

**Welcome to:**

**DiSC**

**“It’s a Jungle Out There!”**

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## Objectives

- Experience Team Challenges / Opportunities
- Review & understand your DiSC Assessment
- Understand how your DiSC style affects your interactions
- Know how your DiSC style interacts with other styles
- Experience communication styles in a Team Activity
- Develop personal strategies to enhance your team's communication across all DiSC styles

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## Agenda

- Introductions
- Review DiSC Personalized Report
- Team Activity
- Summary & Wrap-up

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## Introductions

In your groups:

- Describe one thing that interests you outside of work that is unknown to others
- Provide an example of highly effective communication and/or a team
- Discuss your groups' objectives for this workshop
- Select a Spokesperson to share your group's workshop objective(s)

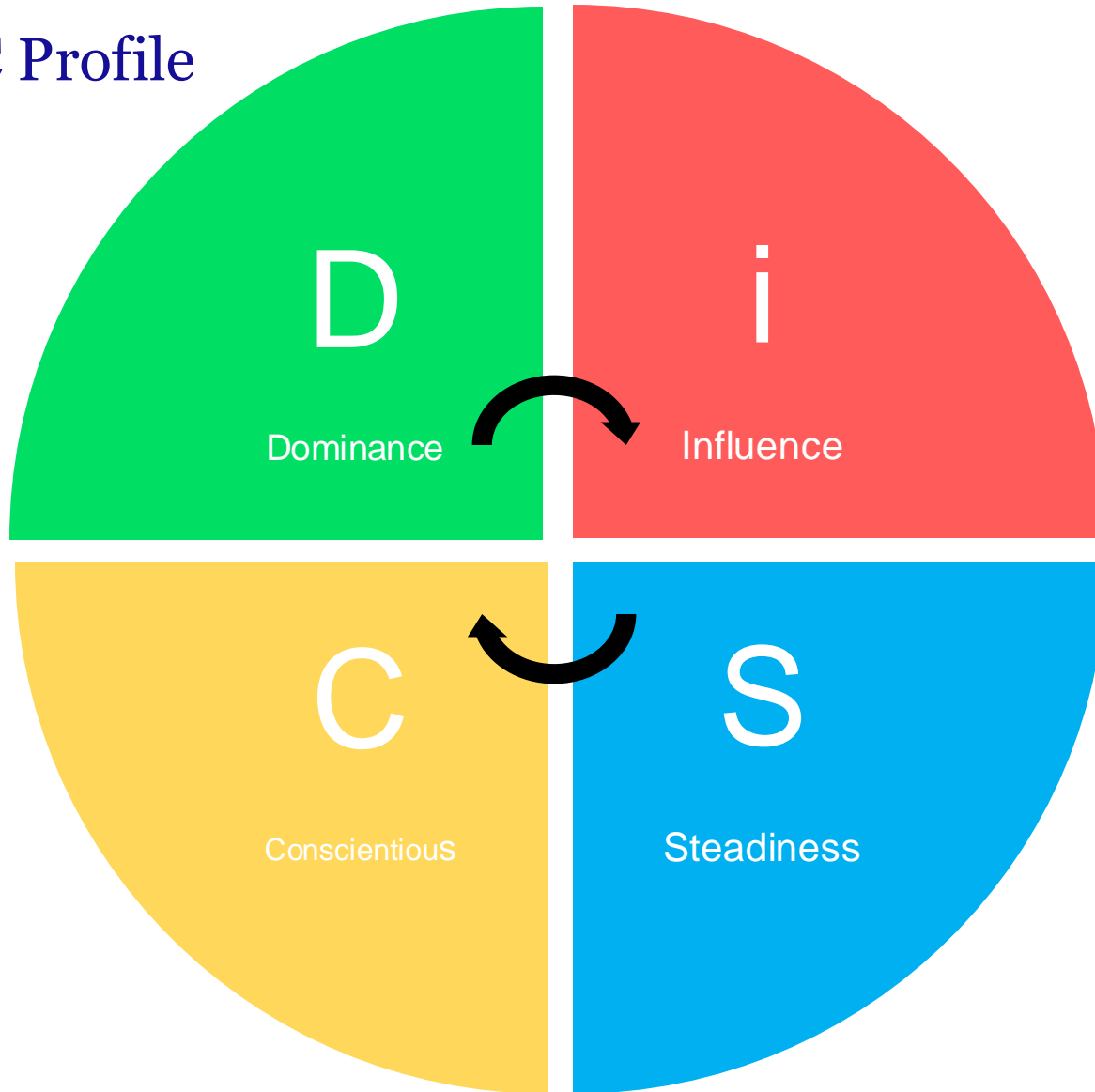
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# Introduction to Everything Disc



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# The DiSC Profile



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## Your Workplace Report

- Please take out your DiSC Workplace Report
- Refer to it as we go through the next slides
- Highlight what resonates with you

## Everything DiSC Workplace® Profile

### Page 2 Introduction to DiSC®

#### INTRODUCTION TO DiSC®

EVERYTHING DiSC

Isaac, have you ever wondered why connecting with some people is easier for you than with others?

