

EVERYTHING DISC
WORKPLACE

Understanding Other Styles

Module 2

Your Company
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EVERYTHING DISC
WORKPLACE

Understanding Other Styles

It's not our differences that divide us. It's our judgments about each other that do.

-Margaret J. Wheatly




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Goals

EVERYTHING DISC

- ● ● Discover your reactions to different DiSC® styles
- ● ● Identify what works for you and what challenges you
- ● ● Use DiSC to understand the people you work with



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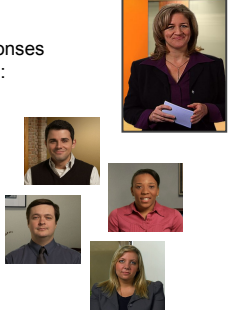
Choose Your Coworker

DISC

Handout 2.1

Take notes on the coworkers' responses to the following interview questions:

- How would you describe yourself in the workplace?
- What are your pet peeves?
- What may be difficult about working with you?
- How do you handle conflict?



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Handout 2.1

DISC

Handout 2.1
Choose Your Coworker?

Choose Your Coworker

During the video:
 The game show host, Steve, will interview each coworker to get answers to the questions below. Use the screen next to the coworkers' pictures to take notes on their responses.

- How would you describe yourself in the workplace?
- What are your pet peeves?
- What may be difficult about working with you?
- How do you handle conflict?

Steve

Carla

Christopher

Anna

James

After the video:
 Play the video once to the coworker you'd most like to work with and a 7 on the line next to the one you'd most like to work with.

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Choose Your Coworker

DISC

WATCH VIDEO




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Choose Your Coworker EVERYTHING DiSC

Handout 2.1

★ Most like to work with

? Least like to work with



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Least Want to Work With EVERYTHING DiSC

	<p>Carlos – D Style Results, Action, Challenge What's difficult What works</p>		<p>Anna – i Style Enthusiasm, Action, Collaboration What's difficult What works</p>
Move this slide			
	<p>Jesse – c style Accuracy, Stability, Challenge What's difficult What works</p>		<p>Christiana – S Style Support, Stability, Collaboration What's difficult What works</p>

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Least Want to Work With EVERYTHING DiSC

Everything DiSC Workplace® Profile

<p>If you chose Carlos - D go to Page 8</p>	<p>If you chose Anna - i go to Page 9</p>
<p>If you chose Jesse - C go to Page 11</p>	<p>If you chose Christiana - S go to Page 10</p>

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Least Want to Work With

DISCWORKS™ DISC

UNDERSTANDING HOW YOU REACT TO THE D STYLE

Imagine that you regularly interact with someone with a D style. This relationship is like a spectrum with 4 poles. The relationship is most negative at the top pole. At the bottom pole, you are most likely to be in control. Also, remember that the D style is often associated with the word "difficult".

Use your DISC style profile as a starting point for understanding how you react to someone with a D style. Remember, you can always use your DISC style profile to understand how you react to someone with a different style. Remember, you can always use your DISC style profile to understand how you react to someone with a different style. Remember, you can always use your DISC style profile to understand how you react to someone with a different style.

What is the Motivation for their Behavior?

As you work with the D style, people with the D style value Results, Action, and Challenge. Because they value results, they will often be direct and assertive when you are working together. They are motivated by the D style's focus on results. They are motivated by the D style's focus on results. They are motivated by the D style's focus on results.


Working with the DISC® Styles

	what's attractive to me	what seems to be
D	Strong-willed, forceful, control, outcomes, stubborn, demanding	Looks for new challenges
I		
S		
C		

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Least Want to Work With

DISCWORKS™ DISC




Carlos – D Style
Results, Action, Challenge

What's difficult	What works




Anna – i Style
Enthusiasm, Action, Collaboration

What's difficult	What works



Jesse – C Style
Accuracy, Stability, Challenge

What's difficult	What works



Christiana – S Style
Support, Stability, Collaboration

What's difficult	What works

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Group Discussion

DISCWORKS™ DISC

- Discuss what you each wrote about working with this style
- Write what each person reports in the appropriate column

