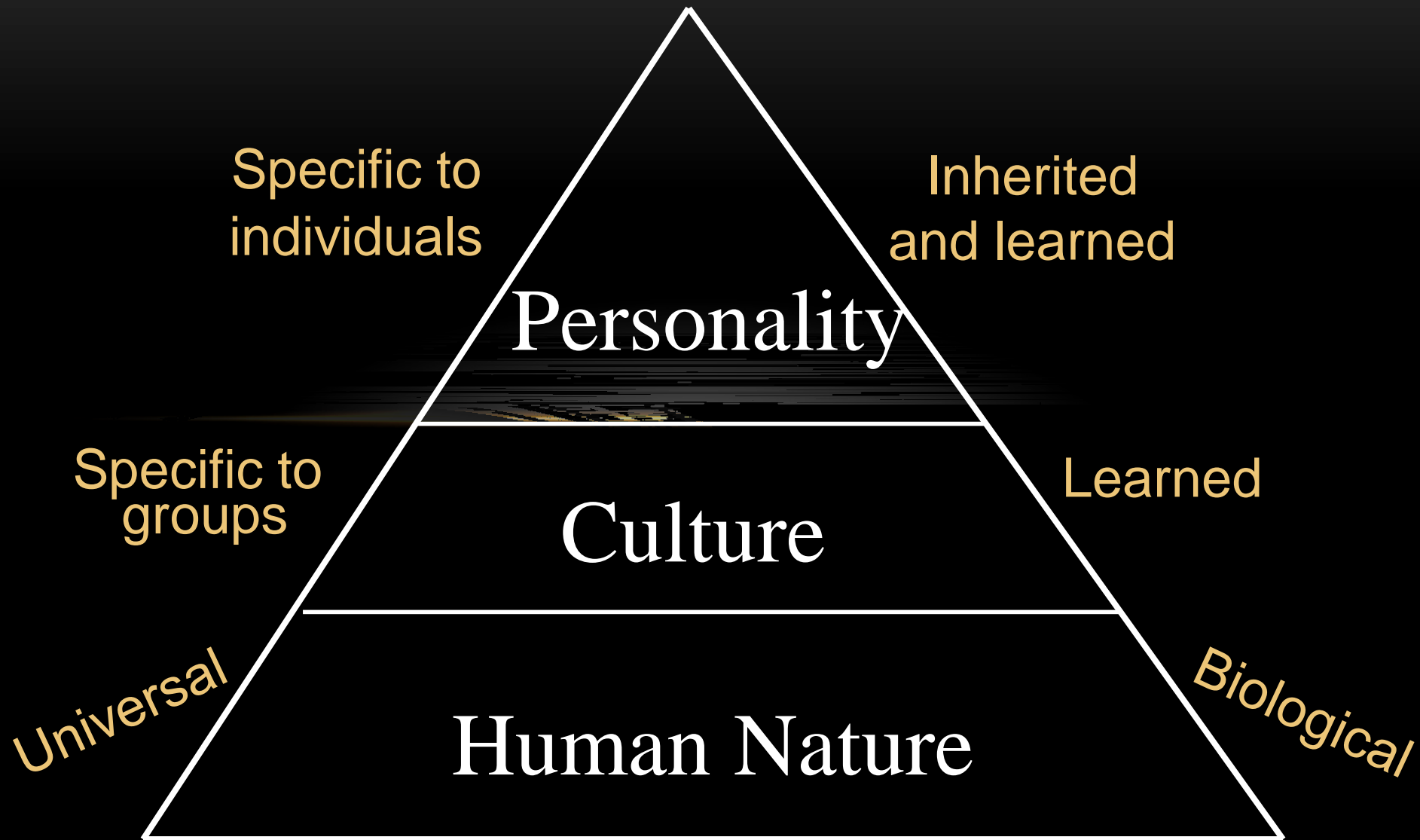


UNDERSTANDING DIFFERENCE

THREE LEVELS OF IDENTITY.



DISC

Helping us to:

