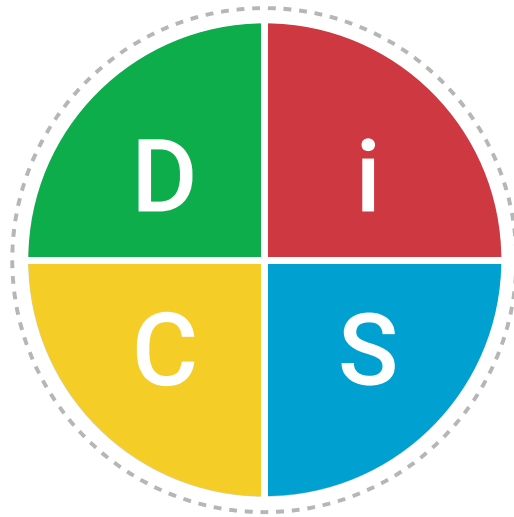


# Building Effective Working Relationships

*Understanding personal style using the principles of DiSC*

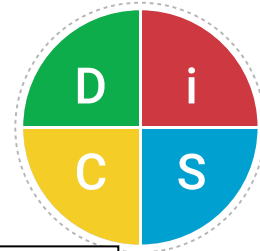


## MY VALUE TO THE ORGANIZATION

My Primary DiSC Style is:

My Secondary DiSC Style is:

What I have in common with other styles:



*Place your Dot*

Things that make me different from other styles:

Three Tips for working with me:

- 1.
- 2.
- 3.

My value to the organization is:

# Action Plan for Key Strategies

Write the strategy you selected from the key strategies page of your profile. Then answer the questions to create an action plan for using this strategy to be more effective at work.

- 1 Strategy:
- 2 When might you need this strategy?
- 3 What outcomes do you hope to achieve by using this strategy?
- 4 What can you do or say to put this strategy into action?
- 5 Who could be a resource or mentor for you?

# Understanding the DiSC<sup>®</sup> Styles

## DURING THE FIRST VIDEO

Use the space below to identify which DiSC<sup>®</sup> style corresponds to each team member.



**Tom**  
DiSC Style:



**Sally**  
DiSC Style:



**Stephanie**  
DiSC Style:



**Dante**  
DiSC Style:

## DURING THE SECOND VIDEO

Use the space below to identify the **stressor(s)** for each team member.

Tom	Sally	Stephanie	Dante

## DURING THE THIRD VIDEO

Use the space below to identify how each team member **reacts in conflict**.

Tom	Sally	Stephanie	Dante

# People Reading

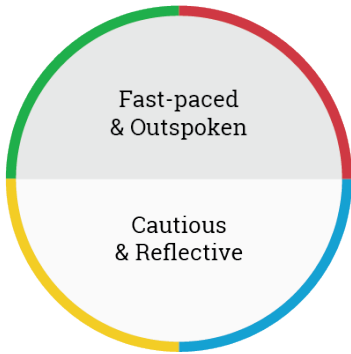
## PRINCIPLES

- People reading isn't meant to label people. Instead, it's a way to help us understand their needs.
- There are no good or bad styles.
- All styles have strengths and limitations.
- Everyone is a blend of all four styles, so it may be difficult to read people correctly.

## OBSERVABLE BEHAVIORS

- Body language, such as posture, use of hands, facial expressions, etc.
- Tone of voice and expression, such as pace, inflection, volume, etc.
- Words chosen to deliver the actual messages.

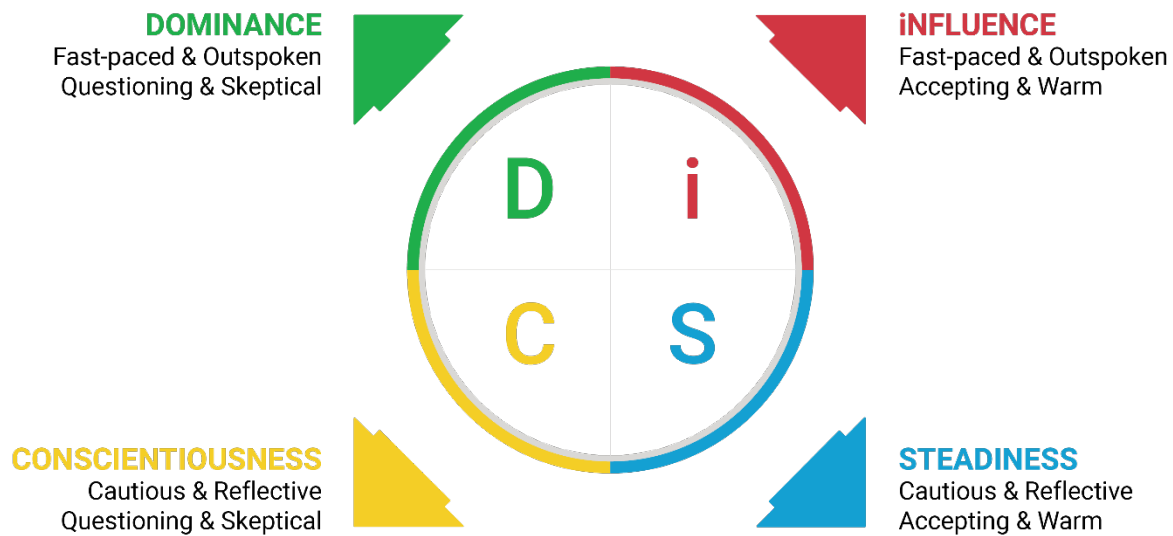
**1** Consider whether this person tends to be more:



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



**3** Now, combine this person's tendencies to determine their DISC® behavioral style.



People read someone you work with and write down that person's style:

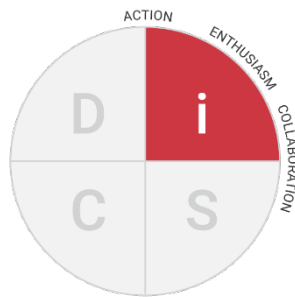
# Working with the DiSC® Styles

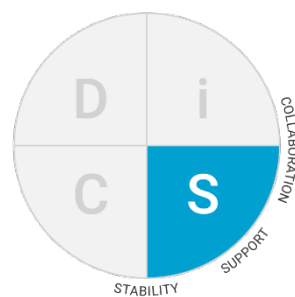
As you read about the DiSC® style of a person you want to work more effectively with, write down general characteristics of the DiSC style that are difficult for you to deal with and characteristics that you appreciate.

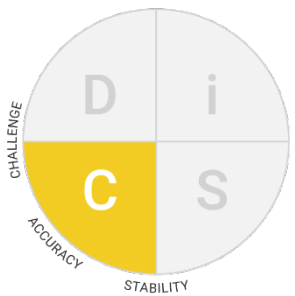
WHAT'S DIFFICULT FOR ME:

WHAT WORKS FOR ME:

		
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## Assess The Style of A Co-Worker or Boss

In what ways is your co-worker's or boss's style most different from yours?

In what situations is that difference most evident?

In what circumstances does the relationship run the most smoothly?

What can you do to minimize friction and maximize compatibility?

List 3 Strategies for working more effectively with this person:

- 1.
- 2.
- 3.

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

2 Things you can do to apply what you have  
learned:

1: \_\_\_\_\_

2: \_\_\_\_\_