

Building Effective Relationships

DiSC in action

EXECUTIVE FARM MANAGEMENT PROGRAM

Getting Started

Card Game

Choose the words that best describe you

*THE EASIEST PERSON TO
DECEIVE IS ONE'S OWN SELF."*

EDWARD BULWER-LYTTON, 1803-1873, ENGLISH
NOVELIST AND PLAYWRIGHT

Objectives

Reduce

Reduce Stress

Increase

Increase
Effectiveness



What we will accomplish....

Discover the 4 Styles of Behavior

Recognize the Styles of Others

Understand How Others Interpret Your Style

Discover Four Styles of Behavior and
Explore the General Preferences of Your
Style

Discovering DiSC[®]



Active

Thoughtful



Discovering DiSC®



Questioning

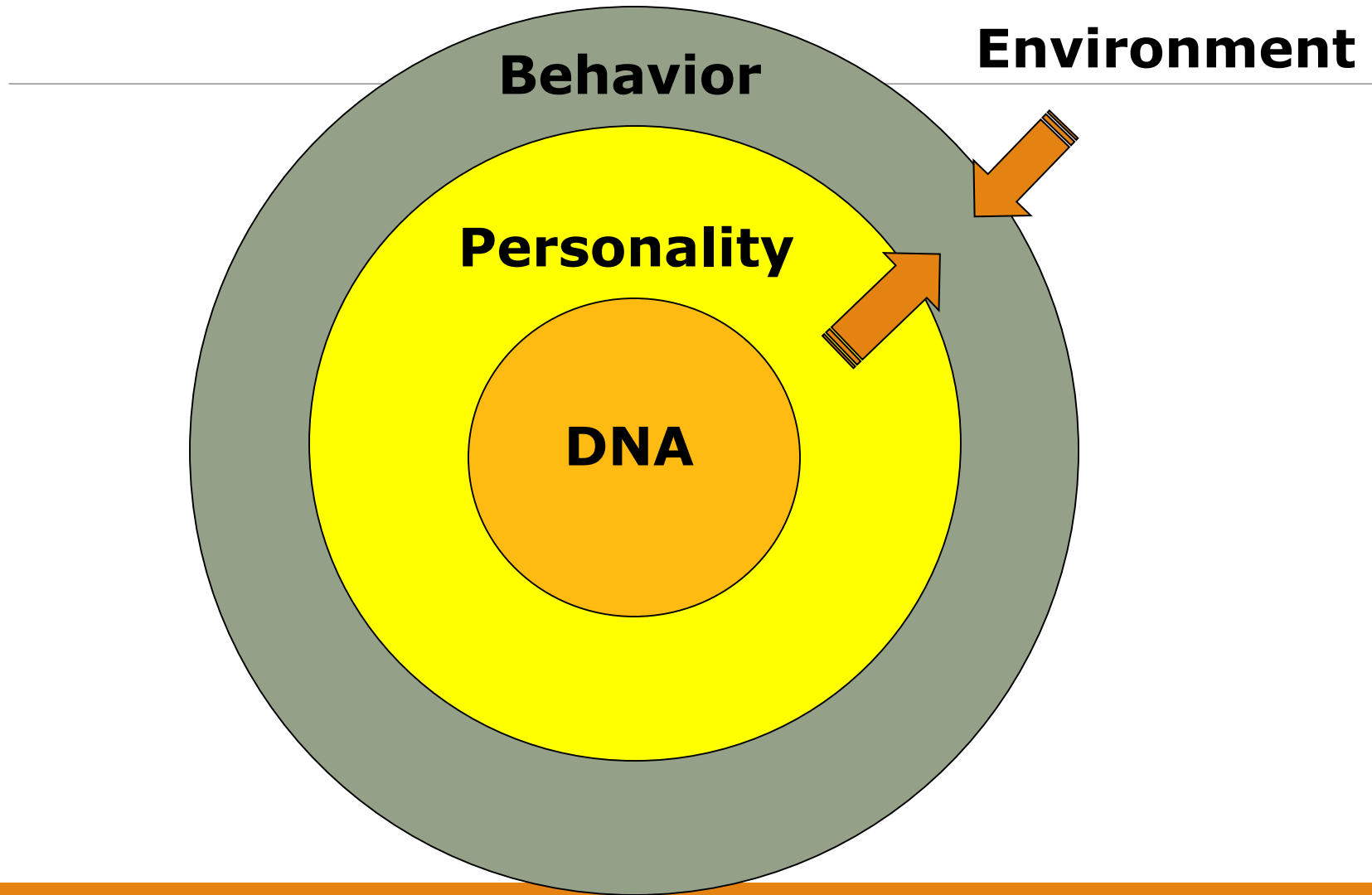


Accepting

Discovering DiSC®



The Story Behind DiSC[®]