Understand Personality Differences

Identify work styles

Manage conflict

Achieve potential with workplace teams

Do you regard yourself as

Outgoing

Reserved

Do you regard yourself as



Task
Orientated

People
Orientated

Do you regard yourself as

Direct / competitive

or

Sociable/ Idea maker

or

Team person/easy going

or

Systematic/ conscientious

Outgoing

Task Orientated

**Direct /
Driven**

Dominance - relating to
control, power and
assertiveness

People Orientated

**Influence /
Idea maker**

Inducement – relating to social
situations and communication

Introspective

**Conscientious/
Systematic**

Compliance – relating to
structure and organization

**Stabiliser /
Team person**

Submission – relating to patience,
persistence, and thoughtfulness

<p>Positive qualities</p> <p>Direct / competitive</p> <p>Direct</p> <p>Needs</p> <p>Results</p> <p>Authority</p> <p>Challenges</p> <p>Needs</p> <p>High standards</p> <p>Quality work</p> <p>Correctness</p>	<p>Negative qualities</p> <p>Over demanding unsympathetic</p> <p>Fears</p> <p>Challenges to their authority. Sloppy results from those they direct</p> <p>Fears</p> <p>Imperfection</p> <p>Criticism of work/ideas</p> <p>Inadequate explanations</p>
<p>Positive qualities</p> <p>Sympathetic</p> <p>Sociable</p> <p>Outgoing</p> <p>Influencing</p> <p>Needs</p> <p>Recognition, Change</p> <p>New trends and ideas</p> <p>Needs</p> <p>Security</p> <p>Approval</p> <p>Acceptance</p>	<p>Negative qualities</p> <p>Disorganised</p> <p>Impulsive</p> <p>Inattentive to detail</p> <p>Fears</p> <p>Rejection</p> <p>Stagnation</p> <p>Detailed work</p> <p>Fears</p> <p>Competition</p> <p>Unplanned challenges</p> <p>Standing out</p>
<p>Positive qualities</p> <p>Systematic conscientious</p> <p>Conscientious</p> <p>Needs</p>	<p>Negative qualities</p> <p>Fault finding</p> <p>Over critical</p> <p>Defensive</p> <p>Fears</p>
<p>Positive qualities</p> <p>Easy going</p> <p>Team person</p> <p>Stabilising</p> <p>Needs</p>	<p>Negative qualities</p> <p>Safety seeking</p> <p>Resists change</p> <p>Fears</p>

PLANNING A HOLIDAY



- Take 10 minutes together with four others of your type to plan a holiday.
- Include what you think is necessary to ensure a good holiday. e.g. Where to go? What to do? How long away?
- Note the plan to show the whole group at the end

HOW TO MANAGE CONFLICT WITH DISC

➤ Understanding
my strengths and
weaknesses



➤ Understanding
other's strengths
and weaknesses

HOW TO ACHIEVE POTENTIAL WITH DISC

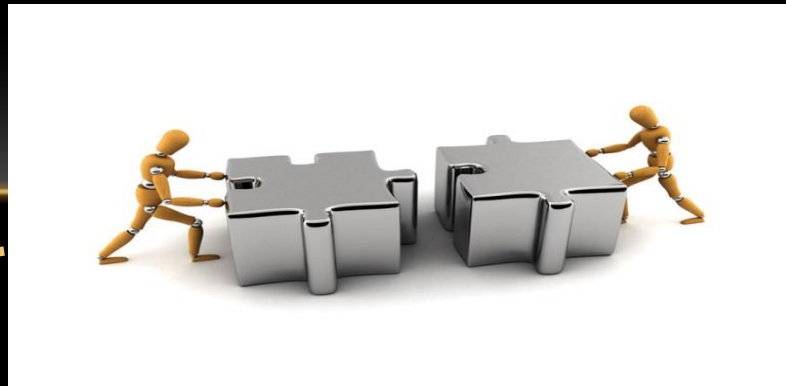
Getting the
right person
on the job



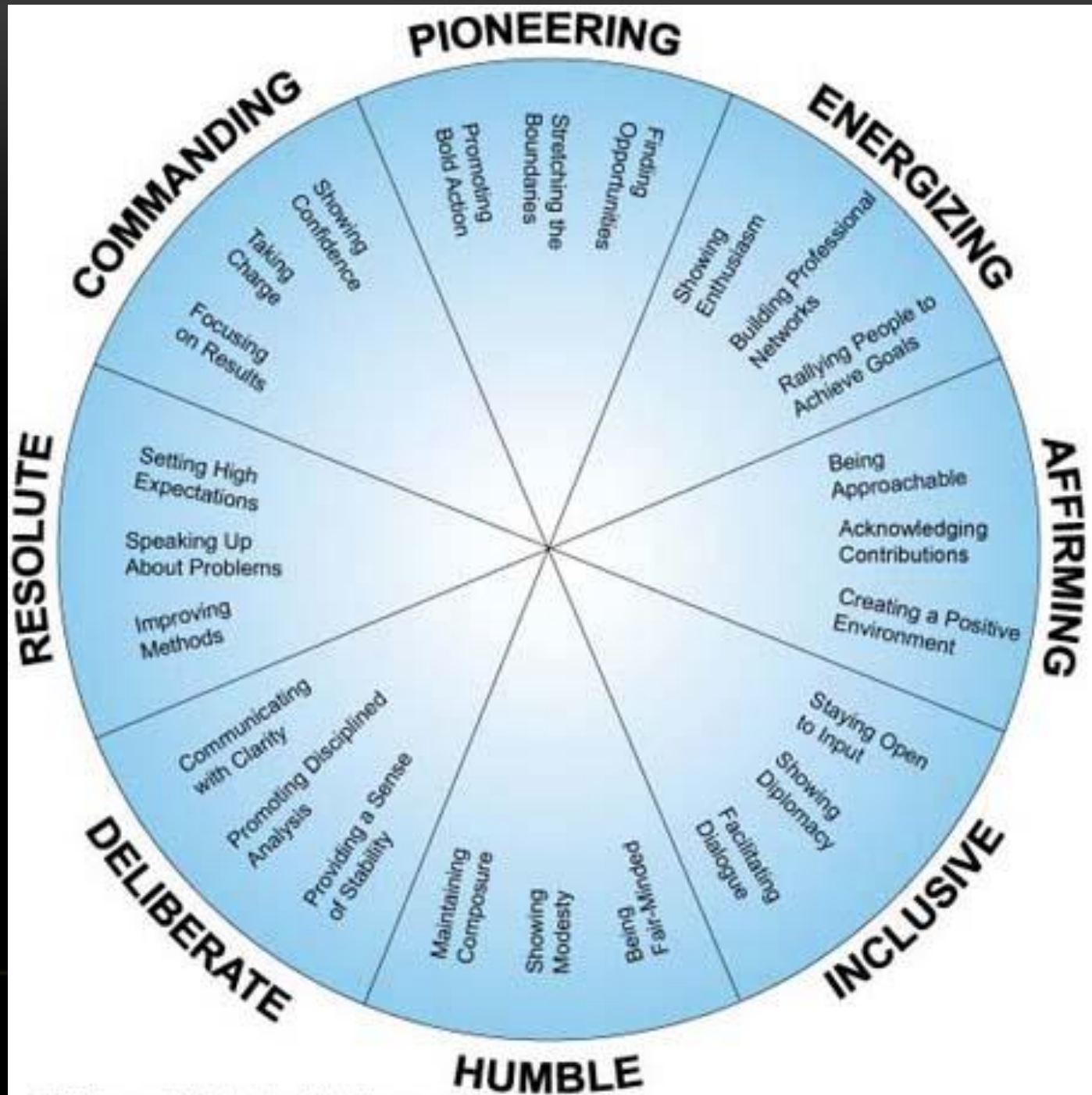
Creating
teams to
achieve
rounded
and/or
specific
outcomes



