



Understanding DISC: From ME to WE

FROM ME TO WE: COLLABORATION WITH OTHERS

“A team is not a group of people who work together. It’s a group of people who trust each other.”

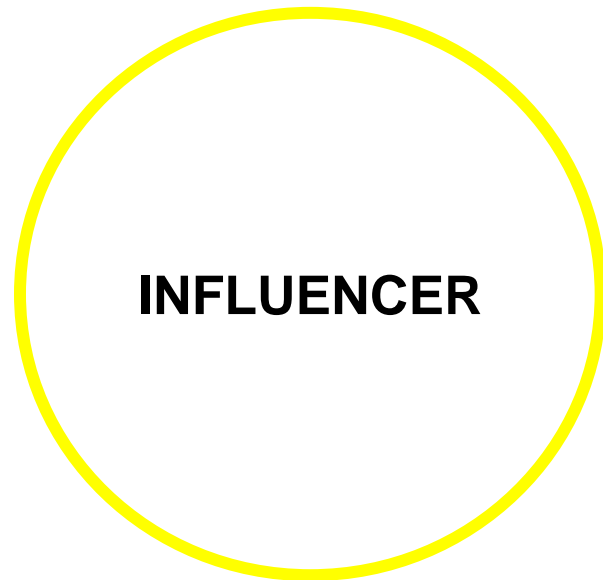
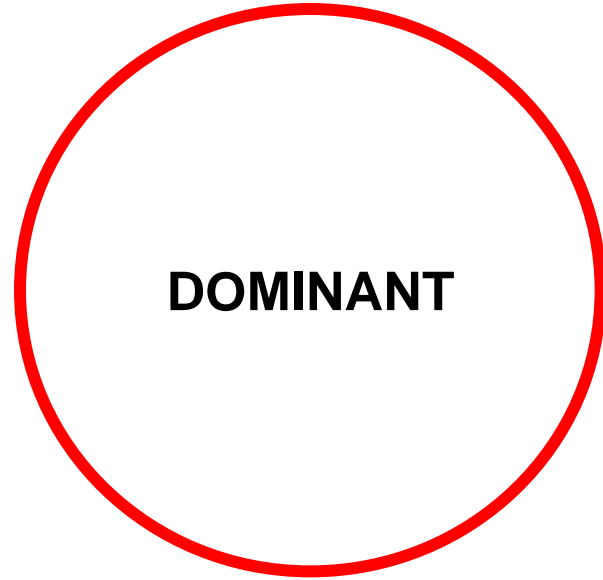
-Simon Sinek

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Our Focuses For Today

- Understand your personality style and the style of others
- Focus on results and a positive team environment
- Develop adaptability and flexibility in challenging situations
- Build collaborative teams