DiSC[®] Model

Active

Dominance

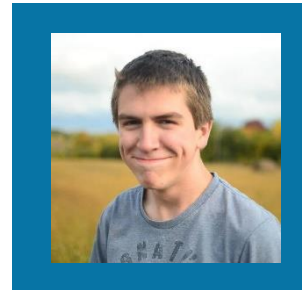


Influence



Questioning

Accepting

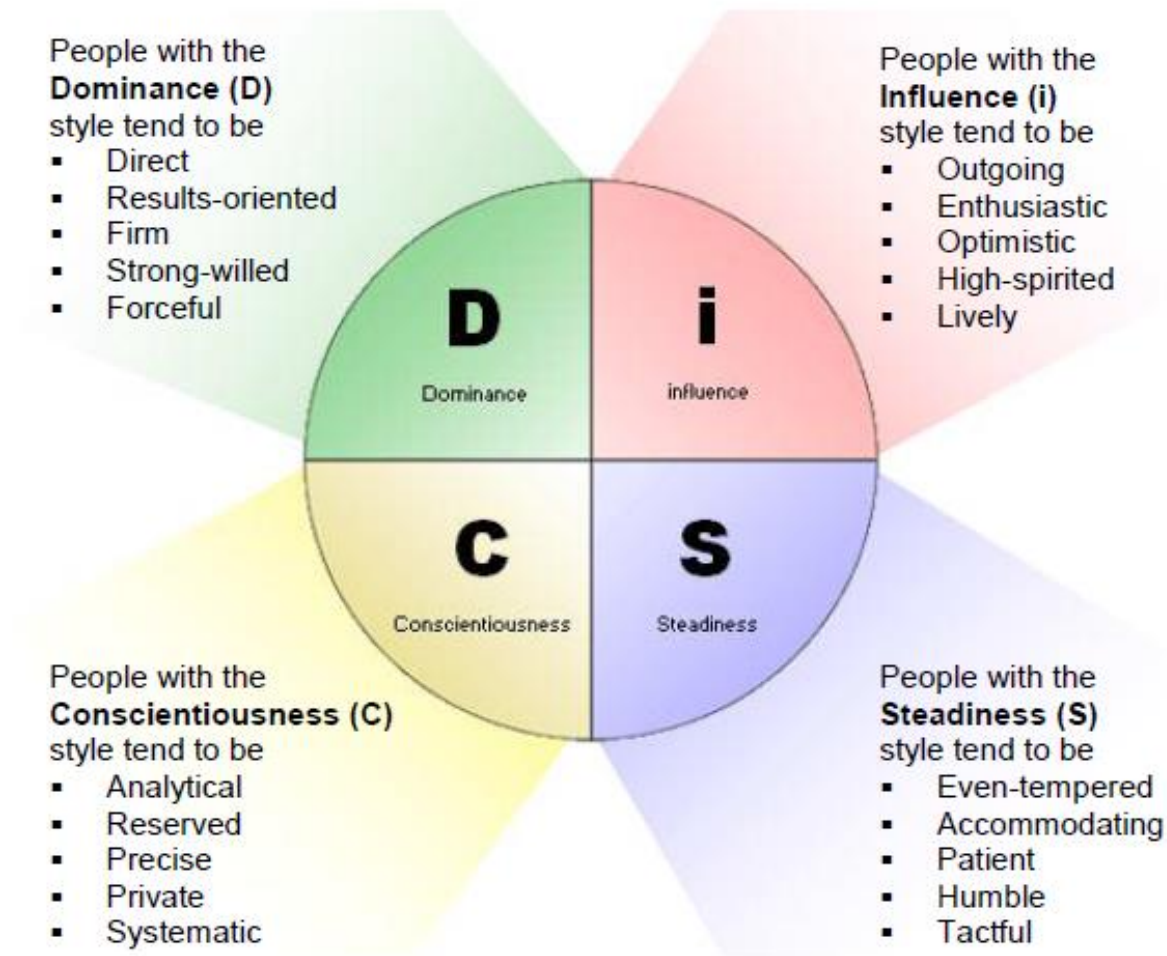


Conscientiousness

Steadiness

Thoughtful

Your DiSC[®] Chart



Your Profile

● *Profile Page 4*

● Read and personalize

✓ = like you

X = not like you

? = not sure

YOUR DISC® STYLE & DOT

EVERYTHING DISC
WORKPLACE

Your Dot Tells a Story

Your DISC Style is: C



Because you have a C style, Bryan, you probably take a logical, objective approach to your work to ensure accuracy. You tend to be systematic, and you may enjoy creating standards that help bring about high-quality outcomes. Because you prefer to maintain a sense of control and stability, you may become a bit annoyed when people don't adhere to accepted rules and guidelines.

People with the C style tend to be cautious. Because you want to avoid mistakes, you probably take time to think things through before making choices. Consequently, it may be somewhat stressful for you to make a decision when the outcome is unpredictable. You may even overanalyze a situation in hopes of gaining an unrealistic level of certainty.

Compared to other people, you may be somewhat hard on yourself for being wrong. And although this may push you to be your best, it may keep you from taking chances that could prove beneficial. Likewise, because you tend to place so much value on your knowledge, you sometimes may dwell on mistakes.

You may have a fairly strong questioning side as well. Because you value reasoning and analysis, you're unlikely to accept new ideas or plans at face value. As a result, you may question ideas even after other people feel ready to move ahead, and you may be perceived as blocking forward progress.

Although you may like having other people around, you probably prefer to do a lot of your work alone. This allows you to get absorbed in projects and do in-depth problem solving. You may enjoy independence, often preferring to figure things out for yourself rather than ask for help. This doesn't mean that you don't enjoy contributing to a team. In fact, you may appreciate the chance to give advice and share your expertise.