Maybe you've noticed that you relate better to colleagues who focus more on creating lively environments and relationships.

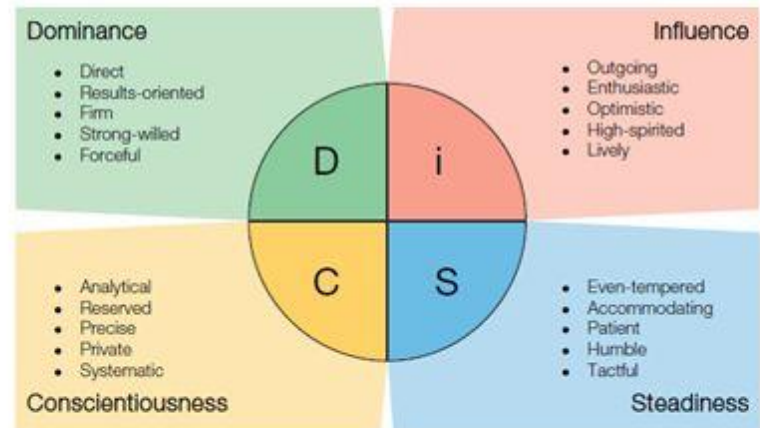
Or, maybe you're more comfortable working with those who take an optimistic, fast-paced approach than those who work at a steadier pace.

Or, perhaps you relate best to people who are more enthusiastic than analytical.

Welcome to Everything DiSC Workplace®. The DiSC® model is a simple tool that's been helping people to connect better for over thirty years. This report uses your individual assessment data to provide a wealth of information about your workplace priorities and preferences. In addition, you'll learn how to connect better with colleagues whose priorities and preferences differ from yours.

#### Cornerstone Principles of Everything DiSC Workplace

- ▶ All DiSC styles and priorities are **equally valuable** and everyone is a blend of all four styles.
- ▶ Your work style is also influenced by **other factors** such as life experiences, education, and maturity.
- ▶ **Understanding yourself** better is the first step to becoming more **effective** when working with others.
- ▶ Learning about **other people's DiSC styles** can help you understand their priorities and how they may differ from your own.
- ▶ You can improve the quality of your workplace by using DiSC to build more **effective relationships**.



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## Your Workplace Report - Activity

- Please review Pages 4- 6
  - Page 4: Underline what resonates with you
  - Pages 5 – 6: Identify your Dot Shading, Motivators, and Stressors

Active

**Dominance:**

Focus: in control, resolute

Motivations: power, authority, competition

Limitations: lack of empathy, impatient

**D**

Dominance

**I**

Influence

**Influence:**

Focus: energizing, pioneering

Motivations: others, affiliation, recognition

Limitations: too "in the moment", completion

Logical

**Conscientious:**

Focus: deliberate, humble, resolute

Motivations: expertise, knowledge, quality

Limitations: criticism, overanalyzes, isolation

**C**

Conscientious

**S**

Steadiness

**Steadiness:**

Focus: inclusive, agreeable

Motivations: stability, cooperation, helping

Limitations: resists change, indecisive

Empathizing

Thoughtful

Inc.

# Dominance

## Strengths

- Getting immediate results
- Causing action and gets things done
- Accepting challenges
- Make quick decisions
- Take authority, works hard and manage troubles
- Solve problems
- Self-reliant
- Persistent



## Weaknesses

- Insensitive towards others
- Overlooks risks and cautions
- Takes on too much
- Too demanding of others
- Impatient
- Inflexible and unyielding
- Inattentive to details
- Resents restrictions

# Influencing

## Strengths

- Contacting people and is articulate
- Making a favorable impression
- Entertaining and generates enthusiasm
- Outgoing and friendly
- Participate in a group
- Persuasive
- Optimistic



## Weaknesses

- Talks too much
- Over-commits
- Lacks follow-through
- Misjudges capabilities
- Overestimates results
- Jumps to conclusions
- Needs time management

# Steadiness

## Strengths

- Perform in consistent, predictable manner
- Demonstrates patience
- Build relationship; service oriented
- Desire to help others; supportive
- Be a good listener
- Shows loyalty; reliable
- Create stable, harmonious work environment



## Weaknesses

- Resists quick change
- Overly tolerant
- Procrastinates
- Avoids conflict
- Not a strong initiator
- Take longer time to decide

Steadiness

# Conscientious

## Strengths

- Pays attention to key directives, standards and concentrates on key details
- Think analytically, weighs pros and cons
- Diplomatic with people
- Competent and self-disciplined
- Check for accuracy and analyses performance critically
- Thorough, precise and orderly
- Committed to quality



