

I hope I get a good score!

What's the point?

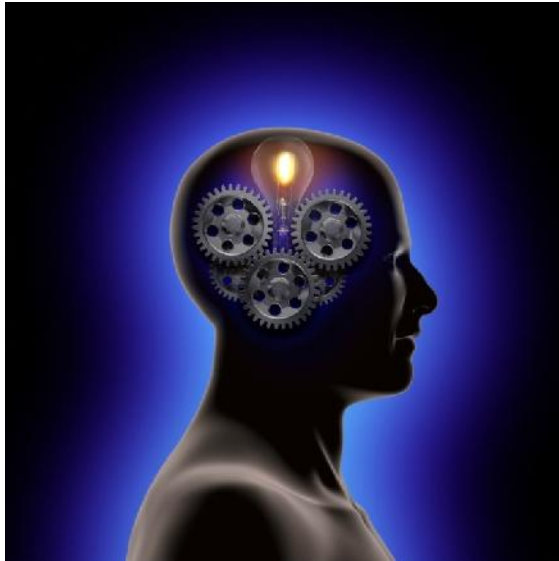


DISC
sounds
like fun!

Do I have to
share my results?

Presenter: Ira S Wolfe

Everything You Need to Know



1. DISC describes 4 styles of human behavior.
2. Describes what energizes or de-energizes an individual.
3. Observable language described as far back as ancient Greeks.
4. Neutral language – no good, bad, best, or worst style
5. Father of Modern DISC: William Moulton Marston (also “father” of Wonder Woman)
6. Walter Clark developed 1st DISC assessment
7. Hundreds of variations of DISCs
8. The best DISC assessment is observation and listening

DISC Do's and Don'ts



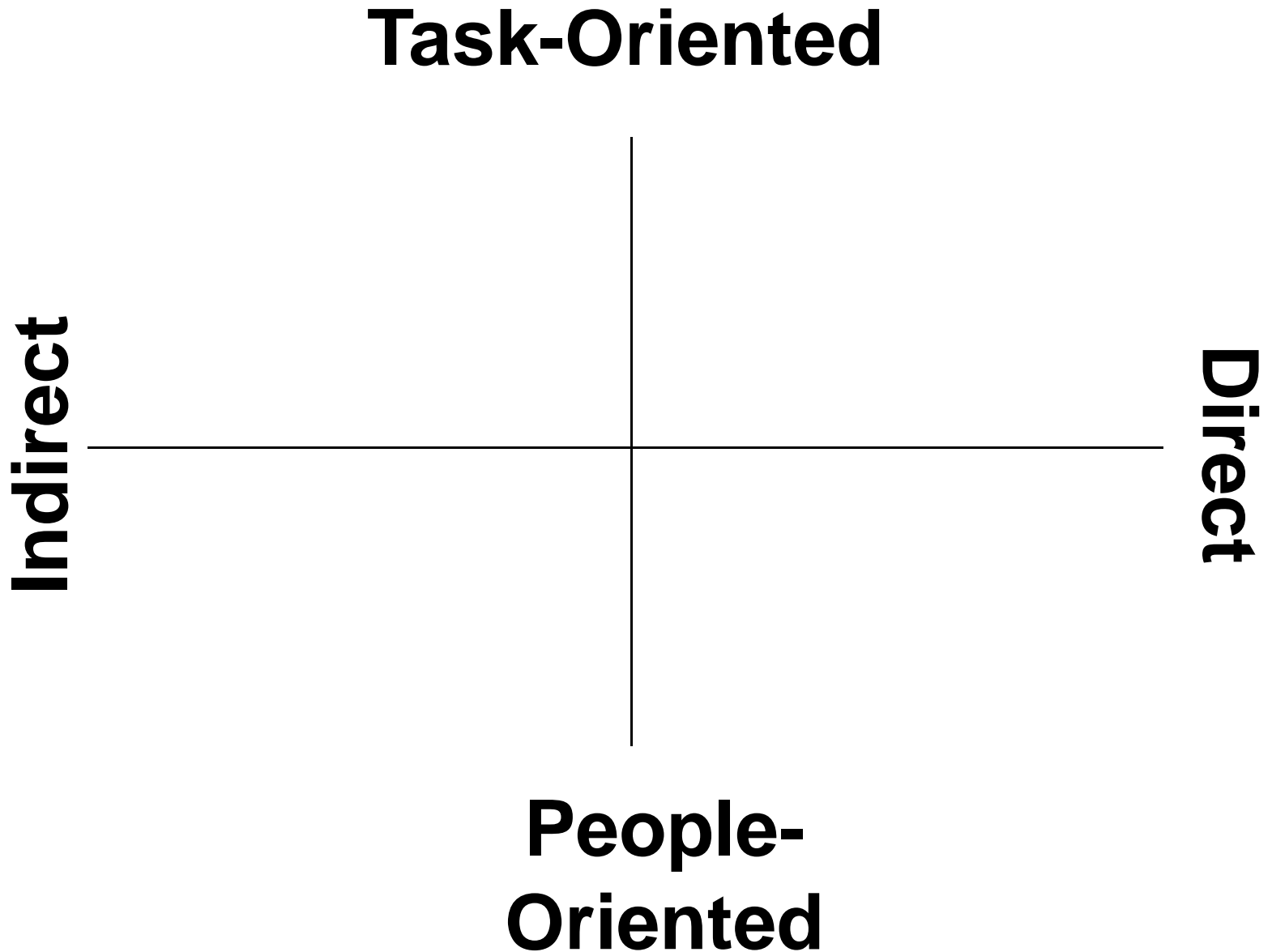
DOES help assess team fit, company fit, approach to leadership, resolve or mitigate conflict, improve communication, build trust.