You're probably fairly private with personal information, unless you know someone really well. You also tend to be a bit uncomfortable around people who show a lot of emotion, since intense feelings often carry a level of unpredictability that can be unsettling for you. You probably show self-control and hope others will as well. On the rare occasions that coworkers see your emotions, you may feel a sense of vulnerability.

Despite your mostly mild appearance, you may get frustrated when you think logic and facts are being ignored. Given the choice between starting a fight or giving in, you may appear, at least on the surface, to give in. However, you may find more subtle ways to show your anger or get your way. For instance, you may withhold information or intentionally slow down progress.

Although you pride yourself on the quality of your work, you may shy away from public recognition. And because you may think that others share this preference, it may not occur to you that your coworkers may want more open praise or compliments from you.

Bryan, like others with the C style, your most valuable contributions to the workplace may include your insistence on precision, your quiet diligence, and your ability to find practical solutions to complex problems. In fact, these are probably some of the qualities that others admire most about you.

Your Priorities

LOCATE YOUR PRIORITIES

View your shading

Locate the 8 words around the circle

List your priorities

YOUR DISC® PRIORITIES & SHADING

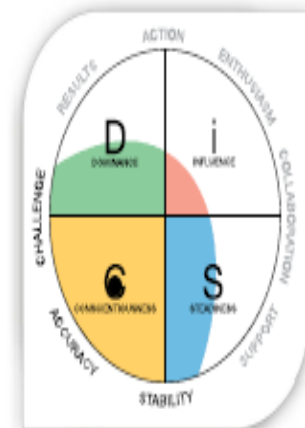


Your Shading Expands the Story

Bryan, while your dot location 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 a priority, 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 C style have shading that touches Accuracy, Stability, and Challenge. Your shading is characteristic of the C style.



What Priorities Shape Your Workplace Experience?

► Ensuring Accuracy

Bryan, you're willing to do what it takes to get things right, and you refuse to settle for sloppy, subpar work. Therefore, you analyze things carefully and make logical decisions based on objective facts. You tend to be quite

Personal Reflection

ANSWER THE QUESTIONS:

A Day in the Life

- Describe what it is like to be you
- What Motivates you?
- What Stresses you?



