



# Introduction to the DiSC



**Jack Bell**

The purposes of a person's heart are deep waters,  
but one who has insight draws them out.

Proverbs 20:5

# What is DiSC?

The DiSC® model by Wiley is a simple tool that uses individual assessment data to provide information about priorities and preferences.



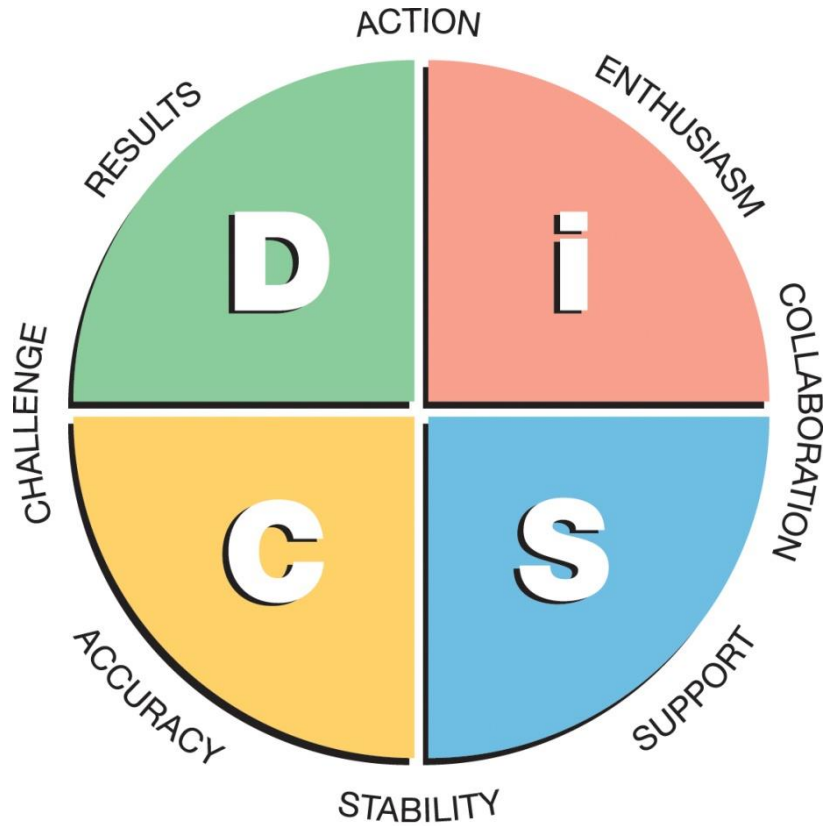
Learn how to connect better with their colleagues who may differ from them.

Each person has a unique behavioral profile. These differences are extremely valuable

Assess differences and harness the value

Better communication AND healthier organizations.

