

The DISCstyle Workshop

Idaho Commission for Libraries



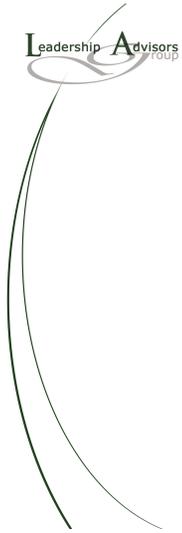
Outcomes

- Understand your own style and communication preferences
- Understand the style and communication preferences of other team members
- Improve communication skill and effectiveness within and outside of the team



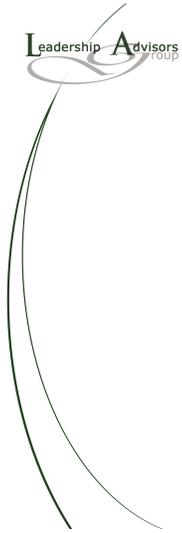
Agenda

- Self-awareness
- The DISCstyle Report
- Building Your DISC Profile
- Style Q & A
- Building Bridges



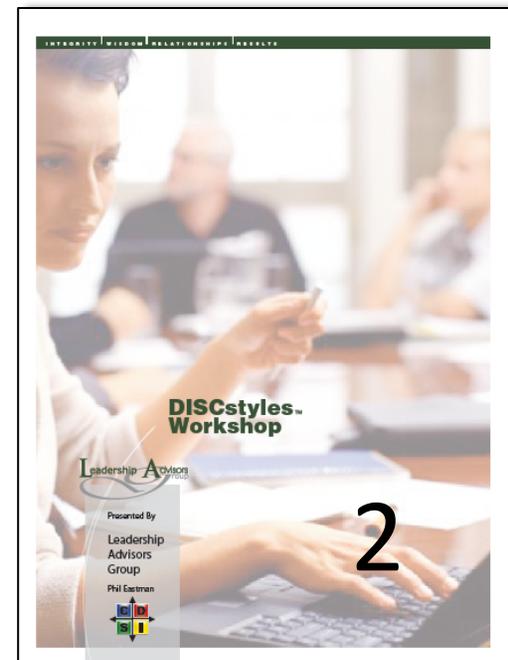
Workbook

- Section One
 - Introduction
 - About Us
 - About Me
- Section Two
 - Your Report
- Section Three
 - Application



