Understanding and Working with Different Personalities:

A Handbook for Humans



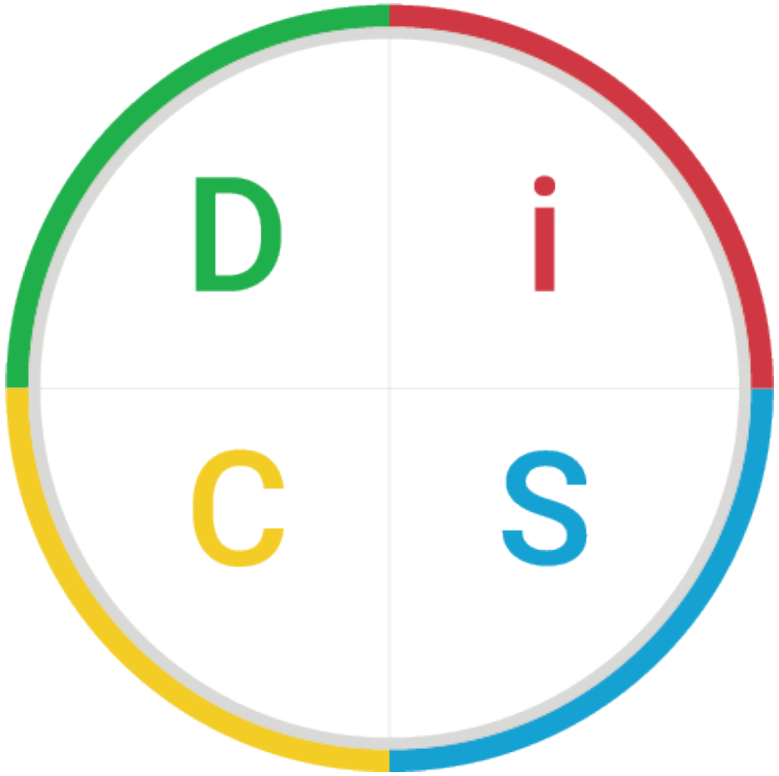
Nevada Association of Employers

the beckley group

EVERYTHING DiSC® A Wiley Brand

Workshop Goals

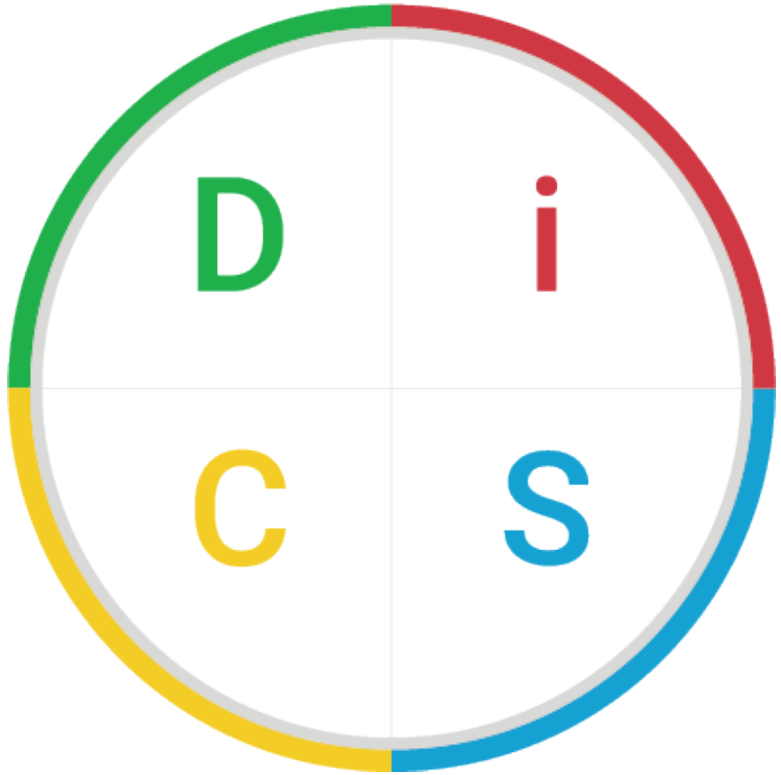
- Understand the DiSC® Model
- Discover your DiSC® style
- Understand and Adapt To Other Communication and Work Styles
- Master Challenging Relationships
- Take Skills Back To Work



Cornerstone Principles

DiSC is the world's leading and most validated personality profile.

