Goals

• Learn about DiSC® and the Everything DiSC Workplace® Map
• Identify your style and explore the priorities that drive you
• Discover similarities and differences among the DiSC styles
• Discover your reaction to different DiSC® styles
• Identify what works for you and what challenges you
• Use DiSC to understand the people you work with
How You See Yourself

Fast-paced & Outspoken

Active
Dynamic
Assertive
bold

Cautious & Reflective

Moderate-paced
Calm
Methodical
Thoughtful
How You See Yourself

Questioning & Skeptical

Logic-focused
Objective

Reserved
Challenging

Accepting & Warm

People-focused
Empathizing

Receptive
Agreeable

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How You See Yourself

Questioning & Skeptical
- Logic-focused
- Objective
- Reserved
- Challenging

Moderate-paced
- Calm
- Methodical
- Thoughtful

Fast-paced & Outspoken
- Active
- Dynamic
- Bold

Accepting & Warm
- People-focused
- Empathizing
- Receptive
- Agreeable

Cautious & Reflective
Introduction to DiSC®
How You See Yourself

- **D**: Fast-paced & Outspoken
- **I**: Accepting & Warm
- **C**: Questioning & Skeptical
- **S**: Cautious & Reflective
Introduction

WHAT IS EVERYTHING DISC®?

Next, 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 teamwork and providing support.

Or, maybe you’re more comfortable working with those who take a more easy-going approach than those who approach every task with intensity.

Or, perhaps you relate best to people who are more diplomatic than blunt.

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.

OVERVIEW OF THE DISC MODEL

- **Dominance**
  - Direct
  - Firm
  - Strong-willed
  - Forceful
  - Results-oriented

- **Conscientiousness**
  - Analytical
  - Reserved
  - Precise
  - Private
  - Systematic

- **Influence**
  - Outgoing
  - Enthusiastic
  - Optimistic
  - High-spirited
  - Lively

- **Steadiness**
  - Even-tempered
  - Accommodating
  - Patient
  - Humble
  - Tactful

**CORNERSTONE PRINCIPLES**

- All DISC types and priorities are equally valuable and everyone is balanced in 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 working to build more effective relationships.

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Your DiSC® Overview

YOUR DOT
This report is personalized to you, Alex. In order to get the most out of your Everything DiSC Workplace® Profile, you’ll need to understand how to read your personal map.

As you saw on the previous page, the Everything DiSC® model is made up of four basic styles: D, I, S, and C. Each style is divided into three regions. The picture to the right illustrates the 13 different regions where a person’s dot might be located.

Your DiSC® Style: S

Your dot location shows your DiSC® style. Because your dot is located in the S region but is also near the line that borders the I region, you have an S/I style.

Keep in mind that everyone is a blend of all four styles, but most people land strongly toward one or two styles. Whether your dot is in the center of one style or in a region that borders two, no dot location is better than another. All DiSC® styles are equal and valuable in their own ways.

CLOSE TO THE EDGE OR CLOSE TO THE CENTER?
A dot’s distance from the edge of the circle shows how naturally inclined a person is to encompass the characteristics of his or her DiSC style. A dot positioned toward the edge of the circle indicates a strong inclination toward the characteristics of the style. A dot located between the edge and the center of the circle indicates a moderate inclination. A dot positioned close to the center of the circle indicates a slight inclination. A dot in the center of the circle is no better than one on the edge, and vice versa. Your dot location is about halfway between the edge of the circle and the center, so you are moderately inclined and probably relate fairly well to the characteristics associated with the S/I style.

WHAT’S NEXT?
Now that you know more about the personalization of your Everything DiSC Workplace® Profile, you’ll read more about what your dot location means about you. Then you’ll learn about your personal strengths and priorities, and discover how this affects your preferences. After that, you’ll learn some basics about the other DiSC styles and how to use that information to connect better with everyone in your workplace.
Your DiSC® Style
Your Inclination

Slight

Moderate

Strong
Your DiSC® Style

Page 4

• Read and personalize

✓ = like you

x = not like you

? = not sure

• Underline three statements that best describe you

YOUR DiSC® Style

YOUR WAY TELLS A STORY

Because you have an Si style, Alex, you’re probably a friendly person who reaches out to others with warmth and sincerity. You tend to be considerate, and you like people who have a direct, to-the-point style.

You’re quick to offer a smile, and you make an effort to get to know people personally.

You’re probably a service-oriented person who enjoys meeting the needs of other people and working quietly behind the scenes. Furthermore, you want to be helpful, so you often ask extra time to listen to people’s concerns. However, you’re usually able to balance your own needs as well when trying to accommodate others.

Most likely, you’re genuinely interested in what people have to say, and you may spend more time listening than speaking. Because you want a current awareness of those who have lived in a family or a group, you’re important to you. You may like to set up important committees about the things you work with, such as decisions or ideas about their families. You tend to be tactful, and you listen to your needs carefully to avoid any misunderstandings.

Because you appreciate a safe environment, you may be uncomfortable with rapid, unpredictable change, and you probably assume that rules and traditions exist for a reason. In addition, you may sometimes hesitate to move ahead with bold plans if you’re not sure that everyone is on board. However, because you’re also willing to go with the flow, honest or passionate colleagues may be able to convince you to support their more adventurous ideas.

Like others with the Si style, you seek the approval of others, and you consider about what people think. As a result, you may strive to meet everyone’s expectations, and you probably feel bad if you think someone is disappointed with you. At the same time, you want to know what you have done a good job, and while you probably don’t seek out public recognition, you do appreciate genuine praise.