# What does the DiSC Workplace Model Provide?



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Provides a common language

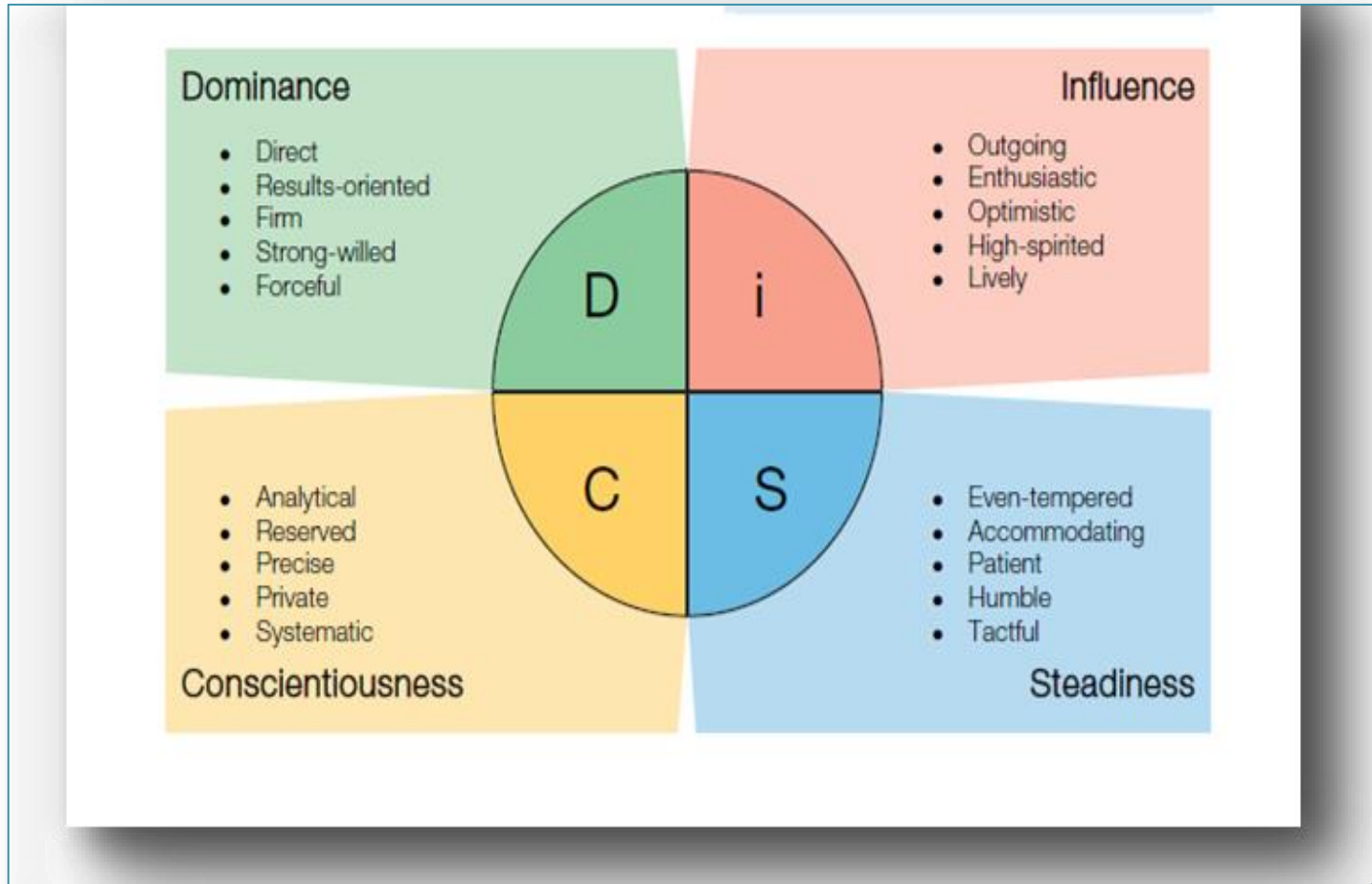
Acts as a springboard for team building

Improves organizational communication

Helps you to understand differences and similarities

Reduces conflict and avoids misunderstanding

# What Does the DiSC stand for and what do the letters mean?



# Understanding DiSC

- ▶ All DiSC Styles and Priorities are equally valuable. Everyone is a blend of all 4 styles.
- ▶ Each person understanding themselves better is the first step to becoming more effective working with others
- ▶ Learning about other's DiSC styles can help your client's understand others priorities and how they can differ from their own.
- ▶ You can improve the quality of the workplace or organization setting by using DiSC to build more effective relationships/

	<b>D: Dominance</b>	<b>I: Influence</b>	<b>S: Steadiness</b>	<b>C: Conscientious</b>
<b>Seeks</b>	Control	Recognition	Acceptance	Accuracy
<b>Strengths</b>	Administration Leadership Determination	Persuading Enthusiasm Entertaining	Listening Teamwork Follow-Through	Planning Systems Orchestration
<b>Challenges</b>	Impatient Insensitive Poor Listener	Lack of Detail Short Attention Low Follow-Through	Oversensitive Slow to Begin Dislikes Change	Perfectionist Critical Unresponsive
<b>Dislikes</b>	Inefficiency Indecision	Routines Complexity	Insensitivity Impatience	Disorganization Impropriety
<b>Decisions</b>	Decisive	Spontaneous	Conferring	Methodical

## Understanding your own reactions

# What's in it for your Coachee / Team?

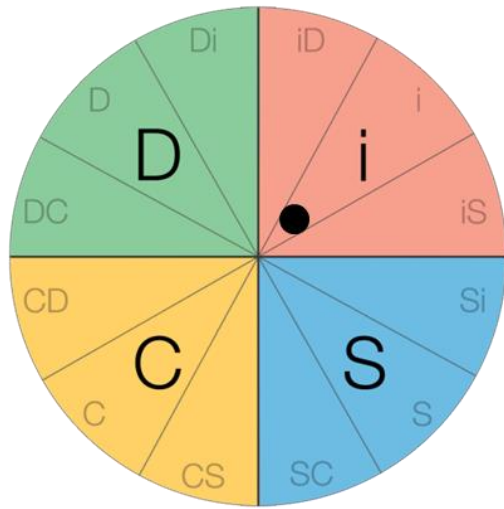
Provides a common language to help teams understand on another and work better together.