Carlos – D Style
Results, Action, Challenge

What's difficult	What works

➔ *It's OK to have the same characteristics appear in both columns*

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Least Want to Work With

Carlos – D Style
Results, Action, Challenge
What's difficult | What works

Anna – i Style
Enthusiasm, Action, Collaboration
What's difficult | What works

Move this slide

Jesse – C Style
Accuracy, Stability, Challenge
What's difficult | What works

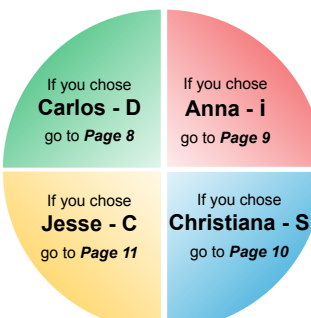
Christiana – S Style
Support, Stability, Collaboration
What's difficult | What works

★

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Most Want to Work With

Everything DiSC
Workplace® Profile



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Most Want to Work With

UNDERSTANDING HOW YOU REACT TO THE C STYLE

Paragraph 1: You may be surprised to find that you have a high level of interest in the C style, even though you may not have a high level of interest in the D style. This is because the C style is a high priority of Accuracy. Because the C style is a high priority of Accuracy, you may be interested in the C style even though you are not interested in the D style.

What is the Motivation for that Behavior?

Paragraph 2: Because you have a high interest in the C style, you may be interested in the C style because of Accuracy, Stability, and Challenge. Because you have a high interest in the C style, you may be interested in the C style because of Accuracy, Stability, and Challenge. Because you have a high interest in the C style, you may be interested in the C style because of Accuracy, Stability, and Challenge.

Results:

Paragraph 3: Because the C style is a high priority of Accuracy, you may be interested in the C style because of Accuracy, Stability, and Challenge. Because the C style is a high priority of Accuracy, you may be interested in the C style because of Accuracy, Stability, and Challenge.

Summary:

Paragraph 4: In addition, the C style is a high priority of Accuracy. Because the C style is a high priority of Accuracy, you may be interested in the C style because of Accuracy, Stability, and Challenge. Because the C style is a high priority of Accuracy, you may be interested in the C style because of Accuracy, Stability, and Challenge.

Challenge:

Paragraph 5: Because the C style is a high priority of Accuracy, you may be interested in the C style because of Accuracy, Stability, and Challenge. Because the C style is a high priority of Accuracy, you may be interested in the C style because of Accuracy, Stability, and Challenge.

Paragraph 2.2





Working with the DiSC® Styles

WHAT'S DIFFICULT	WHAT WORKS FOR ME
D Strong-willed, forceful, control outcomes, stubborn, demanding	Looks for new challenges
I	
S	
C Detached, critical, precise, on facts, overly skeptical, fact-finding	Ensures quality and accuracy; dependable, follows through

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Most Want to Work With

DISC

 <p>Carlos – D Style Results, Action, Challenge What's difficult What works</p>	 <p>Anna – i Style Enthusiasm, Action, Collaboration What's difficult What works</p>
 <p>Jesse – C Style Accuracy, Stability, Challenge What's difficult What works</p>	 <p>Christiana – S Style Support, Stability, Collaboration What's difficult What works</p>

★

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Group Discussion

DISC

- Discuss what you each wrote about working with this style
- Write what each person reports in the appropriate column
- Use the other colored marker

<p>Jesse – C Style Accuracy, Stability, Challenge</p> <p>What's difficult What works</p>	
---	--

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Working with DiSC® Styles

DISC

Handout 2.2

- Each group presents
- Use the information to fill in the remaining styles

<p>D</p> <p>Strong-willed, forceful, control outcomes, stubborn, demanding</p>	<p>i</p> <p>Looks for new challenges</p>
<p>S</p> <p>Detached, critical, precise and firm, overly skeptical, finish-finding</p>	<p>C</p> <p>Ensures quality and accuracy; dependable, follows through</p>

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Group Reflection

Put stickers on each chart


● = Most difficult for you

● = Works most for you

Carlos – D Style Results, Action, Challenge What's difficult What works	Anna – I Style Enthusiasm, Action, Collaboration What's difficult What works
Jesse – C Style Accuracy, Stability, Challenge What's difficult What works	Christiana – S Style Support, Stability, Collaboration What's difficult What works

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Building Effective Relationships