- All DiSC styles are equally valuable.
- Everyone is a blend of all four styles.
- Understanding yourself better is the first step to becoming more effective when working with others.
- Learning other's styles helps you understand people, communicate more effectively, improve relationships



How You See Yourself

D

Fast-paced & Outspoken

i



Questioning & Skeptical

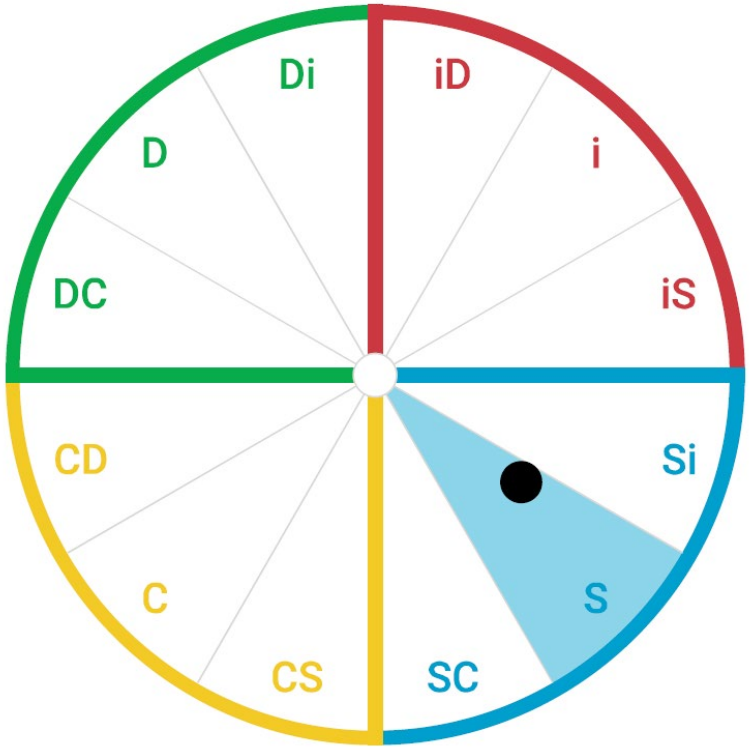
Accepting & Warm

C

Cautious & Reflective

S

Your DiSC Style



Turn to Page 3. Where is your dot?

Dominance (D)

Assertive, competitive, results-driven, prefers independence, can be demanding.

Influence (i)

Outgoing, persuasive, enthusiastic, excels at relationships, may lack follow-through.

Steadiness (S)

Patient, supportive, reliable, values harmony, may resist change and conflict.

Conscientiousness (C)

Detail-oriented, analytical, motivated by quality, may be perfectionistic.

Small Group Discussion

- In small groups, share your style with each other
- Take turns sharing what you believe is a strength of your style