**Four
Dimensions
of Behavior**

The "How" of Communication



How to Read



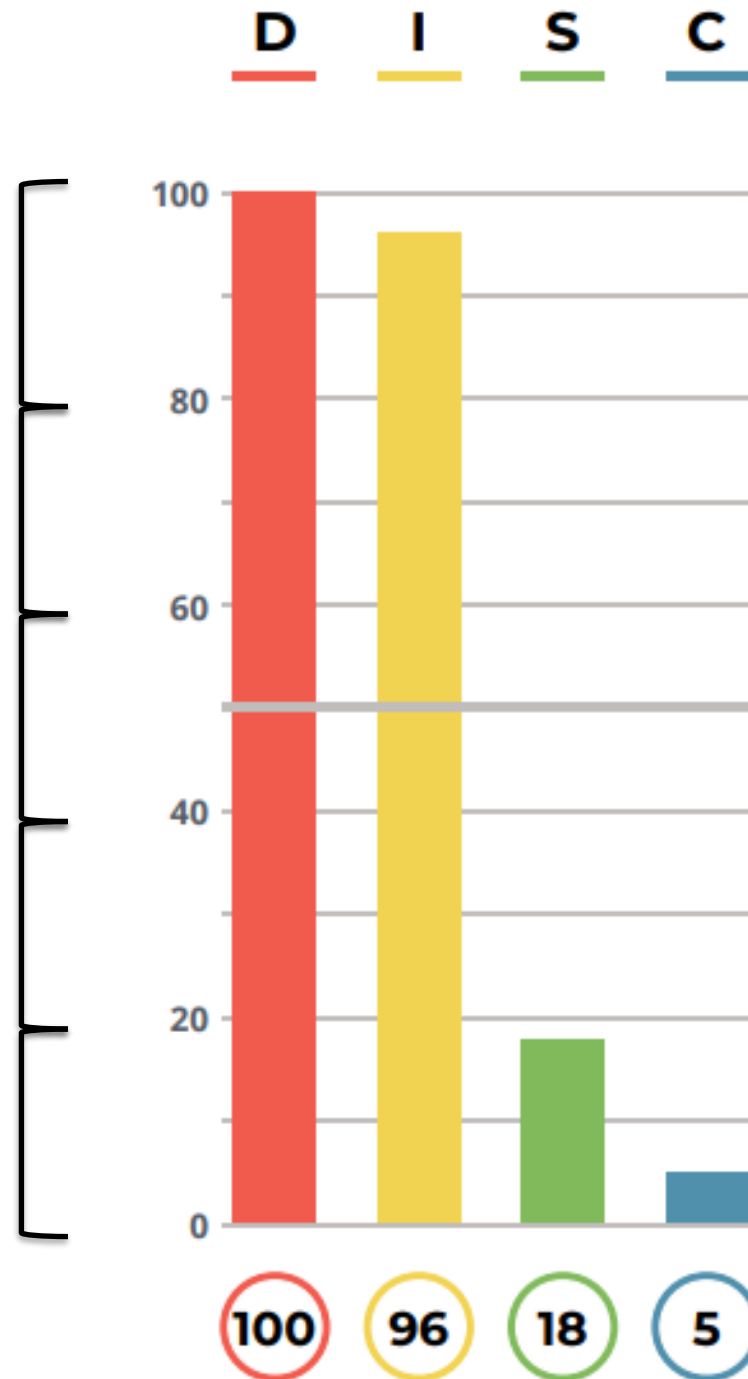
Almost always

In most scenarios

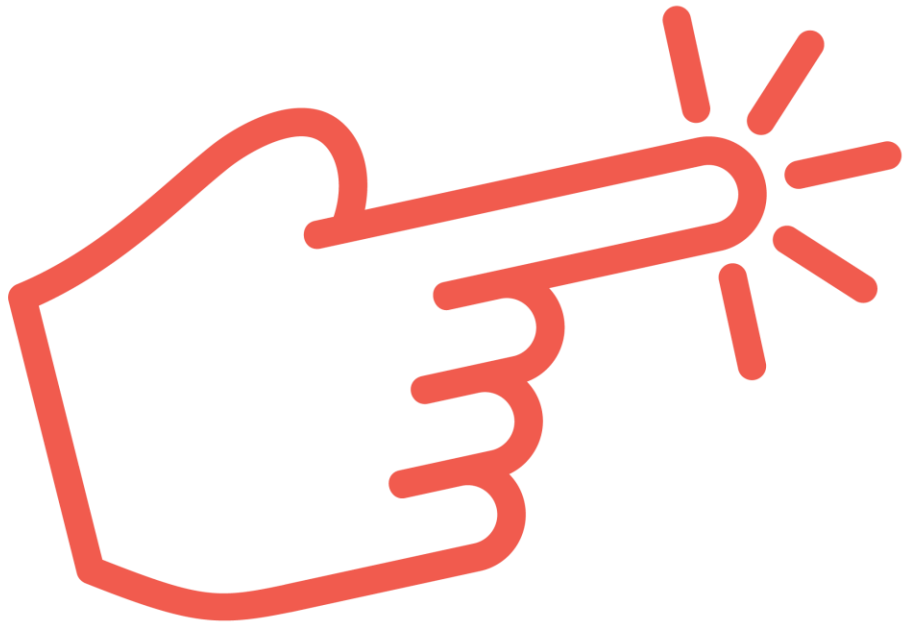
Situational

In a few scenarios

Rarely



Driver (D) - Problems and Challenges - ABOVE



Direct

Assertive

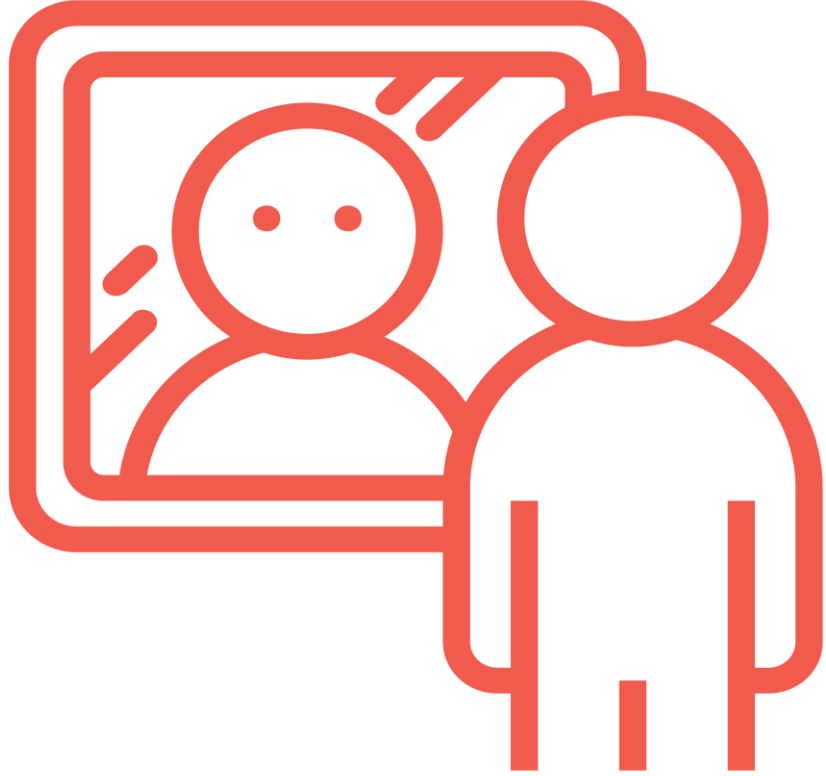
Fast Acting – Take Charge

Task Oriented