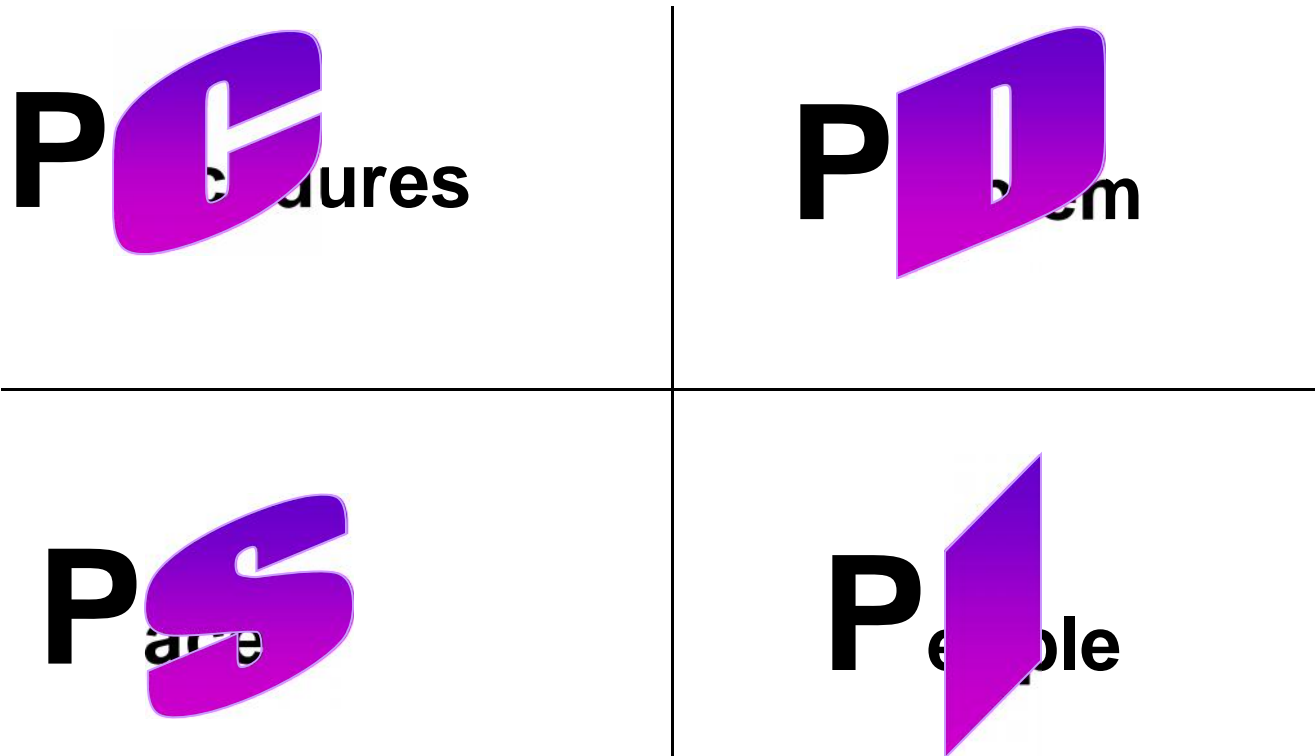
DOES NOT describe or assess skill, ability, or job fit.

THE ABC'S OF DISC

Understanding DISC



The Four Styles



4 Dimensions of Normal Behavior

- Dominance (“D” Factor) - How you handle **problems** and challenges
- Influence (“I” Factor) - How you handle **people** and influence others
- Steadiness (“S” Factor) - How you handle change and **pace** yourself
- Compliance (“C” Factor) - How you handle rules and **procedures** set by others

Descriptors Of DISC

D

Demanding
Driving
Forceful
Daring
Determined
Competitive

Responsible
Inquisitive
Conservative
Mild
Agreeable
Unobtrusive

I

Gregarious
Persuasive
Inspiring
Enthusiastic
Sociable
Poised
Charming

Convincing
Reflective
To the Point
Matter-of-fact
Withdrawn
Aloof

S

Patient
Predictable
Passive
Complacent
Stable
Consistent

Steady
Outgoing
Restless
Active
Spontaneous
Impetuous

C

Cautious
Perfectionist
Systematic
Careful
Analytical
Orderly

Neat
Balanced
Independent
Rebellious
Careless
Defiant

General Characteristics—Dominance

<p>D</p> <p>DOMINANCE</p>	<p>VALUE TO THE TEAM:</p> <ul style="list-style-type: none"> •Bottom-line organizer •Forward-looking •Challenge-oriented •Initiates activity •Innovative 	<p>TENDENCY UNDER STRESS:</p> <ul style="list-style-type: none"> •Demanding •Nervy •Aggressive •Egotistical
<p>DESCRIPTORS:</p> <p>Adventuresome Competitive Daring Decisive Direct Innovative Persistent Problem Solver Result-oriented Self-starter</p>	<p>IDEAL ENVIRONMENT:</p> <ul style="list-style-type: none"> •Freedom from controls, supervision and details •An innovative and futuristic-oriented environment •Forum to express ideas and viewpoints •Non-routine work •Work with challenge and opportunity 	<p>POSSIBLE LIMITATIONS:</p> <ul style="list-style-type: none"> •Overuse of position •Set standards too high •Lack tact and diplomacy •Take on too much, too soon, too fast
		<p>EMOTION OF THE HIGH D: Anger</p>

General Characteristics—Influence

<p>I</p> <p>INFLUENCE</p>	<p>VALUE TO THE TEAM:</p> <ul style="list-style-type: none"> •Optimism and enthusiasm •Creative problem solving •Motivates others toward goals •Team player •Negotiates conflicts 	<p>TENDENCY UNDER STRESS:</p> <ul style="list-style-type: none"> •Self-promoting •Overly optimistic •Gabby •Unrealistic
<p>DESCRIPTORS:</p> <p>Charming Confident Convincing Enthusiastic Inspiring Optimistic Persuasive Popular Sociable Trusting</p>	<p>IDEAL ENVIRONMENT:</p> <ul style="list-style-type: none"> •High degree of people contacts •Freedom from control and detail •Freedom of movement •Forum for ideas to be heard •Democratic supervisor with whom he can associate 	<p>POSSIBLE LIMITATIONS:</p> <ul style="list-style-type: none"> •Inattentive to details •Be unrealistic in appraising people •Trust people indiscriminately •Situational listener
		<p>EMOTION OF THE HIGH I: optimism</p>