About You

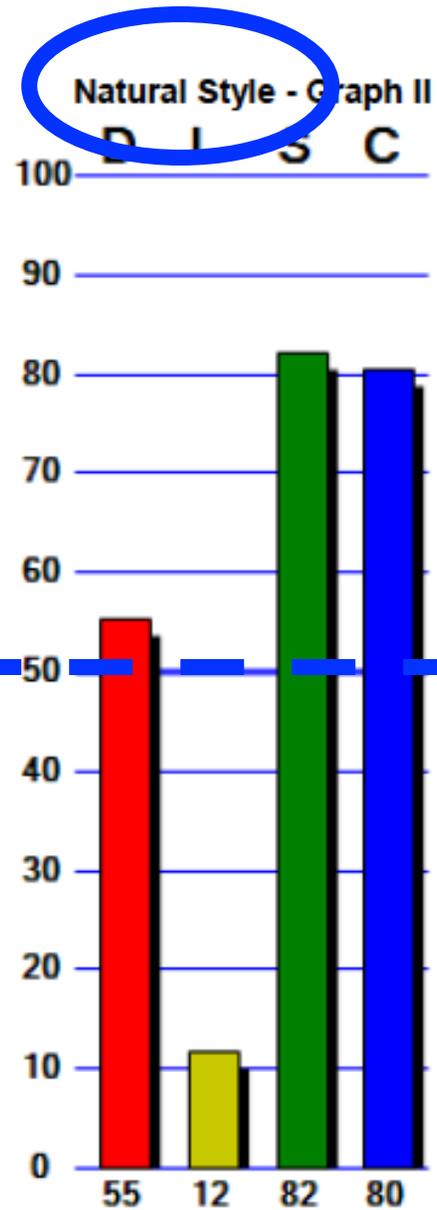
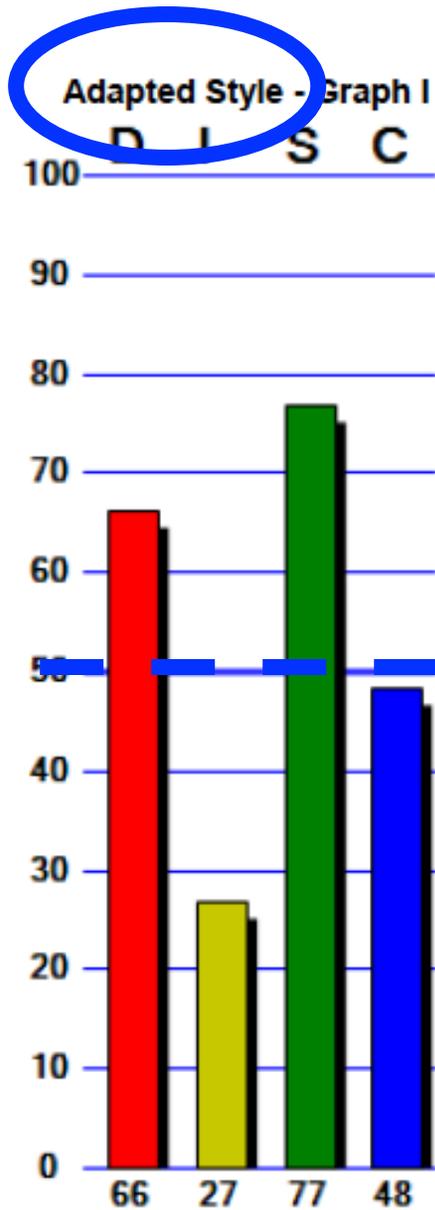
- Section One
 - About Me
 - Strengths
 - Limitations
 - Appreciations
 - Annoyances





DISCstyles

- D=Dominant
- I-Interactive or Influencer
- S-Steady
- C=Conscientious or Controlled



Pattern: SD (5253)
Focus: Work

Pattern: SCd (4166)

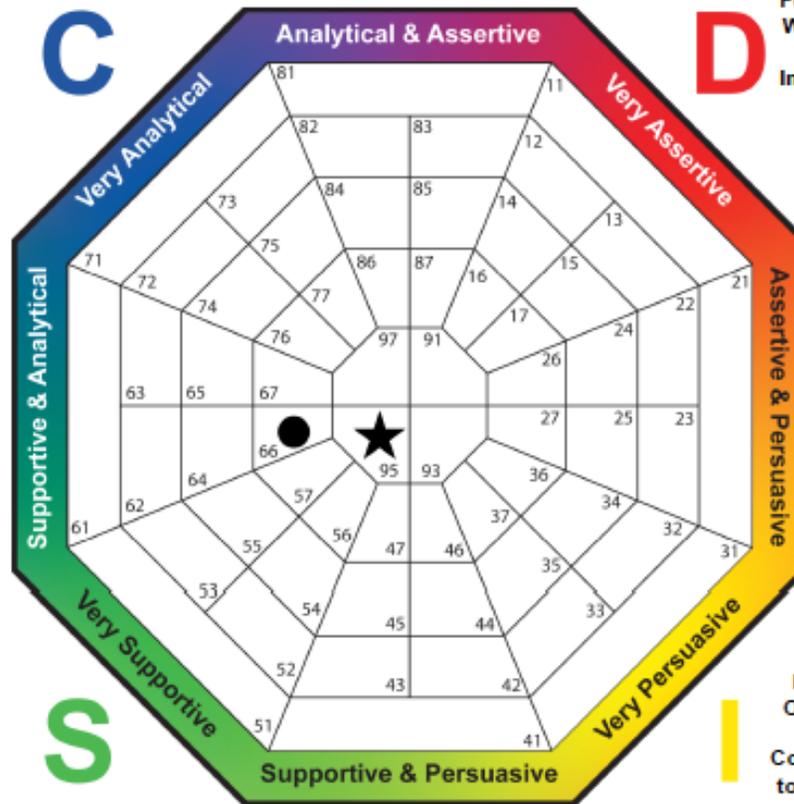


C
Data, Fact & Analysis Based. Precise & Accurate Trusts in the Value of Structure, Standards & Order. Sees the value of "Rules".