## Weaknesses

- Overly cautious
- Too rigid
- Sensitive to criticisms
- Too-detailed oriented
- Fault-finding
- Suspicious
- Pessimistic

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## Team Activity – “It’s a Jungle Out There”



- Meet with your animal group:
  - Describe/bullet the qualities of your style
  - Describe/bullet how you see the other three styles (Separately for each other style)
- Complete this sentence: “To work best with our style...”
  - Always...
  - Never...”
- Select a spokesperson/people to present

# Speed-reading People

**Extroverted**

**Task-Oriented**



Influence

**Relationship Oriented**

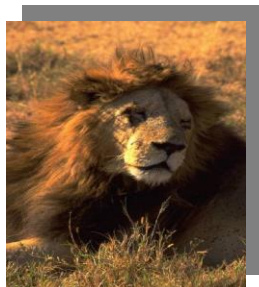


S

**Introverted**

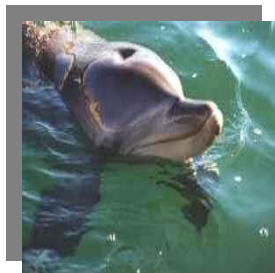
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# Styles, Descriptors and Emotions



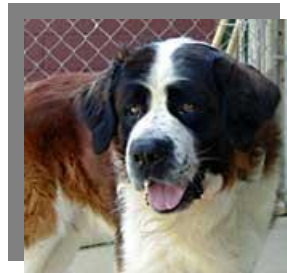
**Direct**  
**Tactless**  
**Results-oriented**  
**Competitive**  
**Daring**  
**Rash**  
**Decisive**  
**Demanding**

**Driven**  
**Frustrated**



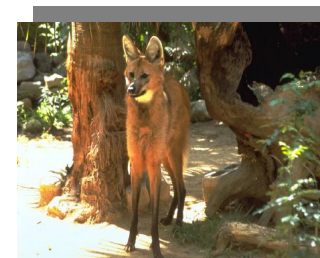
**Enthusiastic**  
**Impulsive**  
**Persuasive**  
**Manipulative**  
**Inspiring**  
**Self-promoting**  
**Influential**  
**Oversell**

**Passionate**  
**Bored**



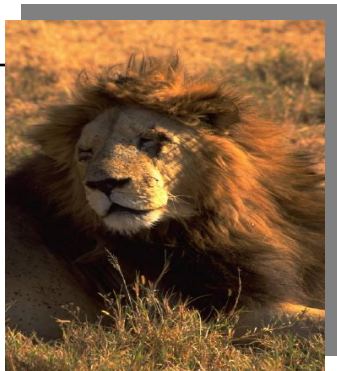
**Team Player**  
**Concern**  
**Patient**  
**Inactive**  
**Content**  
**Change Resistant**  
**Loyal**  
**Defensive**

**Hopeful**  
**Disappointed**

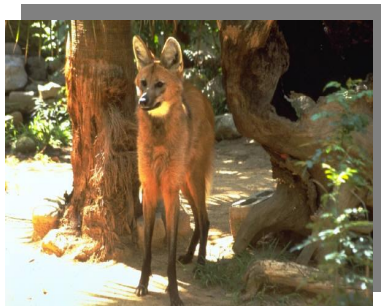


**High Standards**  
**Perfectionist**  
**Methodical**  
**Restrained**  
**Diplomatic**  
**Evasive**  
**Fact-finder**  
**Patient**

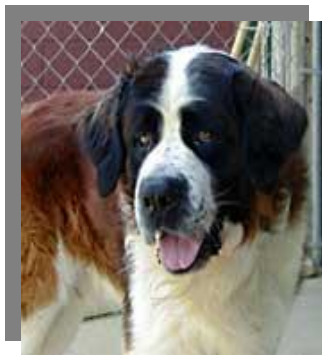
**Careful**  
**Suspicious**



**Fire!.....Ready, Aim**



**Ready, Aim, Aim, Aim  
some more...**



**Ready? Ready? Is everyone ready?**



**What was the question?**

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## Using your DiSC “Workplace” Report

Refer to your Report for:

- Page 7: Overview of DiSC
- Pages 8 – 11: Other Styles & You
- Pages 12 - 15: Connecting with Styles
- Pages 16: Taking Action - Strategies
- Pages 17 – 20: Personalized Indexes

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## Summary Activity

Please refer to page 16

- Read the Summary to Increase Your Workplace Effectiveness
- Identify 2-3 strategies you've identified as a result of this workshop
- Share these strategies with your Learning Partner

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## Summary

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- Experienced communication styles in a Team Activity
- Developed personal strategies to enhance communications across all DiSC styles