General Characteristics—Steadiness

<p>S</p> <p>STEADINESS</p>	<p>VALUE TO THE TEAM:</p> <ul style="list-style-type: none"> •Dependable team player •Work for a leader and a cause •Patient and empathetic •Logical step-wise thinker •Service-oriented 	<p>TENDENCY UNDER STRESS:</p> <ul style="list-style-type: none"> •Non-demonstrative •Unconcerned •Hesitant •Inflexible
<p>DESCRIPTORS:</p> <p>Amiable Friendly Good Listener Patient Relaxed Sincere Stable Steady Team Player Understanding</p>	<p>IDEAL ENVIRONMENT:</p> <ul style="list-style-type: none"> •Stable and predictable environment •Environment that allows time to change •Long-term work relationships •Little conflict between people •Freedom from restrictive rules 	<p>POSSIBLE LIMITATIONS:</p> <ul style="list-style-type: none"> •Yield to avoid controversy •Difficulty in establishing priorities •Dislike of unwarranted change •Difficulty dealing with diverse situations
		<p>EMOTION OF THE HIGH S: Non-emotional</p>

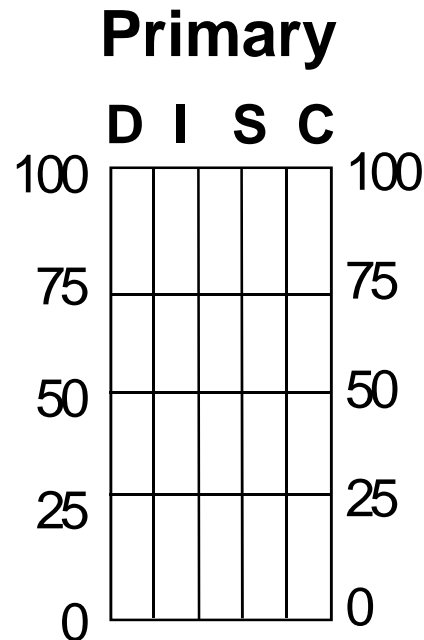
General Characteristics—Compliance

<p>C</p> <p>Compliance</p>	<p>VALUE TO THE TEAM:</p> <ul style="list-style-type: none"> •Maintains high standards •Conscientious and steady •Defines, clarifies, gets information and tests •Objective – “the anchor of reality” •Comprehensive problem solver 	<p>TENDENCY UNDER STRESS:</p> <ul style="list-style-type: none"> •Pessimistic •Picky •Fussy •Overly critical
<p>DESCRIPTORS:</p> <p>Accurate Analytical Conscientious Courteous Diplomatic Fact-finder High Standards Mature Patient Precise</p>	<p>IDEAL ENVIRONMENT:</p> <ul style="list-style-type: none"> •Where critical thinking is needed •Technical work or specialized areas •Close relationship with small group •Familiar work environment •Private office or work area 	<p>POSSIBLE LIMITATIONS:</p> <ul style="list-style-type: none"> •Be defensive when criticized •Get bogged down in details •Be overly intense for the situation •Appear somewhat aloof and cool
		<p>EMOTION OF THE HIGH C: Fear</p>

Reading DISC Graphs

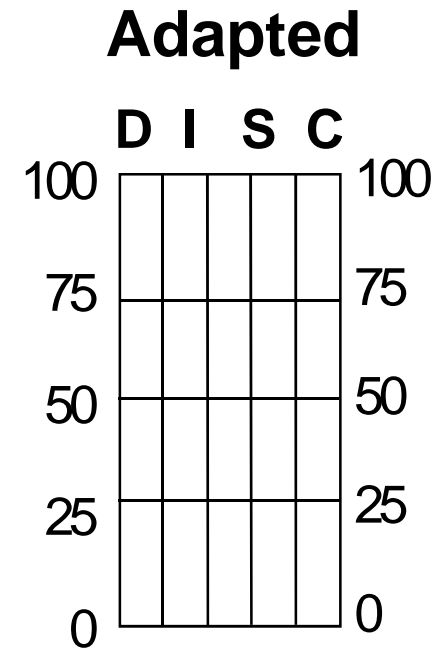
Understanding DISC

READING THE GRAPHS



Your natural state

- What you are like when you can be you OR When you are under stress pressure or fatigue.
- Reaction Based on Past Experiences
- Unconscious Behavior
- Least Changeable



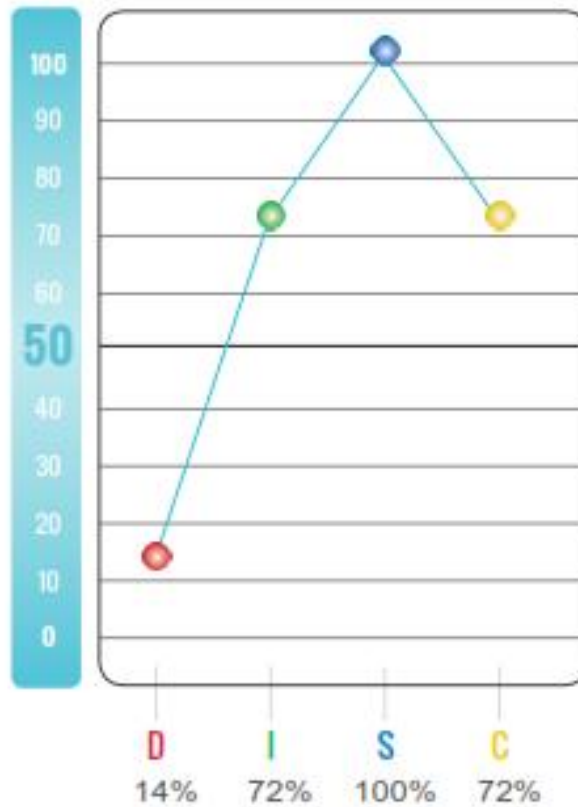
What Others Expect

- Your Mask or Game Face
- Reaction to Present Circumstances
- Conscious Behavior
- Most Changeable