In your groups: Refer to page 6 in your Workplace Profile

Preferred Work Environment

STYLE	GOALS
D	<ul style="list-style-type: none"> ▪ Wants to get results ▪ Likes “do it and do it now” approaches ▪ Wants to be in charge
i	<ul style="list-style-type: none"> ▪ Likes new opportunities and challenges ▪ Wants a wide scope of operations
S	<ul style="list-style-type: none"> ▪ Wants to be involved with people ▪ Wants to have fun while getting things done ▪ Likes to help people talk things out ▪ Wants freedom from responsibility of following through on detail
C	<ul style="list-style-type: none"> ▪ Wants specific criteria for performance ▪ Likes accuracy ▪ Likes setting and meeting high standards ▪ Wants opportunities to analyze and assess ▪ Likes logical, systematic approaches to work

Learn How to Recognize the Styles of Other People

Introduction to People Reading

Remember That...

- There are no good or bad styles.
- There is no *best* style.
- All styles have strengths and limitations.
- All styles can be more or less effective.
- People are a *mixture* of styles.

Observable Behavior

Body Language

- Posture
- Use of hands
- Facial expressions

Tone

- Pace
- Inflection
- Volume

Words

Understand How Others Interpret Your Behavior

STYLE GUIDE PAGE 8-11

How do you interact with other styles?

Notice the box that states how you see the other style:

USE CALLOUT BOXES ON EACH PAGE FOR CLUES

Gather in your style group

List how you see each different style

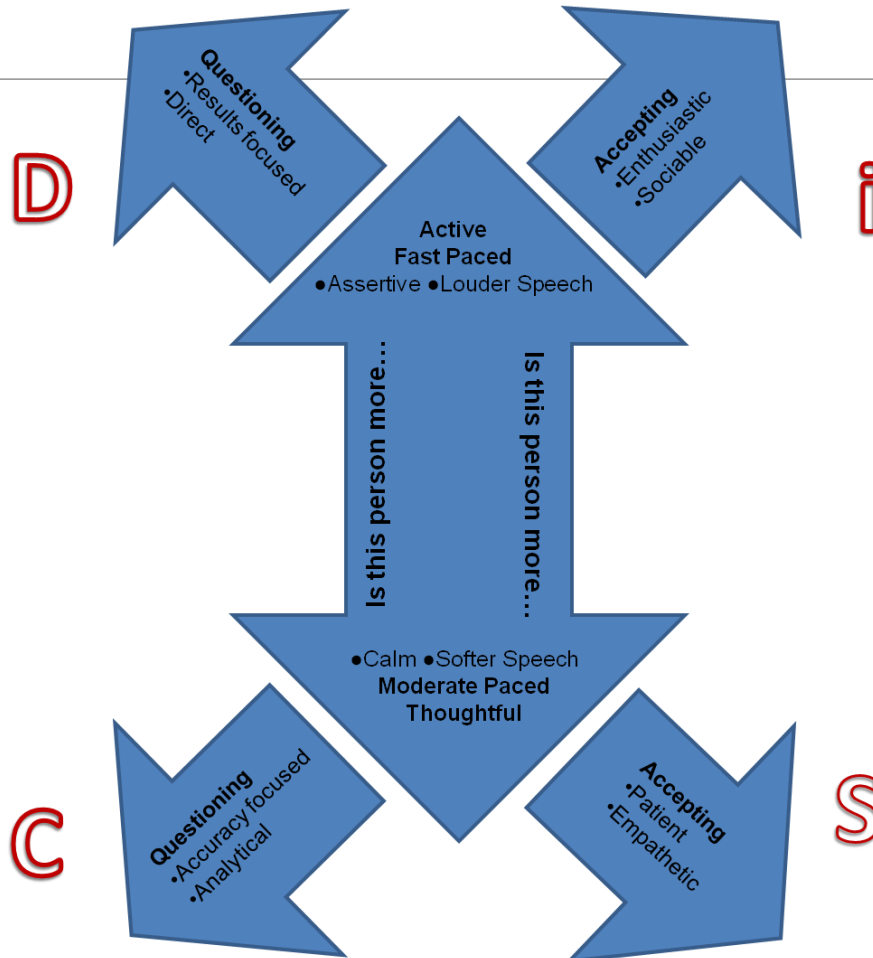
Record your ideas on page 6 of handouts

Let's practice

CAN YOU READ THE STYLES OF BROWN FAMILY?

Page 3-4 in handouts

DiSC[®] People-Reading Guide



Becoming more flexible

PERSONAL PROFILE:

PAGES 12-15

Identify someone you would like to work better with

Try to identify their style

List 3 strategies that may help you be more effective

Interpretations



Take-charge attitude.



Bossy and demanding.

Differences

Different \neq Wrong

Reflection



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

Page 7 Handouts