Efficient, Analytical, Organized, Factual, Aware of the Consequences of their Actions, Practical and Innovative.

D
Assertive, Results Focused, Rapid Decisions, Will Seek Challenges, Can be Aggressive and Impatient, Desires to Lead.

Balances & Values Data & Diplomacy, Mindful of the "Rules". Will be Goal Focused, Dislikes Confusion and Ambiguity.



Both Assertive and Persuasive, Likely to embrace New Concepts, Often a Mover and a Shaker, Can be very outgoing with High Energy and Engaging Effort.

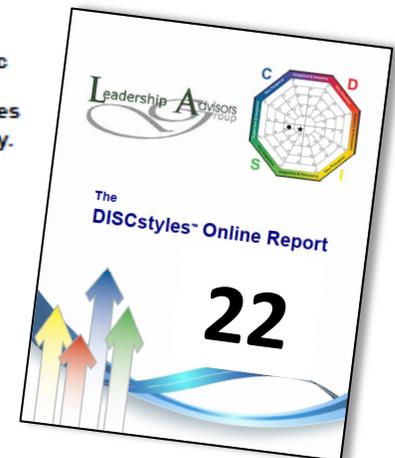
Very Patient & Favors Stability and Structure. Not a Risk Taker, Likes to operate at a Steady, Even Pace.

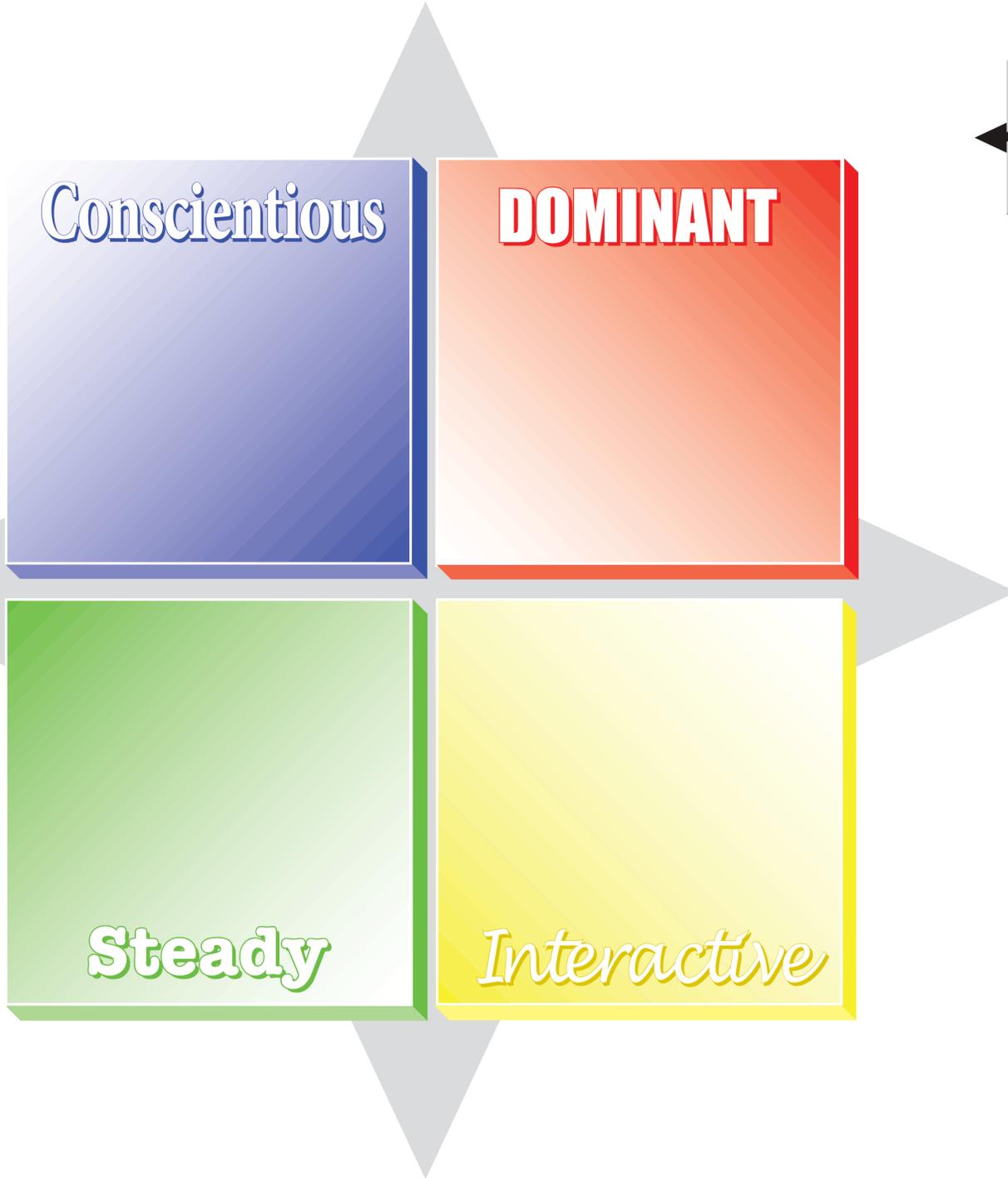
Very Outgoing & Persuasive, Very People Oriented, Quite Optimistic Outlook, Strong Communication Skills, Likes to have Variety in their day.