Approach another
so as to achieve a
positive outcome
(as in next slide)...



<h1>Direct</h1> <p>Do:</p> <ul style="list-style-type: none"> Approach with deference and respect Be brief, get to the point and stay on the subject Provide facts. Refer to results. Make your presentation and leave them to suggest a course of action. Acknowledge power of position not person <p>Don't:</p> <ul style="list-style-type: none"> After talking business, agree on course of action and depart graciously, but not quickly. Ignore their suggestions Get too close Bluff or deny being caught off guard Speculate or project too distantly into the future 	<h1>Influencing</h1> <p>Do:</p> <ul style="list-style-type: none"> Be informal and relaxed Allow them to relate and establish their goals and visions Exhort the potential Keep a fast pace Be spontaneous, take risks Provide testimonials – casually Support person before the project <p>Don't:</p> <ul style="list-style-type: none"> Offer special immediate and extra incentives for sharing Hand over details in written form and follow-up later. Be curt, get bogged down in detail Talk down or need to prove Be boring Be pessimistic or dampen their enthusiasm
<h1>Compliance</h1> <p>Do:</p> <ul style="list-style-type: none"> Arrive prepared and organised Use a theoretical approach, pause often Be credible, professional and courteous Consider comments and replies Quote precedence, research Have procedural details <p>Don't:</p> <ul style="list-style-type: none"> Expect caution, reserve, contrary opinion, time to consider, critical appraisal Follow through with written summary as soon as possible Be too casual or personal Confuse criticism with opposition Sort information with person present 	<h1>Stabilising</h1> <p>Do:</p> <ul style="list-style-type: none"> Begin with a personal comment Focus on getting acquainted and building trust Present information softly Suggest rather than insist Be candid and open Be sincerely interested in the person Find ideas of common interest Invite opinions. Listen. Provide personal assurances with promises of personal support <p>Don't:</p> <ul style="list-style-type: none"> Ignore them or assume they don't have opinions Disregard the needs of others not present Be pushy or abrupt Move on unless you're sure they're with you



DiSC® Learning Styles

D Style: The Racer **i Style: The Talker**

Fast-paced

Big picture

Independent learning

"What's in it for me?"

Fast-paced

Interactive & Fun

Group Projects

"Who else is doing it?"

C Style: The Thinker **S Style: The Listener**

Slow-paced

Need details

Structure & schedule

"Is that accurate?"

Slow-paced

Support from teachers

One-on-one learning

"May I take notes?"

Corexcel

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www.corexcel.com learn@corexcel.com

Low Emotional Intelligence

High Emotional Intelligence

Aggressive
Demanding
Egotistical
Bossy
Confrontational



Assertive
Ambitious
Driving
Strong-Willed
Decisive

Easily Distracted
Glib
Selfish
Poor Listener
Impulsive



Warm
Enthusiastic
Sociable
Charming
Persuasive

Resistant to Change
Passive
Un-Responsive
Slow
Stubborn



Patient
Stable
Predictable
Consistent
Good Listener

Critical
Picky
Fussy
Hard to Please
Perfectionistic



Detailed
Careful
Meticulous
Systematic
Neat