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People Reading

Optional Activity

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People Reading

Method to recognize behavioral styles

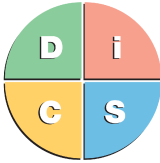
- We can't be sure of others' styles until they tell us
- But, we can start with a base of knowledge



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People-Reading Principles

- Not for labeling, but for understanding
- No good or bad styles
- All styles have strengths and limitations
- Everyone is a blend of styles




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People-Reading Principles

Observe actual behavior

- Body language
- Tone of voice and expression
- Choice of words



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People-Reading Method

DISC BY THE LINES

1. FAST-PACED & OUTSPOKEN
OR
CAUTIOUS & REFLECTIVE

2. QUESTIONING & SKEPTICAL
OR
ACCEPTING & WARM

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People-Reading Method

DISC BY THE LINES

3.

FAST-PACED & OUTSPOKEN
QUESTIONING & SKEPTICAL
D

FAST-PACED & OUTSPOKEN
ACCEPTING & WARM
i

QUESTIONING & SKEPTICAL
CAUTIOUS & REFLECTIVE
C

ACCEPTING & WARM
CAUTIOUS & REFLECTIVE
S

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People Reading Handout

DISC BY THE LINES

Handout
Download this handout?

People Reading

Principles

- People are not born readers or other people. Instead, it's easy to help us understand their needs, preferences and attitudes about people.
- Everyone is a blend of all four styles, so it may be difficult to read people correctly.

Reading Styles

- Fast-paced: like to get things done quickly, direct, sometimes with a touch of sarcasm and humor, just as direct, confident, serious, etc.
- Questioning: like to know the facts, skeptical, sometimes with a touch of sarcasm and humor, just as direct, confident, serious, etc.

1 Consider whether this person tends to read:

FAST-PACED & OUTSPOKEN
OR
CAUTIOUS & REFLECTIVE

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

QUESTIONING & SKEPTICAL
OR
ACCEPTING & WARM

3 Now, combine the person's responses to determine his or her DISC® behavioral style.

Disturbance FAST-PACED & OUTSPOKEN
Influence FAST-PACED & OUTSPOKEN

Conscientiousness QUESTIONING & SKEPTICAL
Steadiness CAUTIOUS & REFLECTIVE

People need someone you work with who reads that person's style.

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Workplace Interaction Guide EVERYTHING DiSC

EVERYTHING DiSC
WORKPLACE[®]

INTERACTION GUIDE

WILEY

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How to Play the Game EVERYTHING DiSC

- Watch a **video** modeling a **DiSC[®] style**
- Make a **buzzer** sound when you know the answer
- Take **10 seconds** to **confer** on the answer with your team
- Answer **correctly** – **1 point** for the team
- Answer **incorrectly** – **another team** will try to take the point

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How to Play the Game EVERYTHING DiSC

- Watch a **video** modeling a **DiSC[®] style**
- Ring **Bell** when you know the answer- don't call out!
- Individual **Vote** - view remainder of video
- Consensus on **DiSC[®] style** – **Table Vote**



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Someone You Work With

myEVERYTHING DISC

- People read someone you work with
- Write that person's style on bottom of the handout

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Assignment for Break

myEVERYTHING DISC

MY COMPARISONS → MY STYLE MY REPORTS MY CUSTOMERS

Podcast: My Di style

My interaction
My environment
My communication ←

How aligned are you to your DISC® style?

Your Di style podcast
Listen to the in-depth podcast to learn more about your style.

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Assignment for Break

myEVERYTHING DISC

MY COMPARISONS MY STYLE MY REPORTS

Podcast: My CS style

My interaction
My environment
My communication

How aligned are you to your DISC® style?

Think of a time.....

Choose one of the greyed-out priorities

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Assignment for Break

My communication preferences

Select the words around the circle to find out your communication preferences.

Communication: Enthusiasm

You are not a very enthusiastic communicator. But because you filter your thoughts before you speak, you are unlikely to be swept away by your passions or have emotional outbursts.

Enthusiasm is not one of your priorities.

People who prioritize enthusiasm tend to be lively and optimistic, helping others get excited about new possibilities.

How much effort does this take for you?

NOT MUCH

ALLOT

How do your priorities affect your relationships?

Return with an example or story to share

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Synchronize our watches!

Please return by _____!

Raise hand when you are back

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