Love a Challenge

Freedom from Control

Driver (D) - Problems and Challenges - BELOW



Reflective

Calculating

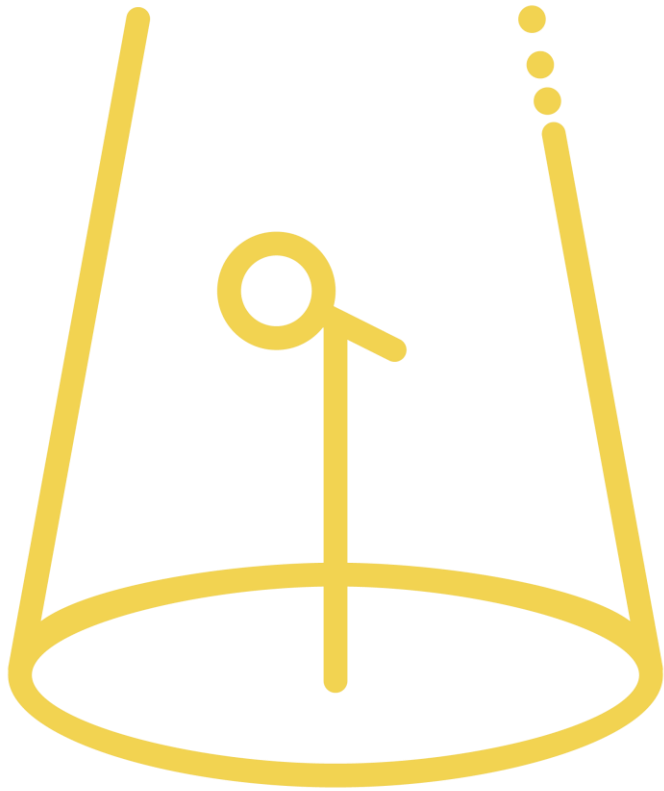
Cautious and agreeable

Purposeful

Avoid conflict

Thoughtful

Influence (I) – People and Contacts - ABOVE



Outgoing

Optimistic and enthusiastic
Good motivators
Outgoing and people oriented
Persuasive
Have fun
Freedom from details