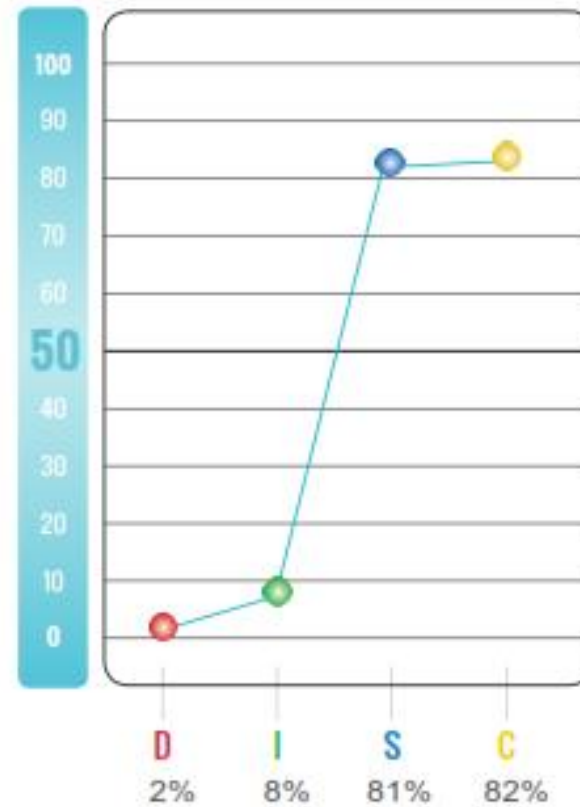
Understanding DISC

GRAPHIC PROFILE

PROCEPTION²
DIScovering Your Style

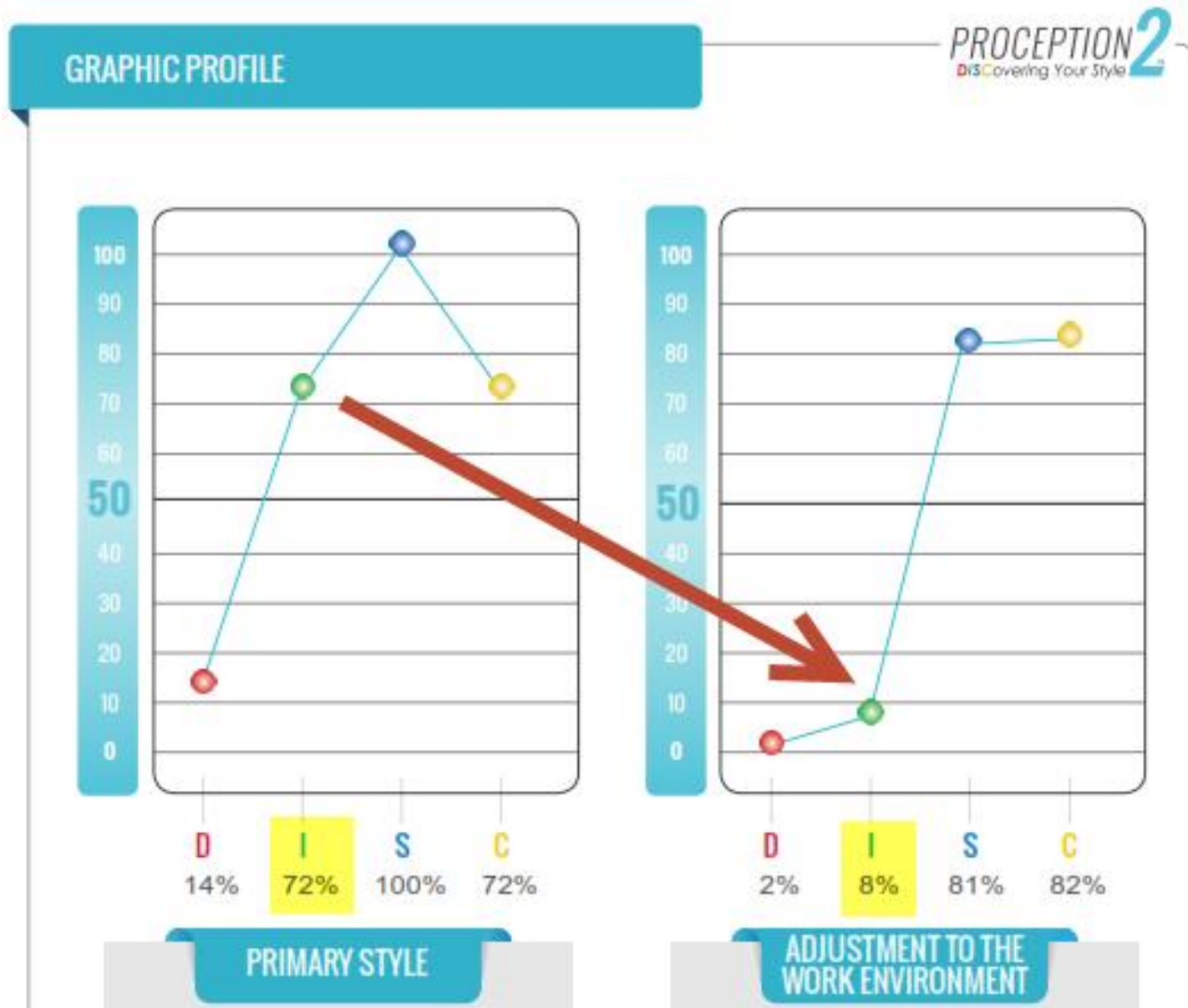


PRIMARY STYLE