Acts as a springboard for conversation and team building

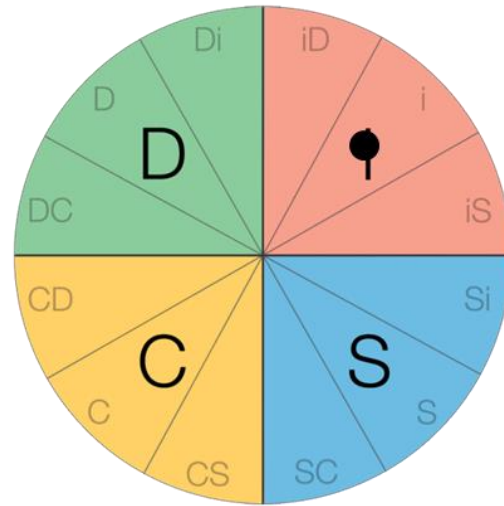
Improves employee and organizational communication

Helps you to understand people who aren't like you or are too much like you.

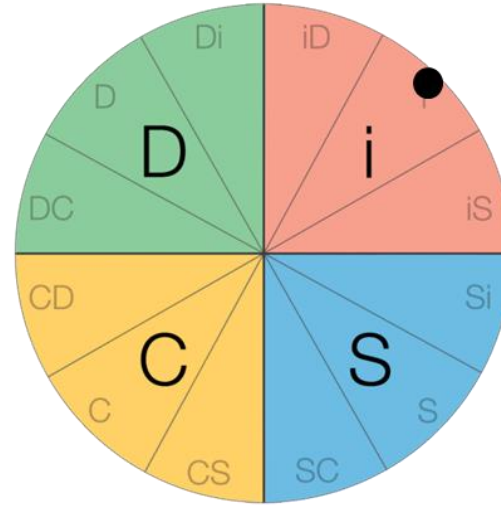
Reduces conflict and avoids misunderstandings.



Slight



Moderate

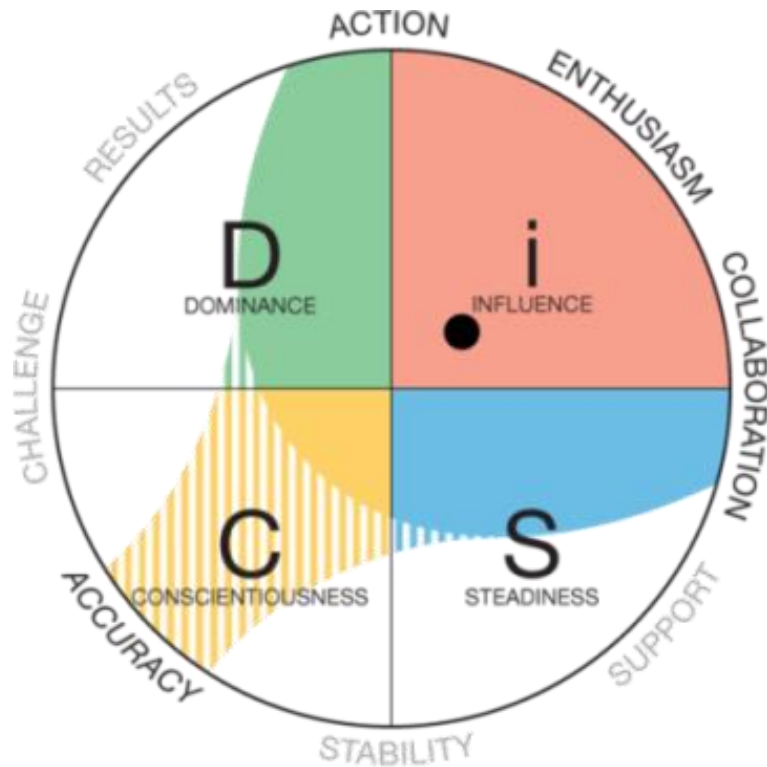


Strong

Close to the Edge or Close to the Center?



# DiSC® Everything Workplace Priorities & Shading



Style + Accuracy

The eight words around the map are priorities, or the primary areas where people focus their energy.

Closer 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.