Influence (I) – People and Contacts - BELOW



Reserved

Reflective and restrained

Skeptical, matter of fact

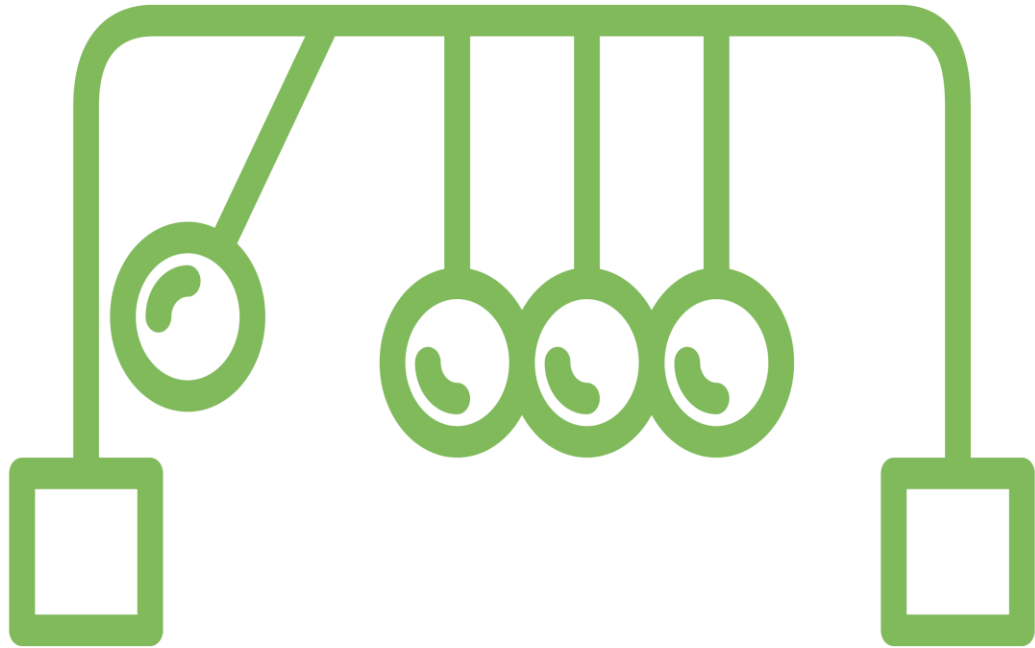
Realistic

Soft Spoken

Prefer to work alone

Poised

Steady (S) – Pace and Consistency - ABOVE



Steady

Reliable and patient

Dependable

Friendly and good listener

Gets along with everyone

Like predictable work

Good team player

Steady (S) – Pace and Consistency - BELOW



Dynamic

Energetic and versatile

Multi-tasker

Likes Variety

Enjoys a challenge

