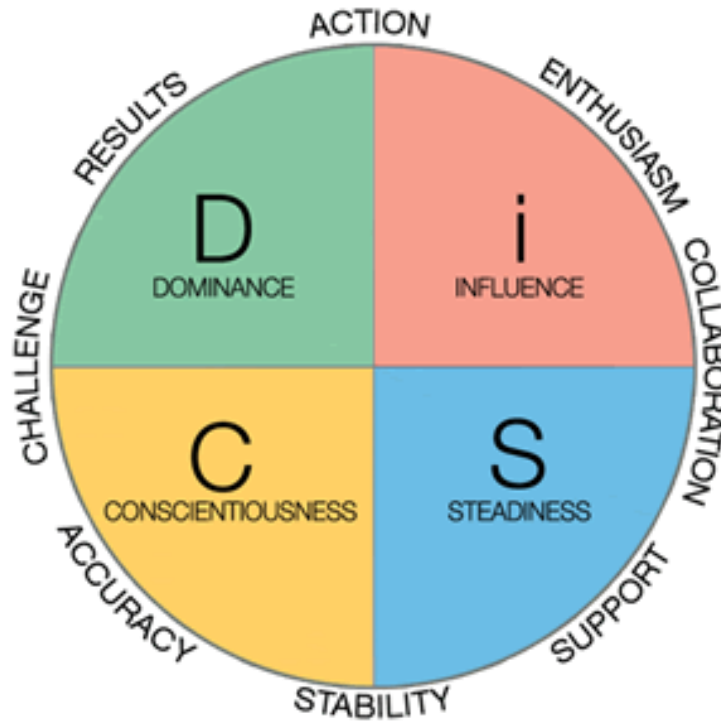


Building Effective Working Relationships

Understanding personal style using the principles of DiSC



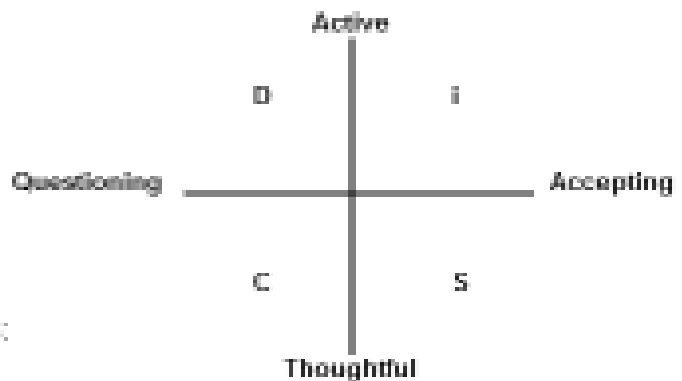


MY VALUE TO THE ORGANIZATION

My primary DiSC® style(s):

My secondary DiSC style(s):

INSTRUCTIONS: Circle your primary DiSC style, as well as the two adjectives that combine to make that style. Then complete the statements below.



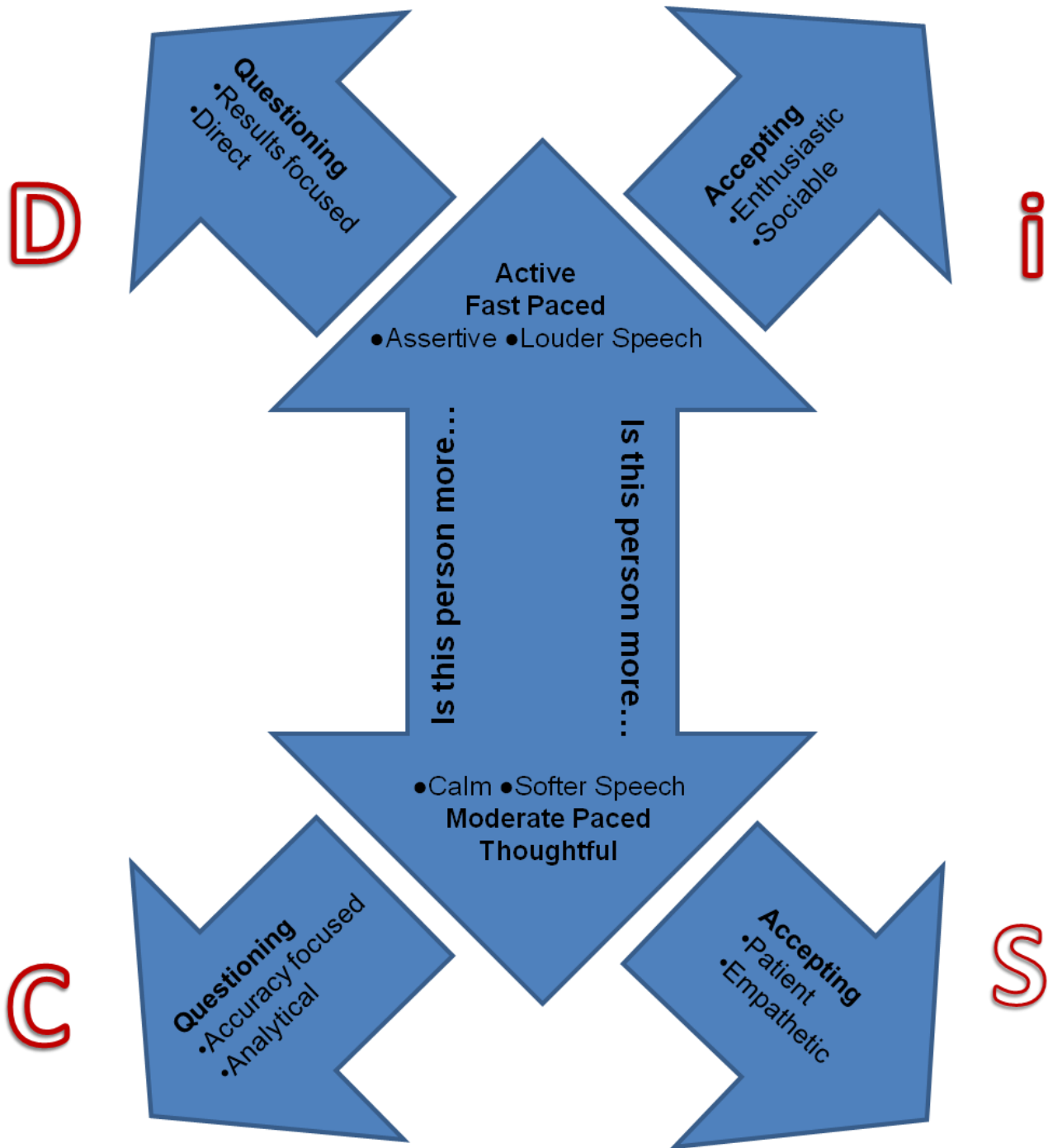
What I have in common with other styles:

Things that make me different from other styles:

The three characteristics of my style that I think are most important for others to understand:

My value to the organization is:

People Reading Guide



HIGH DOMINANCE

- Want IMMEDIATE Results
- Act DECISIVELY

Big Desk; power office; busy desk, but organized; planning calendar

CLIMATE: Power and Authority

Directs TOO MUCH

Direct	Adventuresome
Results Oriented	Decisive
Egocentric	Inquisitive
Daring	Self-Assured
Domineering	Competitive
Demanding	Quick
Forceful	Risk Taker
Aggressive	

HIGH INFLUENCE

- Want CONTACT with People
- Acts ENTHUSIASTICALLY

Lighter office; bright colors; round table

CLIMATE: Friendly and Warm

Talks TOO MUCH

Enthusiastic	Trusting
Gregarious	Poised
Generous	Charming
Influential	Sociable
Persuasive	Impulsive
Affable	Sensitive
Friendly	Self-Promoting
Confident	

HIGH CONSCIENTIOUS

- Want ACCURACY
- Acts CAUTIOUSLY

Structured clean office; clock; technical pictures

CLIMATE: Time to Think

Questions TOO MUCH

Conscientious	Perfectionist
Evasive	Critical
Precise	Factual
Systematic	Discrete
Diplomatic	Analytical
Accurate	
Restrained	
Sensitized	