Because you want to be accepting, you demonstrate loyalty to individual coworkers and your workplace. You’re probably able to overlook people’s personality quirks and weaknesses. However, you may have found that you can’t get into trouble by mistreating people who don’t deserve it.

Since you enjoy being cooperative, others may see you as a valuable team player. Most likely, you believe that well-coordinated teamwork leads to superior results. Competitive situations aren’t really your style, and you probably find it a bit hard to understand people who seem most interested in individual accomplishments.

Because you are needed for harmony, you’re usually flexible in conflict situations, and you don’t respond well to aggression. In fact, you may refuse to deal with negative information even when it’s important to do so, and as a result, situations may drag on without resolution. Although you tend to keep an even keel, suppressing your frustration during tense moments may prove counterproductive, causing bitterness to simmer beneath the surface. Still, you often prefer the role of peacemaker, trying to find solutions that work for everyone.

Alex, like others with the Si style, your most valuable contributions to the workplace may include your commitment to teamwork, your empathy, and your ability to connect with others. In fact, these are probably some of the qualities that others admire most about you.
Group Discussion

Share results from Breakout Groups

• What did you learn in your groups? Give examples

• Are all people in each style exactly the same? Why or why not?
Priorities of Your DiSC® Style

i Style

i Style + Accuracy
Your Priorities

Page 5

• Read and personalize

✓ = like you

✗ = not like you

? = not sure

Shading & Priorities

YOUR SHADING EXPANDS THE STORY

Alex, while your dot locations and your DISC® style can say a great deal about you, your map shading is also important.

The eight words around the Everything DiSC® map are what we call priorities, or the primary areas where people focus their energy. The closer your shading comes to agreeability, the more likely you are to focus your energy on that area. Everyone has at least three priorities, and sometimes people have four or five. Having five priorities is no better than having three, and vice versa.

Typically, people with the S® style have shading that touches Collaboration, Support, and Enthusiasm. Your shading strategies to build into Action and Accuracy, which isn't characteristic of the S® style.

WHAT PRIORITIES SHAPE YOUR WORKPLACE EXPERIENCE?

Valuing Collaboration

Alex, because you value friendly cooperation, you find it motivating to work on a team. In fact, you probably have a knack for bringing people together and making everyone feel included. Most likely, you see the benefit in acknowledging others’ opinions, and you may feel disconnected from people who prefer to work independently. You believe collaboration helps create a warm, cohesive environment.

Giving Support

People on the S® style tend to be caring and compassionate. You probably find it motivating when others are destressing, feeling happy. Most likely, you are a people person who enjoys finding you approachable, and you’re always willing to offer help or listen patiently. Because a warm, empathetic environment is important to you, you focus on giving support wherever it’s needed.

Generating Enthusiasm

Like others with the S® style, you’re probably cheerful and optimistic, even when faced with adversity. You like to appeal upbeat and open, and you probably want the people around you to keep a positive outlook as well. For this reason, you enjoy avoiding the worst in people instead of dwelling on their flaws. Because it’s important to you to create a happy and lightened environment, you focus on generating enthusiasm.

Taking Action

Alex, you appear to place a high value on swift, immediate progress, a characteristic that is unusual for the S® style. You probably prefer to get going right away, and you may become impatient with obstacles that stand in your way. You’re unlikely to be intimidated by need change or the need to improve. Once you’ve chosen a course of action, you tend to stick to it and keep moving.

Embracing Accuracy

You also tend to prioritize quality results and objective facts, which is a bit unexpected for someone with the S® style. Because you often focus on precision, you may be uncomfortable with vague or ambiguous ideas. Not only do you want to get things done, but you want to get them done right. As a result, you probably consider your options carefully before pursuing any course of action.
Your Motivators & Stressors

Page 6

• Read and personalize
  ✓ = like you
  x = not like you
  ? = not sure

• Underline one statement from each category that best describes you
Break

15 Minute Break – Zoom will remain open
Your Style at Work

Handout Page 2

Describe what it’s like to be your style

• Use your profile and experience
• Consider the questions on the handout
• Use words, statements, pictures, etc.
Your Style at Work

• Present the work from your breakout groups
Galaxy Project-Part 1
Understanding Other Styles

Handout Page 3

• Identify the DiSC® style for each teammate
• Why do you think this?

Tom  Sally  Stephanie  Dante
Galaxy Project-Part 2
Understanding Other Styles

Handout Page 3

• What are stressors for each team member?

Sally D
Stephanie I
Tom S
Dante C
Working with DiSC® Styles

D
Results, Action, Challenge
What’s difficult

What works

i
Enthusiasm, Action, Collaboration
What’s difficult

What works

S
Support, Stability, Collaboration
What’s difficult

What works

C
Accuracy, Stability, Challenge
What’s difficult

What works
Working with DiSC® Styles

If you chose D go to page 8
If you chose i go to page 9
If you chose S go to page 10
If you chose C go to page 11
Group Sharing

Handout Page 4

• Each group presents
• Use the information to fill in the remaining styles
Next Steps – Action Plan

Handout Page 5

• Finish reading any profile materials that you missed
• Share what you’ve learned with a colleague or friend
• Identify three style strengths and challenges for development
• Review Pathways and Pitfalls handout and consider how types impacts other professional or personal tasks or situations