Flexible and fast paced

Compliance (C) – Procedures and Constraints - ABOVE



Precise

Focused on Facts

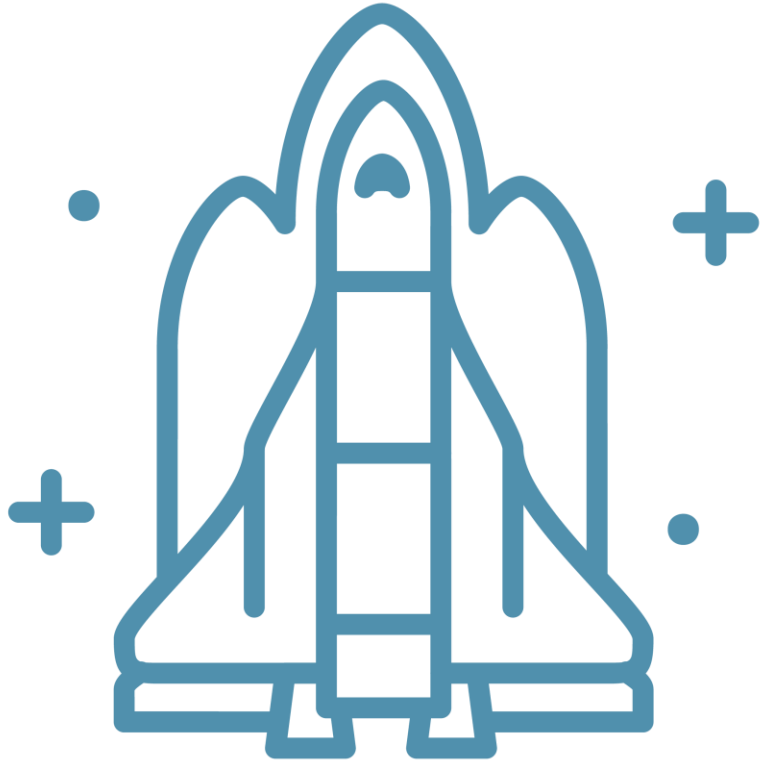
Likes working with details

Organized – task oriented

Maintains high standards

By the Book

Compliance (C) – Procedures and Constraints - BELOW



Pioneering

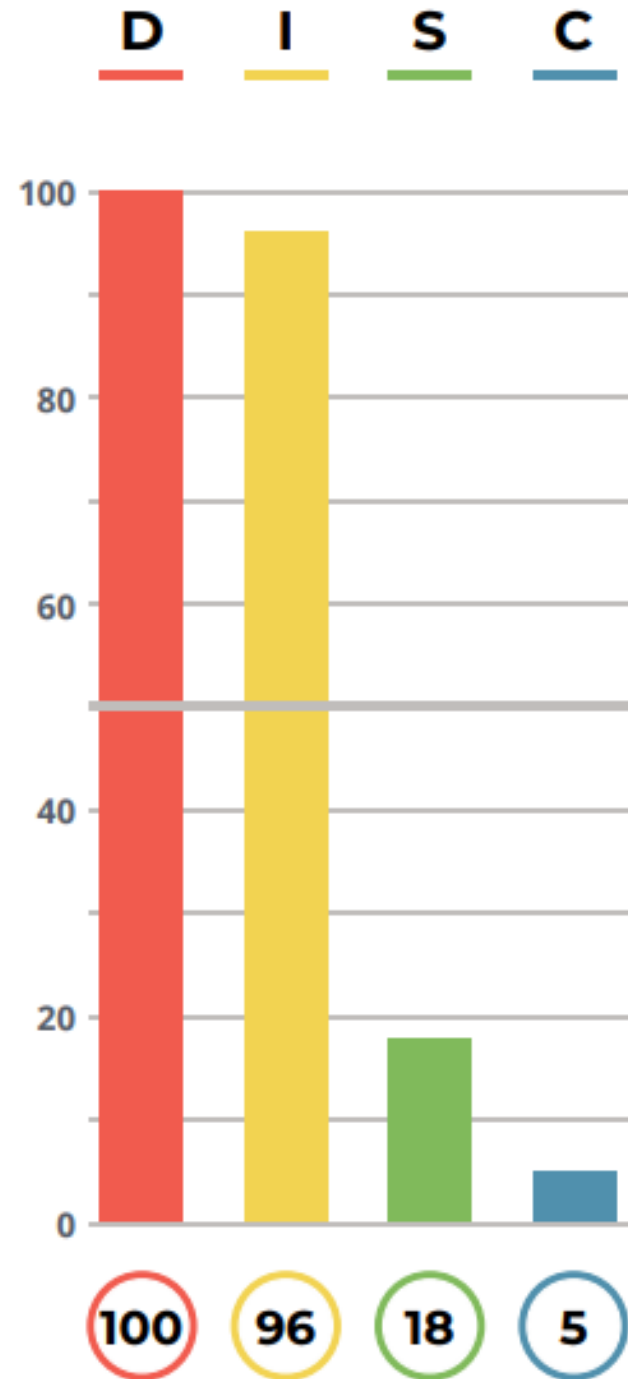
Independent

Willing to bend rules

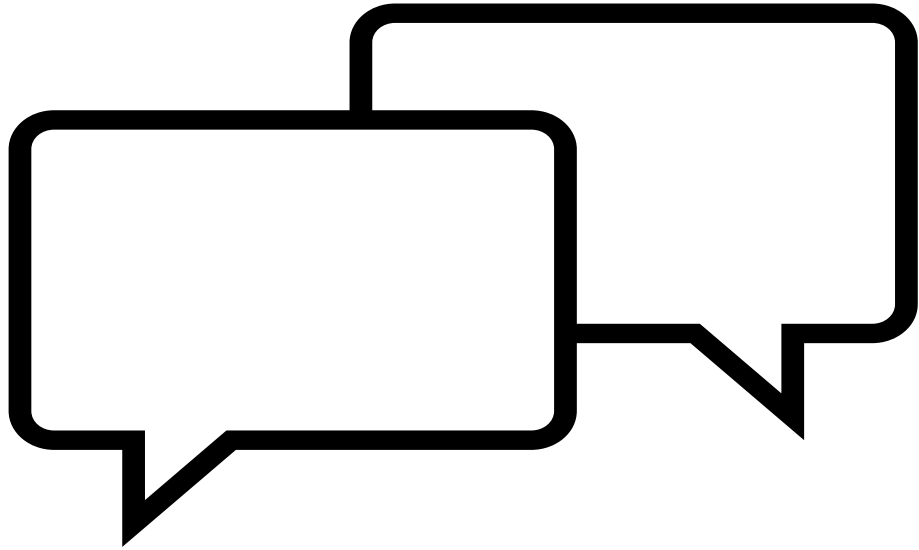
Freedom from constraints

Adventurous

What
would
you say
about
me?



