taken advantage of

**You will notice:** self-confidence, decisiveness, and risk-taking

**Limitations:** lack of concern for others, impatience

***If you have a high-D style, your strengths as a co-worker or team member may be that you***

- make decisions when others cannot
- confront tough issues or situations
- accept change as a personal challenge
- keep the team focused and on task

***Others may see limitations because you***

- may come across as unapproachable
- can be insensitive to others
- may show impatience with others
- try to move the team before it is ready

***You can be more effective by***

- developing more patience
- toning down your directness and asking more questions
- working on your body language to seem more approachable
- and offering more encouragement in conversation

**Your Style**



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# i – Influence

<b>15</b>	<b>Emphasize:</b>	shaping the environment by persuading and influencing others
	<b>Tendencies:</b>	involvement with people, making a favorable impression
	<b>Motivated by:</b>	social recognition, group activities, relationships
	<b>Fears:</b>	social rejection, disapproval, loss of influence
	<b>You will notice:</b>	enthusiasm, charm, sociability
	<b>Limitations:</b>	impulsiveness, disorganization, and lack of follow through

***If you have a high-i style, your strengths as a co-worker or team member may be that you***

- are available to others
- inspire others
- spread your enthusiasm and positive attitude to others
- give positive feedback to your colleagues

***You can be more effective by***

- listening more carefully
- becoming more organized
- providing more detail

***Others may see limitations because you***

- can be disorganized
- may be superficial in your approach
- lack follow-through

**Your Style**



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# S – Steadiness

**16 Emphasize:** achieving stability, accomplishing tasks by cooperating with others

**Tendencies:** calm, patient, loyal, good listener

**Motivated by:** infrequent change, stability, sincere appreciation, cooperation

**Fears:** loss of stability, the unknown, change, unpredictability

**You will notice:** patience, a team player, stability, methodical approach, calm

**Limitations:** overly willing to give, putting their needs last

***If you have a high-S style, your strengths as a co-worker or team member may be that you***

- are a good team player
- are sensitive to others' needs
- approach meeting agendas methodically
- listen well
- are likable

***Others may see limitations because you***

- can be indecisive
- may be indirect
- resist change

***You can be more effective by***

- becoming more assertive and direct
- coping better with change
- not carrying the burden of everyone else's problems

**Your Style**



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# C – Conscientiousness

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**Emphasize:** working within circumstances to ensure quality and accuracy

**Tendencies:** attention to standards and details, analytical thinking

**Motivated by:** clearly defined performance expectations, quality and accuracy being valued

**Fears:** criticism of their work, slipshod methods

**You will notice:** behavior that is cautious, precise, diplomatic, restrained

**Limitations:** overly critical of self and others, indecision because of desire to collect and analyze data

***If you have a high-C style, your strengths as a co-worker or team member may be that you***

- are thorough
- follow standards
- emphasize accuracy
- use diplomacy

***You can be more effective by***

- accepting differences
- being more open
- focusing on communication

***Others may see limitations because you***

- can be overly concerned with perfection
- tend to hamper others' creativity by sticking to the rules
- act aloof

Your Style



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