● = Natural Behavioral Style

★ = Adapted Behavioral Style

Supportive & Persuasive, Good Team Player, Creates Good Will & provides Good Customer Service







Conscientious

- Logical thinker
- Continuous improvement

DOMINANT

- Problem solver
- Moves quickly

- Works independently
- High personal expectations

Steady

- Friendly persuader
- Seeks freedom from detail

Interactive

Tendencies





Conscientious

- You clarify complex Issues
- Demonstrate expertise

DOMINANT

- You question and challenge
- You work quickly to resolve issues

- You calm disagreement
- You work to solve problems

Steady

- You bring enthusiasm
- You easily negotiate conflicts

Interactive

Strengths





Build Your Profile

- Select 2 of your greatest strengths from page 6.
- Record those strengths in your profile.



Conscientious

- May set unreasonable standards
- Can be defensive

DOMINANT

- May hesitate to delegate
- Can be seen as blunt and critical

- May take yourself too seriously
- Seen as rigid and inflexible

Steady

- May be impulsive
- May need assistance prioritizing

Interactive

Improvements





Build Your Profile

- Select 2 of your areas for improvement from page 13.
- Record those improvement areas in your profile.



Conscientious

- Tasks done right the first time
- Specialized projects

DOMINANT

- Authority equal to responsibility
- Expressing ideas

- Sincerity from groups and peers
- Time to adjust to changes

Steady

- Recognition for insights
- Power to control own career

Interactive

Motivators





Build Your Profile

- Select 2 of your greatest motivators from page 7.
- Record those motivators in your profile.



Conscientious

- Information prior to decisions
- A wider perspective

DOMINANT

- Negotiate face-to-face
- Proactive confrontation

- Confirmation that work is worthwhile
- Operational efficiency

Steady

- Confidence in projects and leaders
- Interaction and contact

Interactive

Needs





Build Your Profile

- Select 2 of your needs from page 7.
- Record those needs in your profile.