Name That Celebrity Style



Please identity the DiSC style of each of the following celebrities

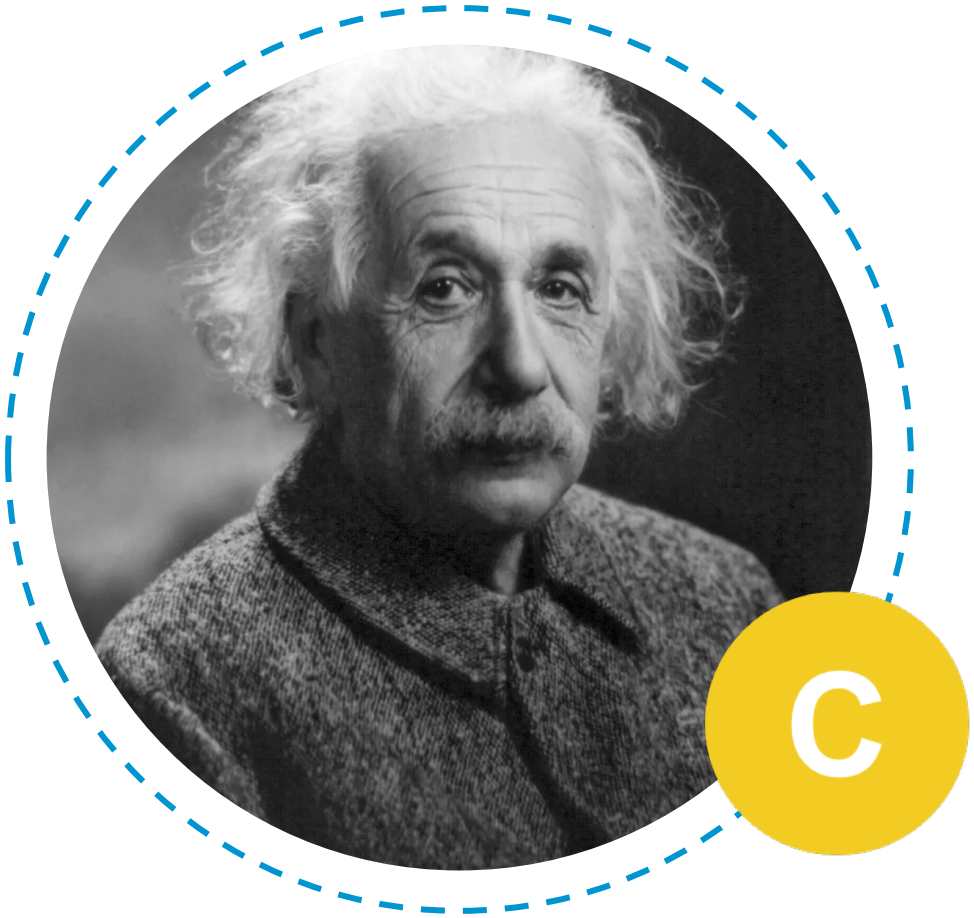
Taylor Swift



"No matter what happens in life, be good to people. Being good to people is a wonderful legacy to leave behind."

Wave if your primary style is an S.

Albert Einstein



"We can't solve problems by using the same kind of thinking we used when we created them"

Wave if your primary style is a C.

Michael Jordan



"If you quit once it becomes a habit.

Never quit!"

Wave if your primary style is a D.

Jenifer Lopez



"You've got to love what you do. You've got to be passionate about it."

Wave if your primary style is a i.

Small Group Discussion

Turn to Page 6

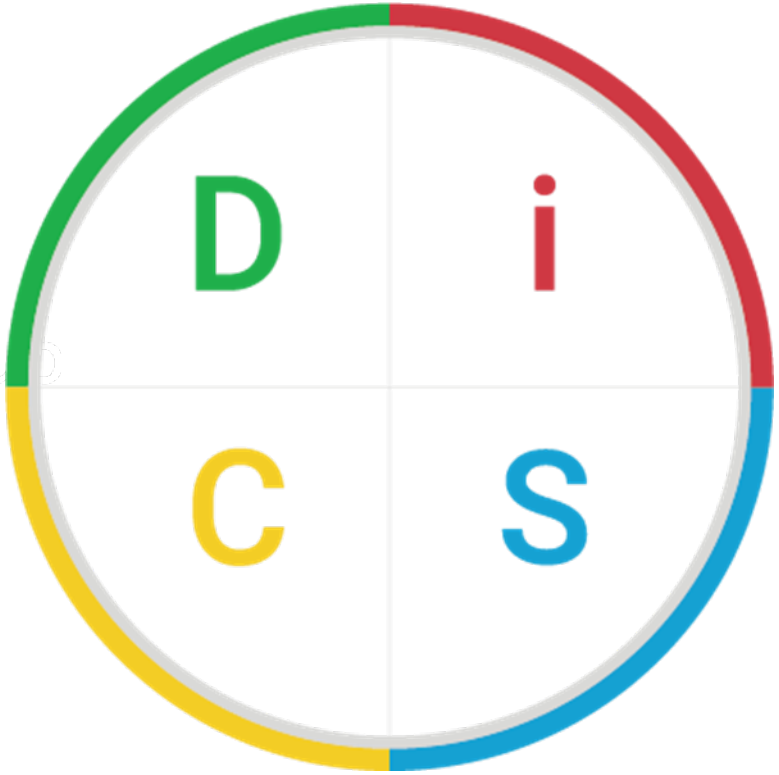
- Review your Motivators & Stressors
- In small groups, discuss what can be motivating and stressful for each style in your group.
- Share examples of how this has been true for you