HIGH STEADINESS

- Want STABILITY
- Acts SYSTEMATICALLY

Pictures of family and friends; flowers; plants; soft colors

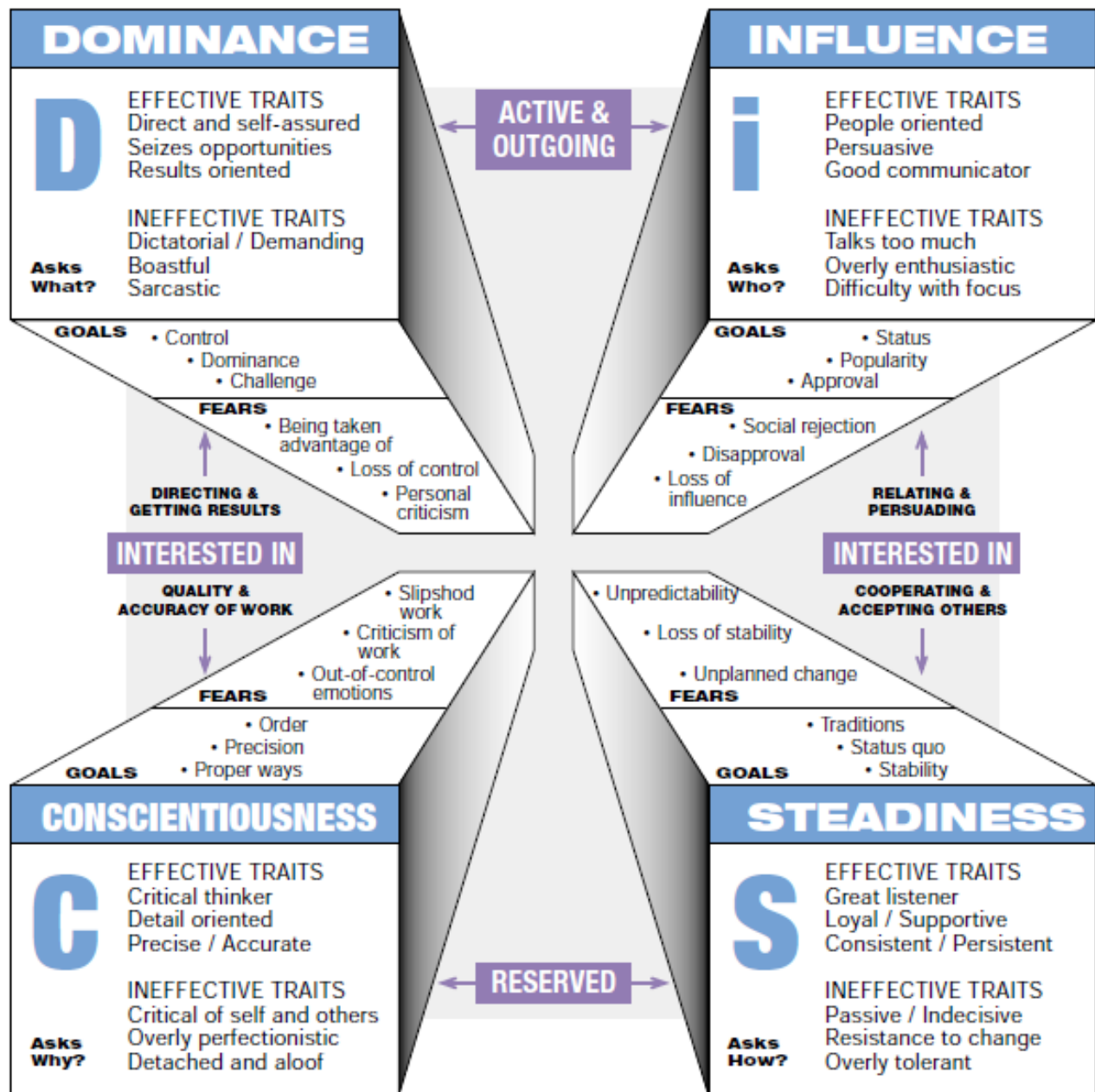
CLIMATE: Security, with time to Adjust

Agrees TOO MUCH

Patient	Non-demonstrative
Deliberate	Group Oriented
Amiable	Steady
Stable	Complacent
Predictable	
Possessive	
Self-controlled	
Easy Going	

DiSC Behavioral Styles

for understanding self and others



"A person's strength, when used inappropriately, becomes a weakness." —Dr. John Geier

What I appreciate about other styles:

Identify your style, then label each column with the other styles and identify traits, characteristics or behaviors that you appreciate and what is frustrating.

Write in the styles in the top columns based on your style

My Style is:	Their Style:	Their Style:	Their Style:
Appreciate:			
Frustrations			



DiSC Profile Relationship Action Planner

Based on the DiSC Classic Profile by Inscape Publishing

Think of a person with whom you would like to build trust and improve interpersonal communications. If you aren't certain of this person's style, predict their behavioral style using the DiSC People Reader. Then, using the DiSC strategy planner below, create a Relationship Action Plan for improving communications. Consider ways that you are alike and ways that you are different. In what ways would you be *naturally effective* and in what ways might you *need to flex or adapt*.

Name the person with whom you would like to relate more positively: _____ Date: _____

The individual's primary style: _____ Secondary Style: _____

Name the relationship and desired outcome for interacting with this person: _____

Your plan of Action: Given this person's DiSC Behavioral style, what should you be sure to do and what should you avoid doing?

Initial Contact: How much and what kind of interaction would reduce tension and increase the comfort level between you?

Relating Effectively: What type of questions will you ask to confirm that you are responding to their needs and will you focus on tasks or personal issues? How? What will be the *pacing* of the interaction be slow or fast?

Responding to Concerns: What are some likely concerns (needs, goals, fears) this person may have? Should you concentrate on *results, feelings, support, and evidence*?

Agreements and Commitments: What approach is likely to be most effective for gaining commitment & cooperation ?

Strengthening: Given this person's style, what expectations will he or she likely have and how can you effectively respond?

Debriefing: What have you learned from your meeting? List ways to improve your next contact with this person?

Planning: Do you still think this person's DiSC style is what you originally thought it was? Why? Were you able to build trust by moving from judging this person to respecting, appreciating, honoring and valuing?

Initiating: What was the tension/comfort level? What changes could increase the comfort for both of you?

Interacting: What needs were discovered? What are some other questions you might ask during your next meeting?

Responding To Concerns: What were this person's main concerns? How can you respond to these concerns in the future?

Agreements & Commitments: Did you gain the type of shared commitments you sought with this person, and what strategy will you use to further build a relationship with this person?

Benefits: What benefits can be derived for you, the other person, and the organization by improving your relationship?