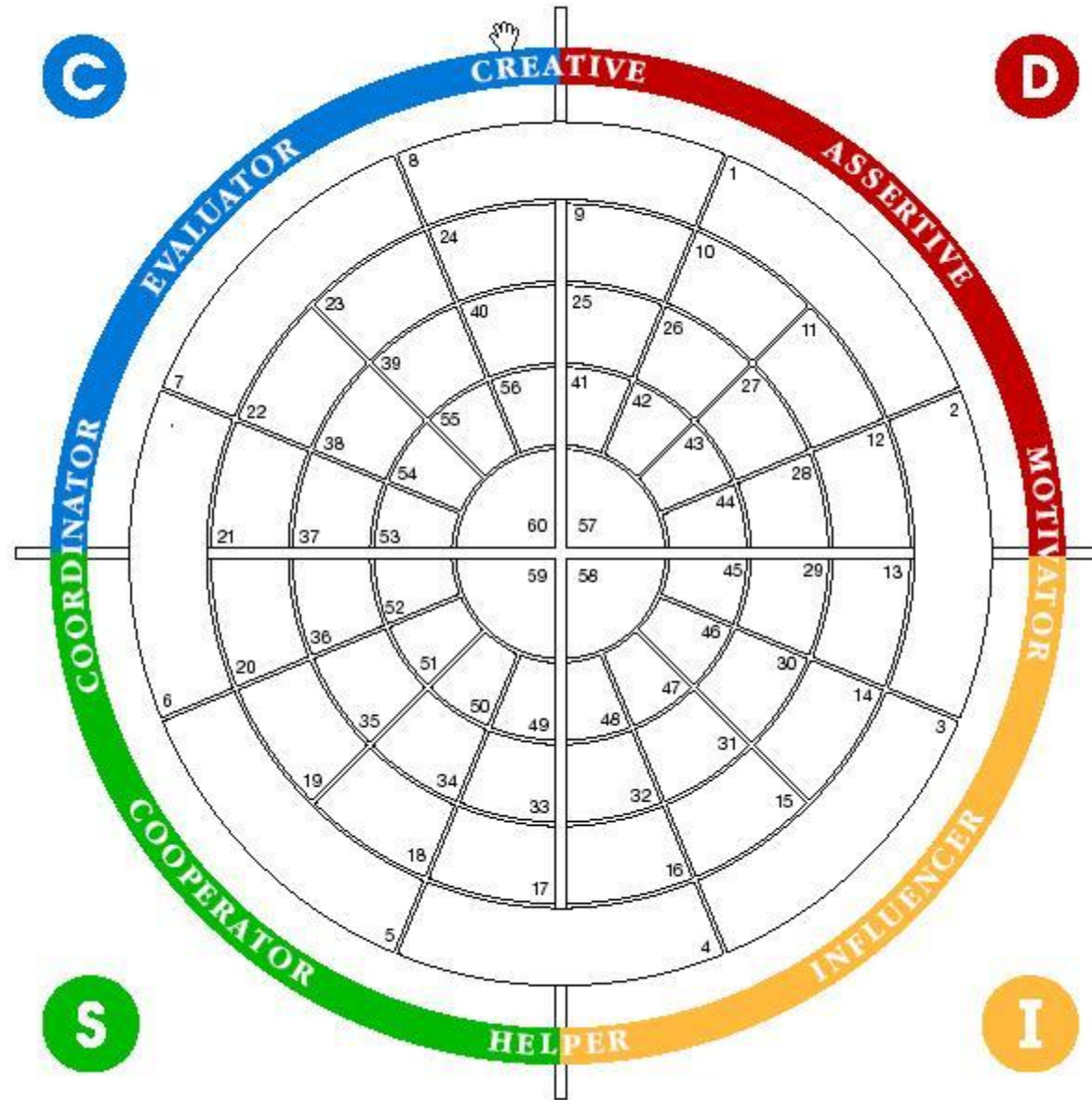
ADJUSTMENT TO THE
WORK ENVIRONMENT

Understanding DISC



Understanding Your Team

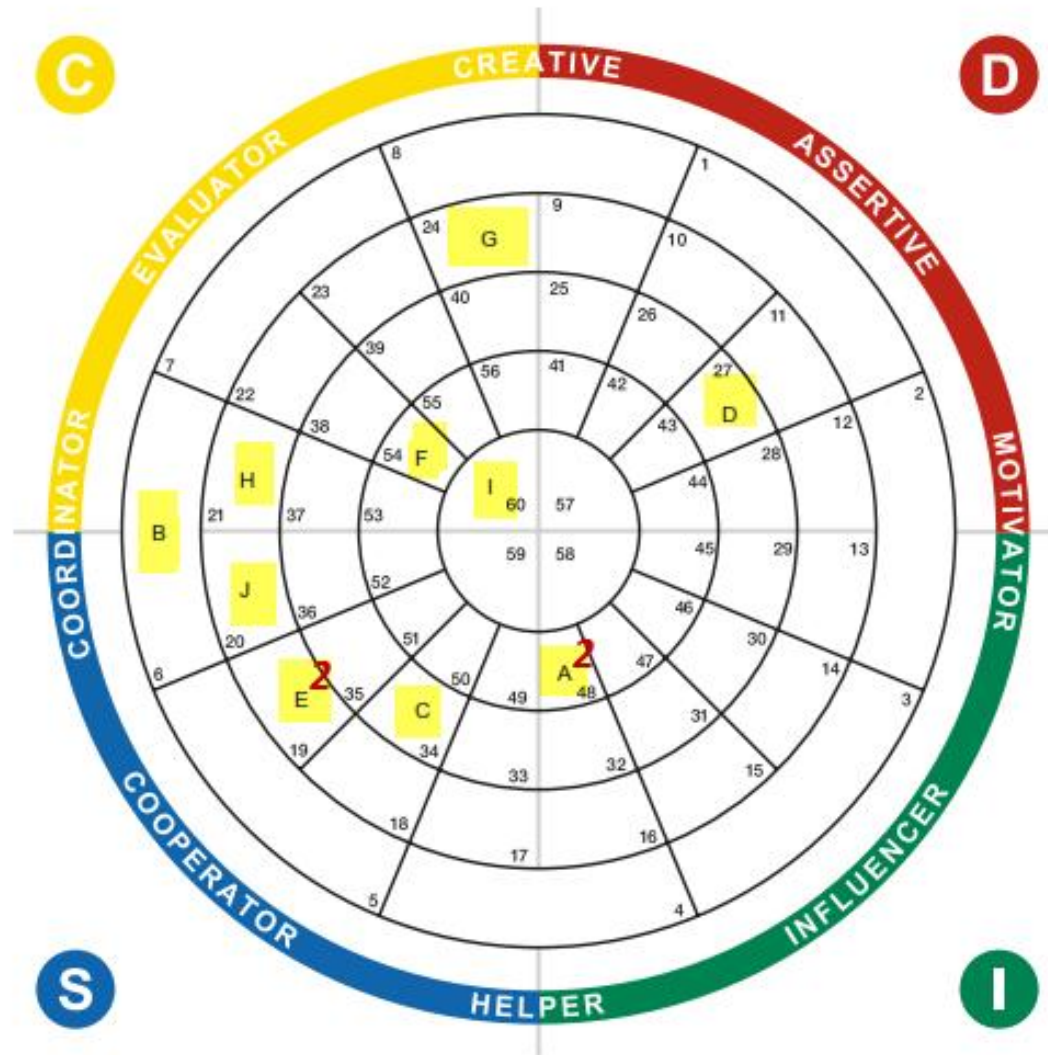