Adapting to Other Styles

In working with our team members, a common mistake is to communicate with others how we want to be communicated with.

Effective communications requires assessing another's style and then adapting to that style.



How to Diagnose Someone's Style

- Think about the person's behavior.
- Does this person tend to be more:
  - Fast-Paced & Outspoken OR
  - Cautious & Reflective
- Then, does this person tends to be:
  - Questioning & Skeptical OR
  - Accepting & Warm



How to Communicate with Each Style

Dominance (D)

Do: Be direct, brief, focused on results; offer options and let them decide

Avoid: Rambling, excess detail or indecision

Influence (i)

Do: Be warm, upbeat and open to ideas; leave time to talk & build rapport

Avoid: Dry details or a cold, impersonal tone

Conscientiousness (C)

Do: Bring facts, data and clear logic; give time to analyze; put it in writing

Avoid: Vague claims, rushing or emotional appeals

Steadiness (S)

Do: Be patient, calm and sincere; explain changes & allow time to adjust

Avoid: Pressure, abrupt change or open conflict

Small Group Discussion

Adapting To Another Style

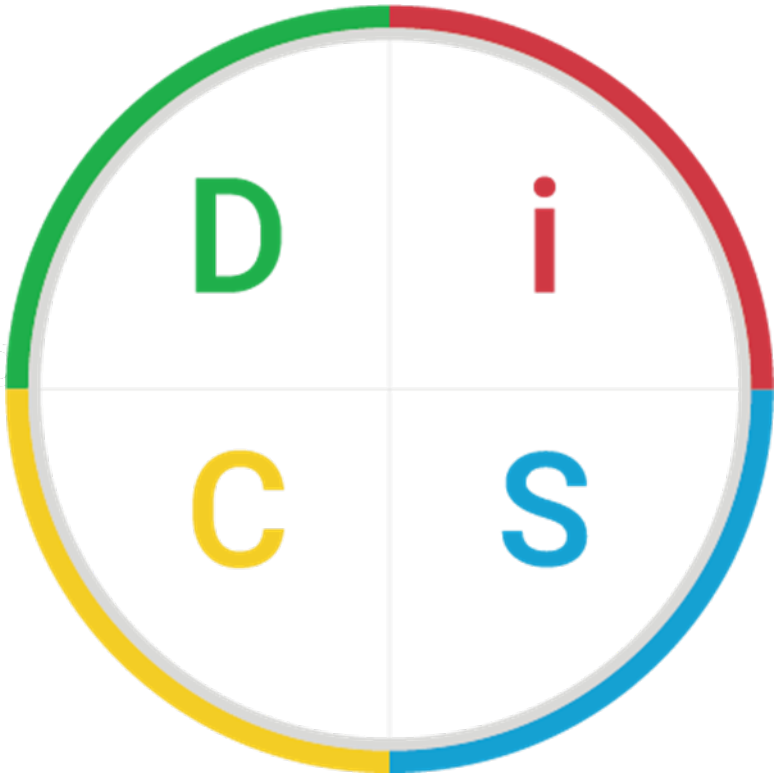
- Individually, think of a team member you find challenging to work.
- How is their personality and communication style different from yours?
- Share some strategies to work more effectively with this person?



Application

Think about how these strategies apply to your co-workers, boss or family members.

- Reflect on what we have learned and discussed.
- Identify one action you can take with you to apply the principles discussed.
- Volunteers may share their action.



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Thank you!