# DiSC Supplemental Reports



## Comparison Report

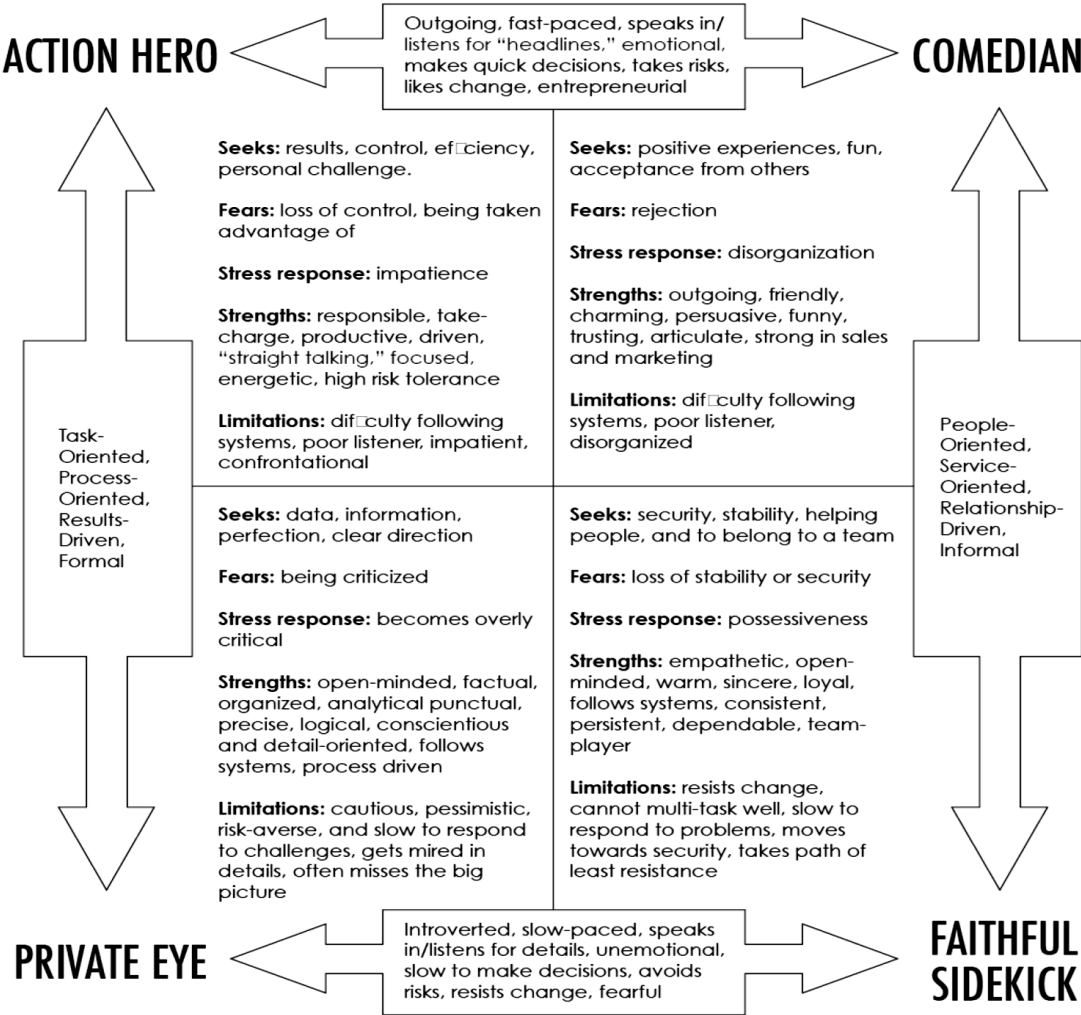
Build better relationships ... created for any two participants to illustrate their similarities and differences. (We will show this later)



## Supplement for Facilitators

Provides more detailed data and helps facilitate a richer discussion about a respondent's DiSC style, including unexpected items. (We will show this later)

# DiSC Personality Types



*DISC expert Joe Matthews,  
president and founder of  
the Franchise Performance Group*

## WORKSHOP # 1A

### The DiSC Profile Questionnaire

Free Test  
What is your  
Personal DiSC  
Assessment?

- ▶ <https://www.123test.com/disc-personality-test/>
- ▶ The test takes (about 10 minutes)
- ▶ Go online now and take the test
- ▶ If you already have taken the DiSC test look over your motivators and stressors and choose 2 or 3 from each category and we will discuss them while others do the test.

## WORKSHOP # 1B

### Personal DiSC

### Discussion Questions

\* Separate Chat room while others take the DiSC test

\* PLEASE HAVE YOUR Everything DiSC handy

- ▶ 1. What are 2 or 3 things that you agree with in your Motivators & Stressors?
- ▶ 2. What are 2 or 3 things that you disagree with in your Motivators and Stressors?
- ▶ 3. What have you learned about your about yourself from your personal DiSC profile? Likes? Dislikes?
- ▶ 4. How has knowing more about your styles and tendencies helped you in understanding others?
- ▶ 5. What did you notice about understanding your own reactions slide in regard to What you Seek, Strengths, Challenges, Dislikes, Decisions slide?

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Understanding your own reactions

Workshop Interview  
with Jeff Neller  
on the 3 DiSC Reports,  
Everything  
Workplace,  
Comparison and  
Supplemental

Introduction to the DiSC  
Workshop #2



# Everything Workplace—Jeff Nellermoe



# Supplemental —Jeff Neller

- ▶ What did you observe in this intro to the DiSC?
- ▶ How do you feel about your basic style and tendencies?
- ▶ As a result of our time together what action steps are you going to take moving forward?
- ▶ What were your reactions to the interview with Jeff Nellermoe and his style and tendencies?
- ▶ What would you like to receive regarding more information about coaching?

## Questions and Take Aways