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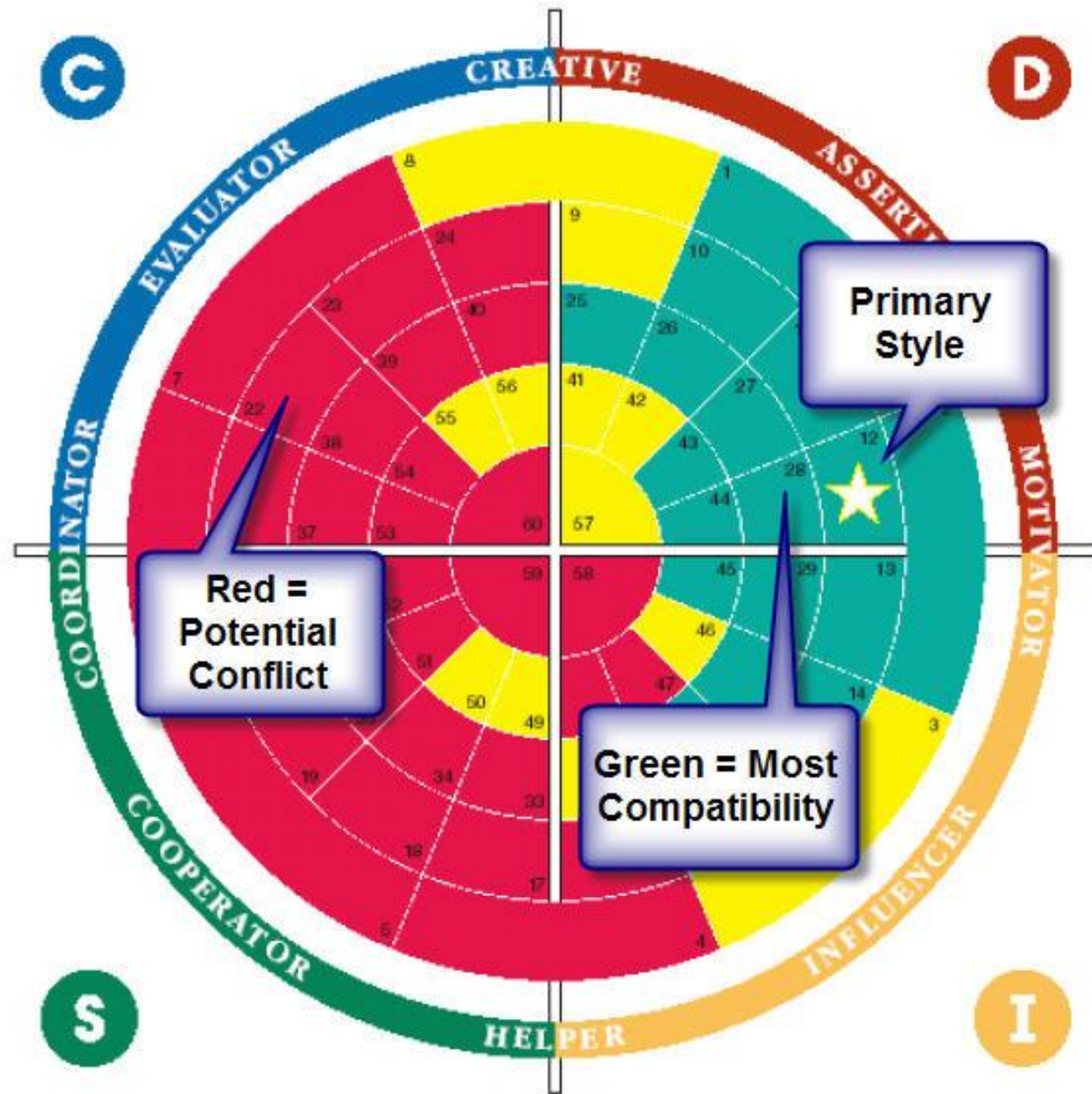
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- Style Map - Primary