Conscientious

- Use a logical approach
- List pros and cons

DOMINANT

- Get to the point
- Prepare for objections

- Be candid, open, patient
- Provide assurance about input

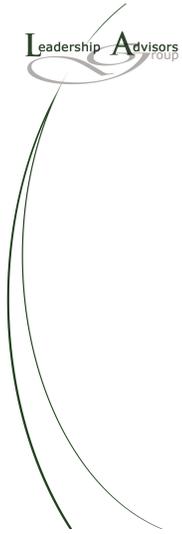
Steady

- Be engaging and fast
- Provide incentives for them

Interactive

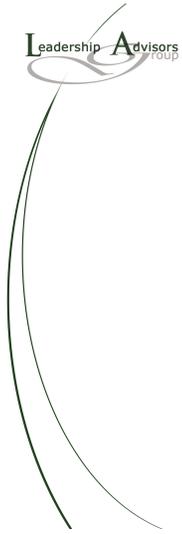
Communication





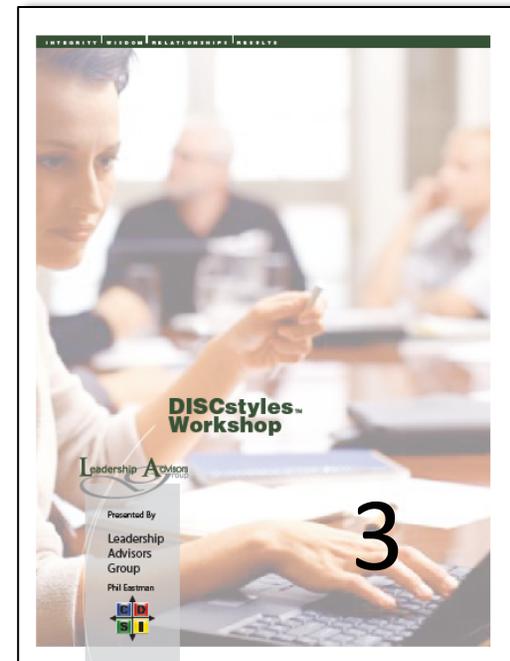
Build Your Profile

- Select 2 communication preferences from page 10.
- Record those communication preferences in your profile.



About Us

- Section One
 - About Us
 - Strengths
 - Limitations
 - Appreciations
 - Annoyances