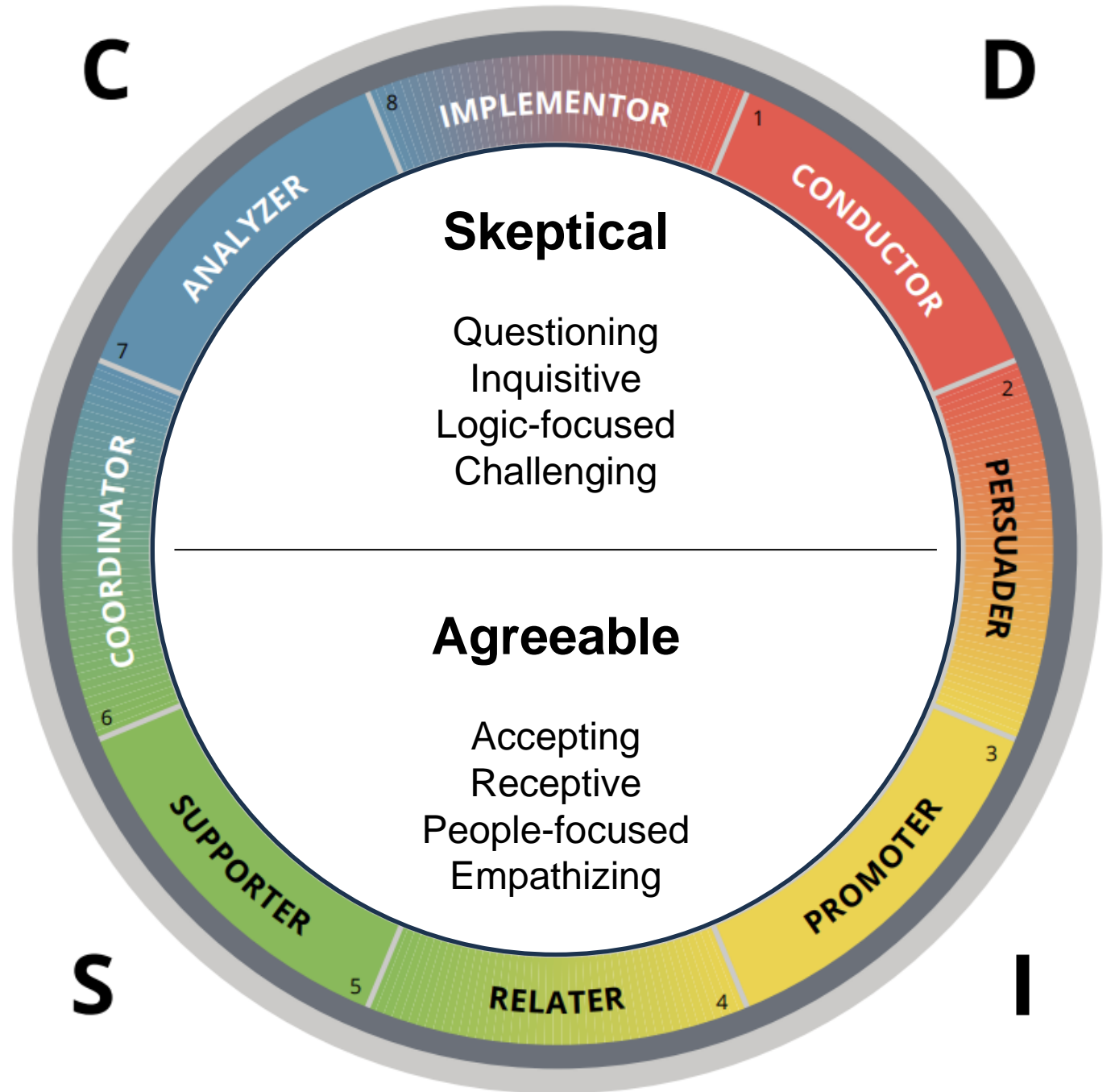
What do you think?