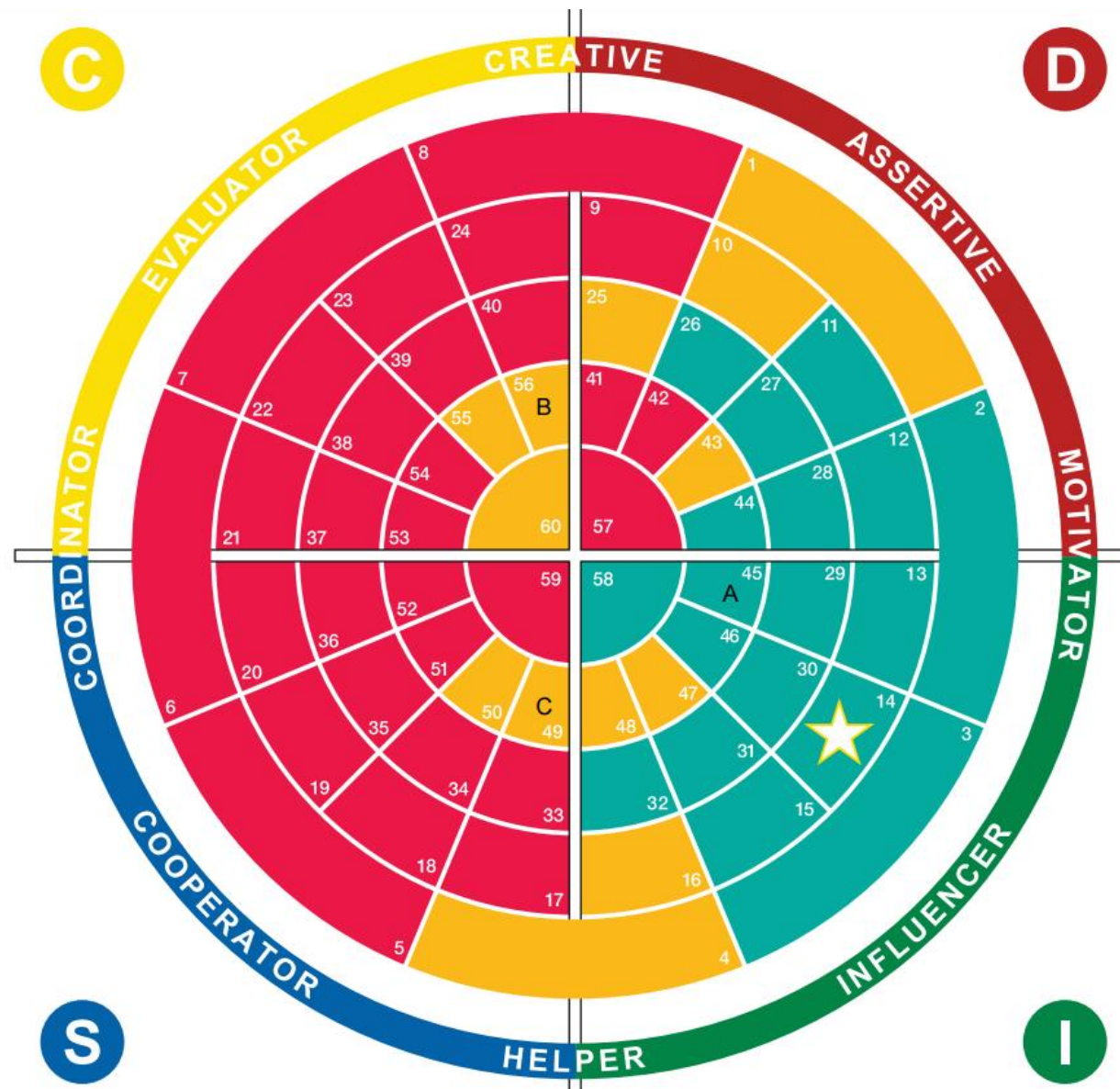
PROCEPTION²
DIScovering Your Style



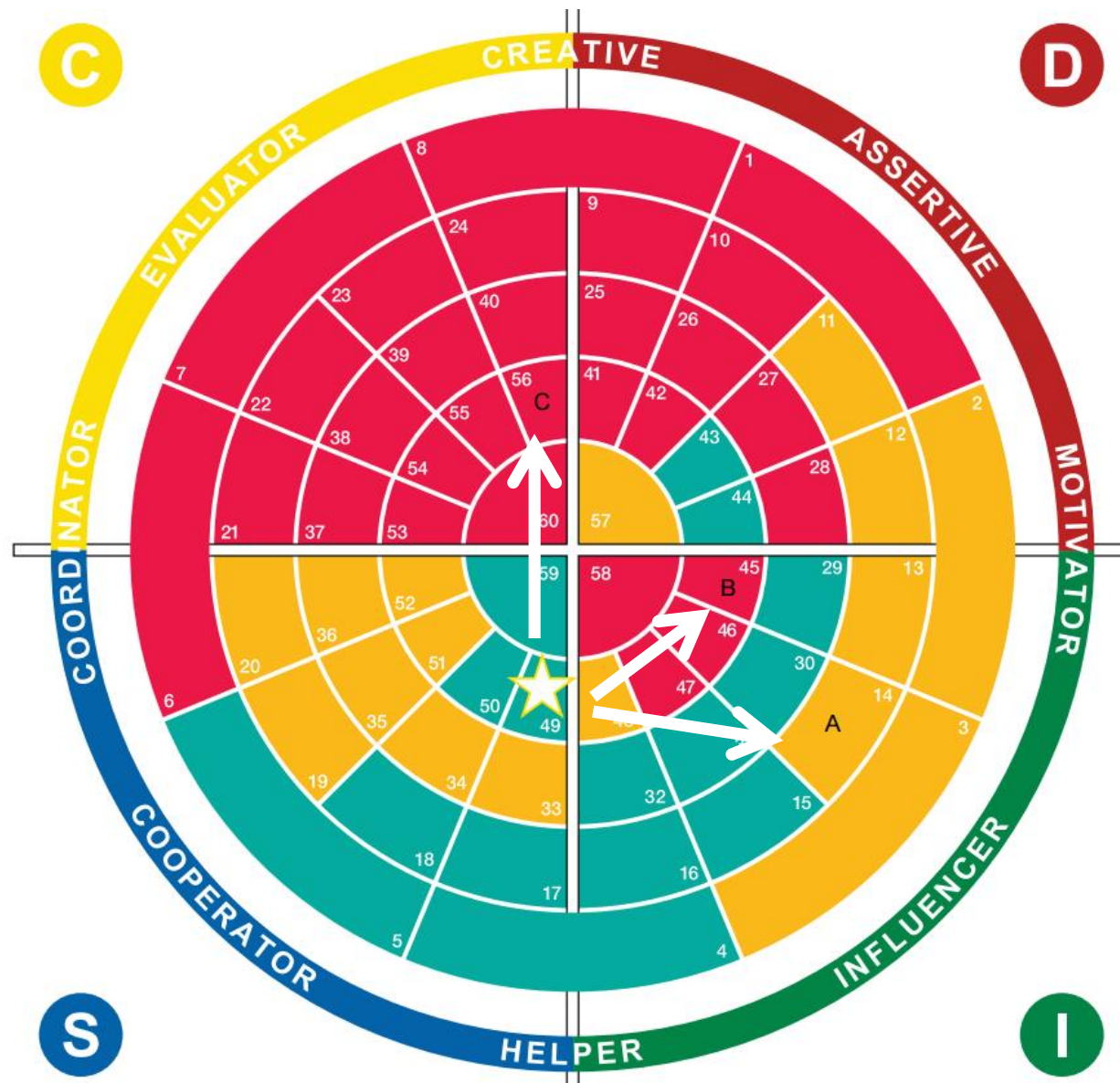
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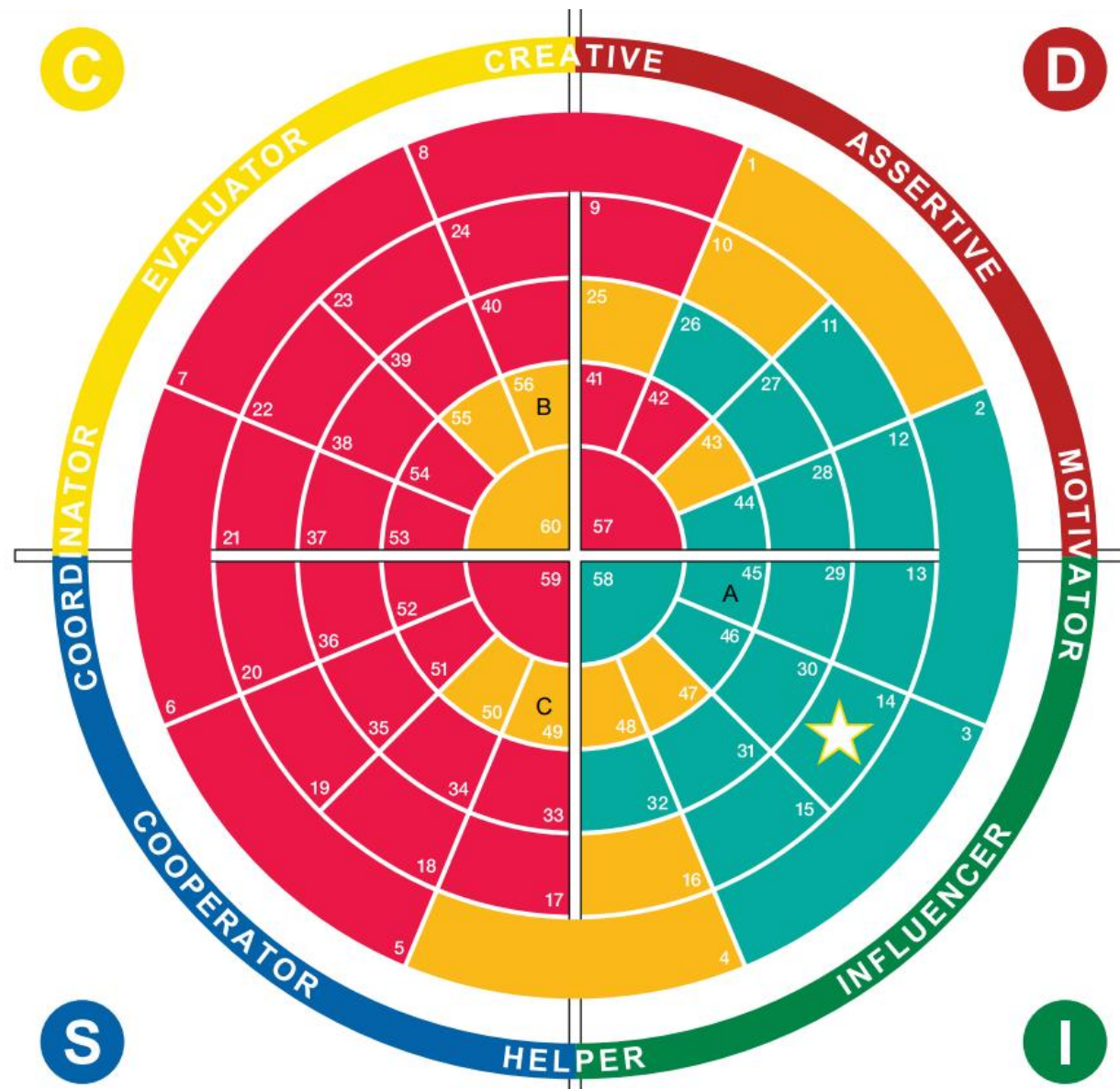
Understanding DISC



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Understanding DISC



Top Performing Teams

- Understand the DISC styles
- Communicate effectively
- Become “multi-behavioral”
- Welcome DISC “outsiders”
- Apply the principles of DISC with co-workers, employees, and customers

Understanding DISC



Contact Me with Questions or Comments

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