Conscientious

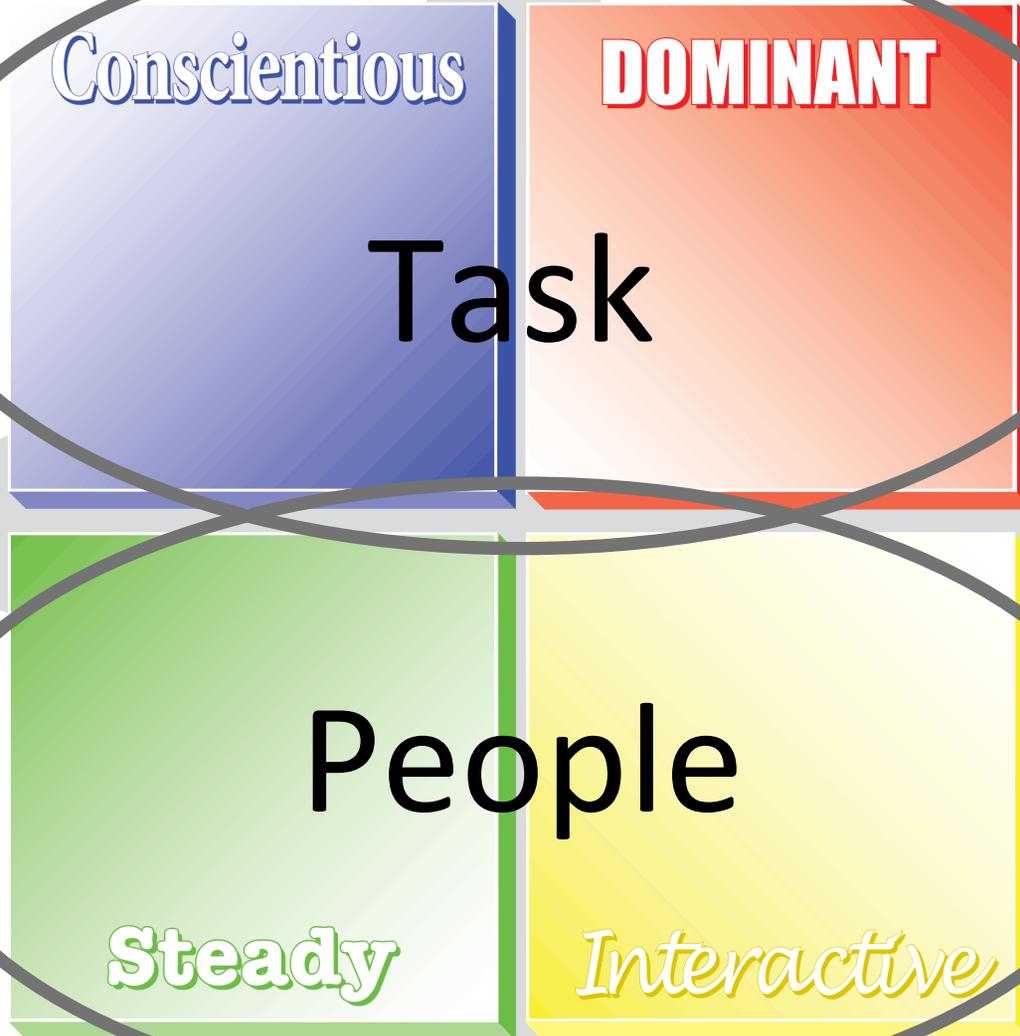
DOMINANT

Create two questions you want answered by the style in the opposite corner.

Steady

Interactive

Style Q & A



Priority



Conscientious

- Keeps feelings private
- Limits expressions
- Formal and proper
- Works within agendas
- Speaks in specifics

DOMINANT

- Freely shows feelings
- Relaxed & warm
- Goes with the flow
- Opinion-oriented
- Animated expressions

Steady

Interactive

Priority





Conscientious

- Stick to the task
- No physical contact
- Maintain logic
- Downplay enthusiasm

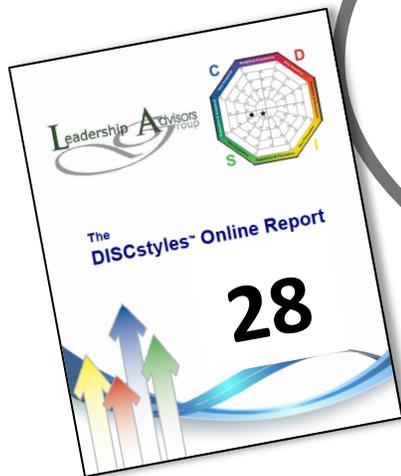
DOMINANT

Steady

- Share feelings
- Pay personal compliments
- Use friendly language
- Digress from agenda

Interactive

Adjusting Priority





Conscientious

DOMINANT

Slower

Faster

Steady

Interactive

Pace





Conscientious

- Patient & cooperative
- Makes qualified statements
- Infrequent contributor

DOMINANT

- Frequent use of gestures
- Less patient, more competitive

- Reserves opinions & expressions
- Gentle handshake

Steady

- Emphatic statements
- Sustained eye contact
- Frequent contributor

Interactive

Pace





Conscientious

- Talk, walk, and move more slowly
- Seek and acknowledge others' opinions

DOMINANT

- Speak and move at faster pace
- Initiate conversations and decisions

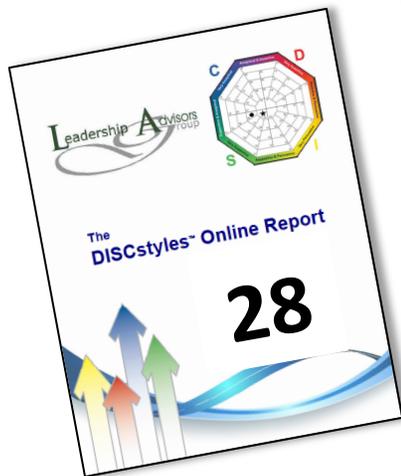
- Share decisions & leadership
- Do not interrupt

Steady

- Give recommendations
- Increase eye contact

Interactive

Adjusting Pace





Conscientious

DOMINANT

What one thing
will you do to
build a bridge to a
person with a
different style?

Steady

Interactive

Building Bridges





Conscientious

DOMINANT

Without each of
the styles what

would be missing
from our team?

Steady

Interactive

Building Bridges



Now What?

- Share your profile with each other and with your team
- Review your rating from others to learn how others see you
- Practice using other styles