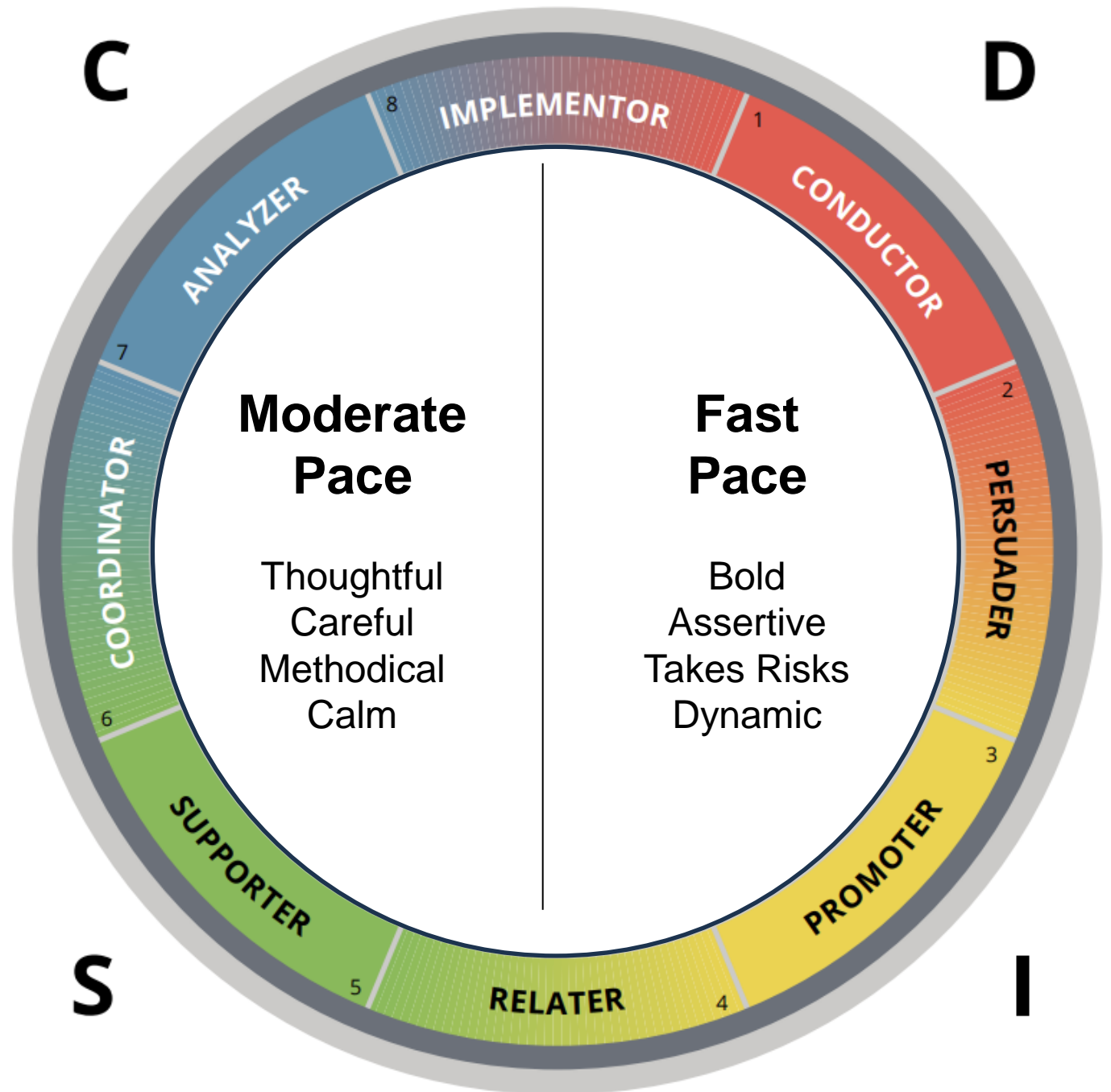
What strengths do you bring to a team?

What limitations do you have with others?

Does this person challenge what they hear, or are they more open to new ideas and possibilities?



Is this person more open to taking risks?
Or would they prefer a solution with a more calculated/
methodical approach?



