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
Adapted Style - Graph I

Natural Style - Graph II

Pattern: SD (5253)
Focus: Work

Pattern: SCd (4166)
Data, Fact & Analysis Based. Precise & Accurate Trusts in the Value of Structure, Standards & Order. Sees the value of "Rules".

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


= Natural Behavioral Style
= Adapted Behavioral Style

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

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

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

Supportive & Persuasive, Good Team Player, Creates Good Will & provides Good Customer Service.
Conscientious
- Logical thinker
- Continuous improvement

DOMINANT
- Problem solver
- Moves quickly

Steady
- Works independently
- High personal expectations

Interactive
- Friendly persuader
- Seeks freedom from detail

Tendencies
**Conscientious**
- You clarify complex issues
- Demonstrate expertise

**Steady**
- You calm disagreement
- You work to solve problems

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

**Interactive**
- You bring enthusiasm
- You easily negotiate conflicts

Strengths
Build Your Profile

• Select 2 of your greatest strengths from page 6.

• Record those strengths in your profile.
- May set unreasonable standards
- Can be defensive

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

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

- May be impulsive
- May need assistance prioritizing

Improvements
Build Your Profile

• Select 2 of your areas for improvement from page 13.

• Record those improvement areas in your profile.
Motivators

**Conscientious**
- Tasks done right the first time
- Specialized projects

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

**Dominant**
- Authority equal to responsibility
- Expressing ideas

**Interactive**
- Recognition for insights
- Power to control own career
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

Steady

- Confirmation that work is worthwhile
- Operational efficiency

Interactive

- Confidence in projects and leaders
- Interaction and contact

Needs
Build Your Profile

• Select 2 of your needs from page 7.

• Record those needs in your profile.
• Use a logical approach
• List pros and cons

• Get to the point
• Prepare for objections

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

• Be engaging and fast
• Provide incentives for them

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

People

Conscientious

DOMINANT

Steady

Interactive

Priority

29
Priority 29

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

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

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

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

**DOMINANT**

**Interactive**
Pace

**Conscientious**
- Patient & cooperative
- Makes qualified statements
- Infrequent contributor
- Reserves opinions & expressions
- Gentle handshake

**DOMINANT**
- Frequent use of gestures
- Less patient, more competitive
- Emphatic statements
- Sustained eye contact
- Frequent contributor

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**Steady**

**Interactive**
Adjusting Pace

**Conscientious**
- Talk, walk, and move more slowly
- Seek and acknowledge others’ opinions
- Share decisions & leadership
- Do not interrupt

**Dominant**
- Speak and move at faster pace
- Initiate conversations and decisions
- Give recommendations
- Increase eye contact

**Interactive**

The DISCstyles® Online Report

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What one thing will you do to build a bridge to a person with a different style?
Without each of the styles what would be missing from our team?

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