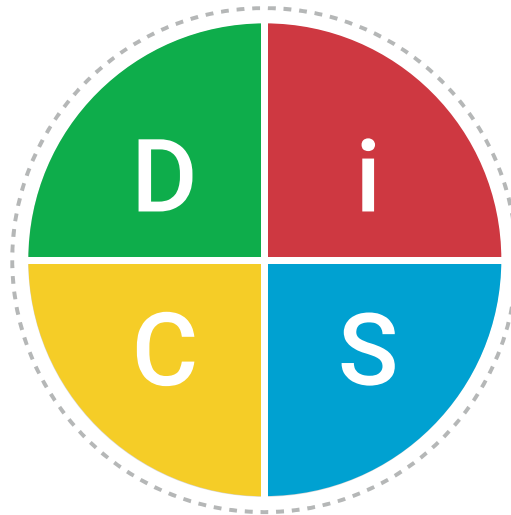


Building Effective Working Relationships

Understanding personal style using the principles of DiSC

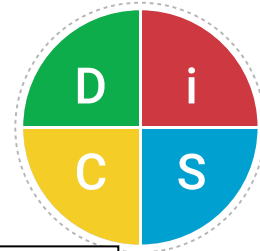


MY VALUE TO THE ORGANIZATION

My Primary DiSC Style is:

My Secondary DiSC Style is:

What I have in common with other styles:



Place your Dot

Things that make me different from other styles:

Three Tips for working with me:

- 1.
- 2.
- 3.

My value to the organization is:

Action Plan for Key Strategies

Write the strategy you selected from the key strategies page of your profile. Then answer the questions to create an action plan for using this strategy to be more effective at work.

- 1 Strategy:
- 2 When might you need this strategy?
- 3 What outcomes do you hope to achieve by using this strategy?
- 4 What can you do or say to put this strategy into action?
- 5 Who could be a resource or mentor for you?

Understanding the DiSC® Styles

DURING THE FIRST VIDEO

Use the space below to identify which DiSC® style corresponds to each team member.



Tom
DiSC Style:



Sally
DiSC Style:



Stephanie
DiSC Style:



Dante
DiSC Style:

DURING THE SECOND VIDEO

Use the space below to identify the stressor(s) for each team member.

Tom	Sally	Stephanie	Dante

DURING THE THIRD VIDEO

Use the space below to identify how each team member reacts in conflict.

Tom	Sally	Stephanie	Dante

People Reading

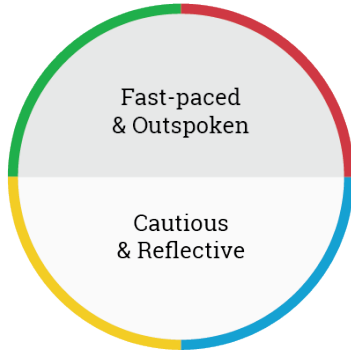
PRINCIPLES

- People reading isn't meant to label people. Instead, it's a way to help us understand their needs.
- There are no good or bad styles.
- All styles have strengths and limitations.
- Everyone is a blend of all four styles, so it may be difficult to read people correctly.

OBSERVABLE BEHAVIORS

- Body language, such as posture, use of hands, facial expressions, etc.
- Tone of voice and expression, such as pace, inflection, volume, etc.
- Words chosen to deliver the actual messages.

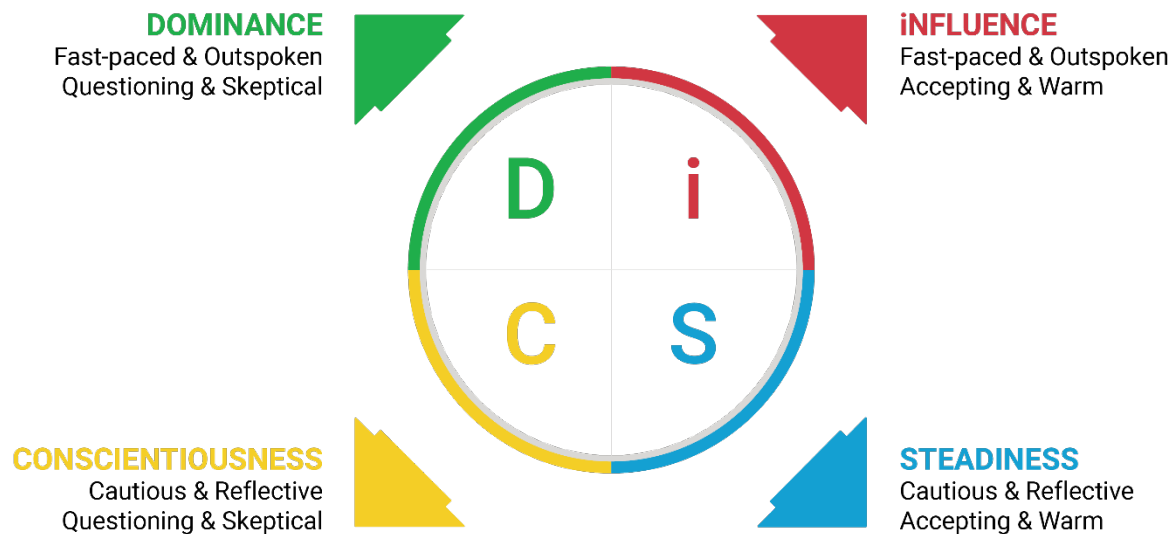
1 Consider whether this person tends to be more:



2 Then, consider whether this person also tends to be more:



3 Now, combine this person's tendencies to determine their DISC® behavioral style.



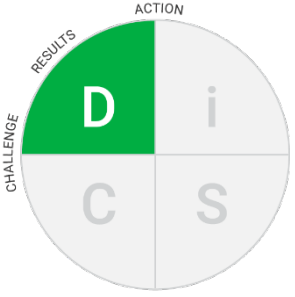
People read someone you work with and write down that person's style:

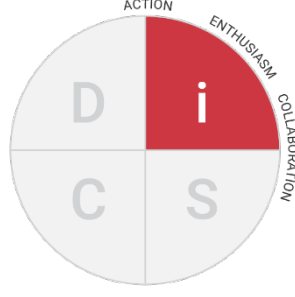
Working with the DiSC® Styles

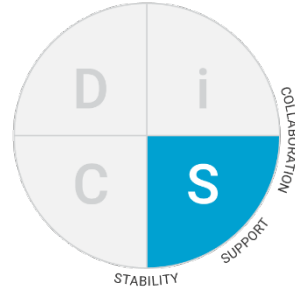
As you read about the DiSC® style of a person you want to work more effectively with, write down general characteristics of the DiSC style that are difficult for you to deal with and characteristics that you appreciate.

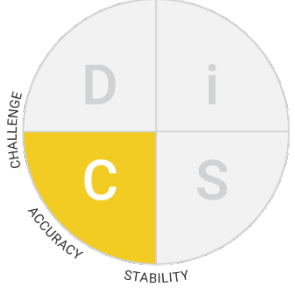
WHAT'S DIFFICULT FOR ME:

WHAT WORKS FOR ME:

		
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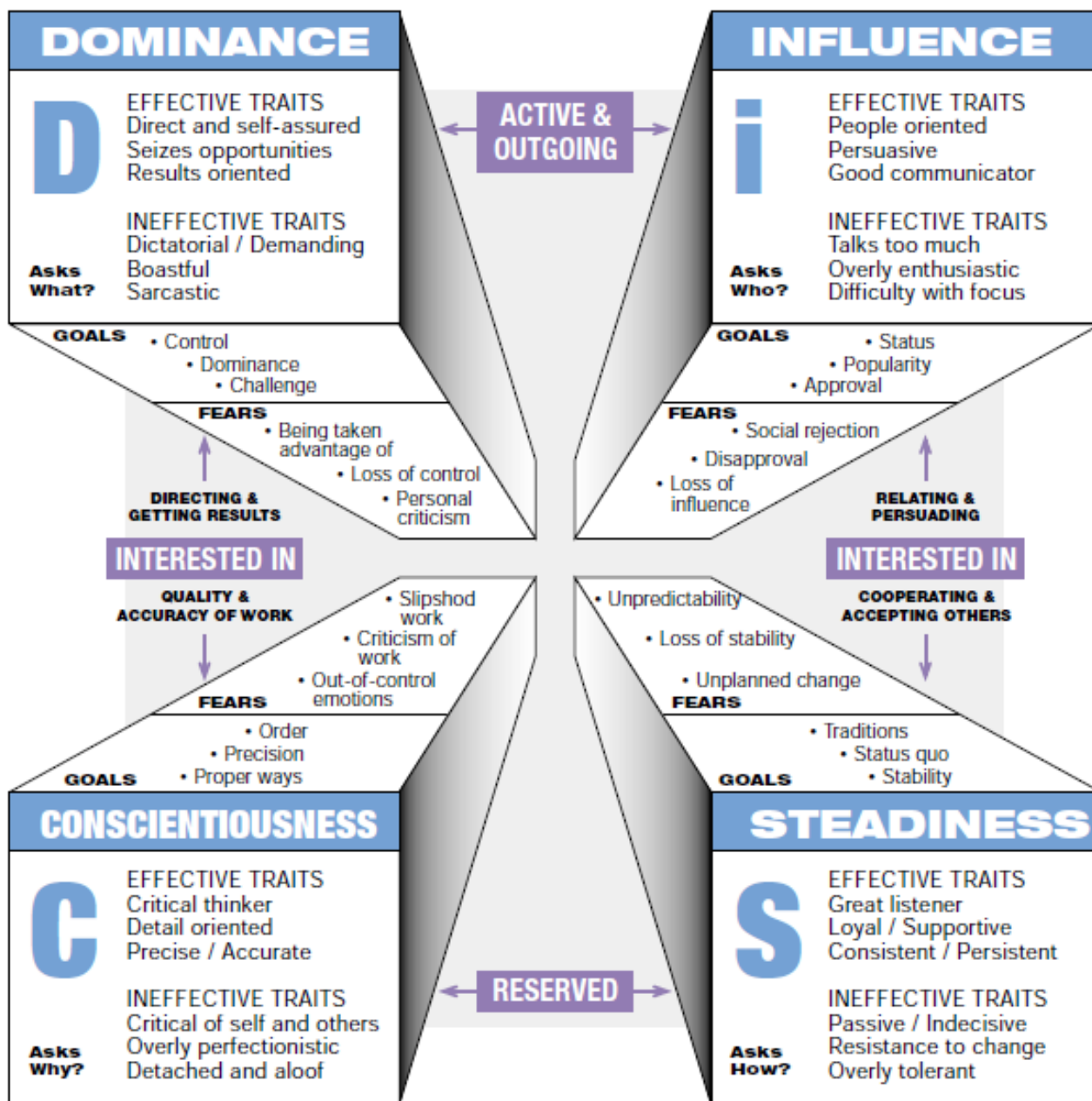
		
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DiSC Behavioral Styles

for understanding self and others



“A person’s strength, when used inappropriately, becomes a weakness.” —Dr. John Geier

DiSC Profile Worksheet

	D	i	S	C
Recognize By:	high self-confidence, competition	talkativeness, enthusiasm, optimism, energy	friendship, co-operation, persistent, patient	accuracy, cautious, high standards
Prefers Work Environment to be:	busy, formal	stimulating, personal, friendly	personal, relaxed, friendly	structured, organized, formal
Pace:	faster	faster	slower	slower
Gains security by:	being in control	flexibility and variety	close relationships	preparation
Motivated By: <small>(Outstanding Need)</small>	achievement	social recognition	acceptance, stability	correctness
Measures Progress By:	results	applause, praise	appreciation	getting it right
Fears:	being taken advantage of, loss of control	social rejection	personal rejection, sudden change	criticism of what they do
Irritated by:	inefficiency, indecision, slowness	routine, formality	insensitivity, impatience	surprises, unpredictability
Decisions are:	quick	spontaneous	considerate	deliberate
Major limitations:	impatience, selective listening	lack of follow through	overly modest, resist change	overly critical of self and others
Could increase effectiveness by:	being patient and willing to learn	self discipline, follow through on tasks	belief in self, being more open to change	being more tolerant of self and others
<i>"A person's strength, if overused, can become a weakness." ~ John Geier</i>	"Emphasis is on shaping the environment by overcoming opposition to accomplish results."	"Emphasis is on shaping the environment by influencing or persuading others."	"Emphasis is on cooperating with others to carry out the task."	"Emphasis is on working conscientiously within existing circumstances to ensure quality and accuracy."

- D: Get it Done
- I: Get Approval
- S: Get Along
- C: Get it Right

Assess The Style of A Co-Worker or Boss

In what ways is your co-worker's or boss's style most different from yours?

In what situations is that difference most evident?

In what circumstances does the relationship run the most smoothly?

What can you do to minimize friction and maximize compatibility?

List 3 Strategies for working more effectively with this person:

- 1.
- 2.
- 3.

How can you use the knowledge of how others might see you to become more effective?

2 Things you can do to apply what you have learned: 1: _____ 2: _____