OAR: Observe, Assess, Recognize

What they talk about

Family, hobbies, accomplishments, teams, name dropping, nothing at all, data, ideas

How they say it

Type of language used, descriptive, short and to the point, all over the place, long winded, with lots of questions, fast paced, casual

Body Language

Animated, still, facial expressions, hand gestures, straight faced, open or closed positions

Tonality

Loud, quiet, emotional, monotone, voice inflection, confidence, questioning

What Questions Do They Ask?

D-types ask the “what” questions

“What is the bottom line?” or “What is in it for me?”

I-types ask the “who” questions

“Who is at the meeting?” or “Who else uses this?”

S-types ask the “how” questions

“How are we going to do this?” or “How does this impact us?”

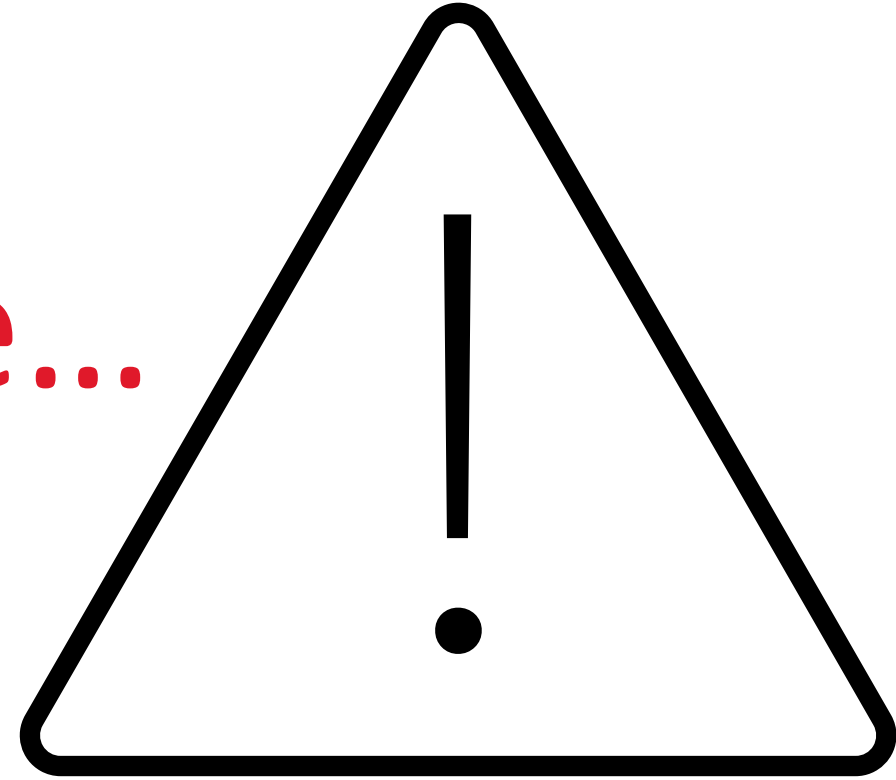
C-types ask the “why” questions

“Why does it work this way?” or “Why is this step needed?”

Stress and DISC

I am not trying to be...

I am just...

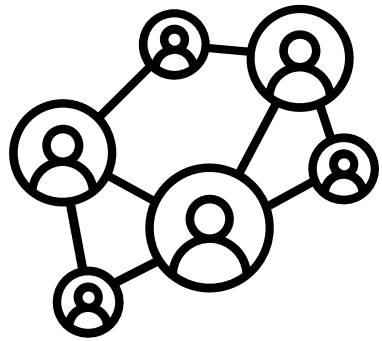


Can You DALE IT?

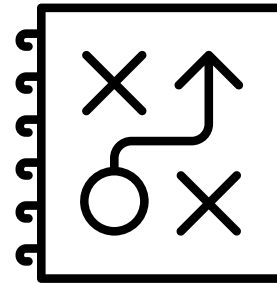


D A L E D I T

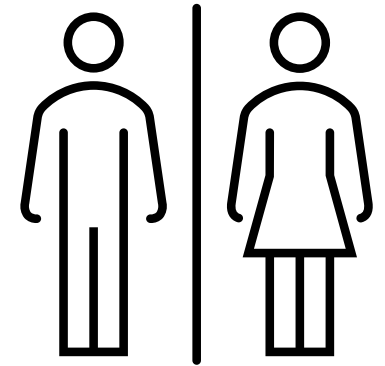
D A L E D I T



Stay connected through weekly Zoom calls.



Challenge yourself to apply what you learn at LEAD.



Continue to build yourself as a leader in your organization.

Want to
Connect?

