

An Interview with Cheri Lindle on the topic of: “Seeing Others through the Lens of DiSC”

Interviewer: Cheri, I wonder if you could briefly describe your topic's subject matter?

Cheri: The subject matter is related to personal style, as is assessed through the DiSC profile, by Inscape Publishing. The conversation will be linked to how it is delivered by LUC in an experiential way. There will be an overview of the DiSC and the importance of being diligent (as a facilitator/group therapist) about knowing who you are, and what your natural tendencies are, as you facilitate other people's insight.

Interviewer: Why do you feel passionate about this topic?

Cheri: I believe it is critical to know what my tendencies are, as I attempt to open people's minds to their own tendencies. Understanding the nature of feedback and how we all have blind spots is so important to the notion of humility. Most of our work deals with leadership in organizations, and all studies reveal the importance of a balanced ego. Since I have experienced firsthand the truth of my own DiSC profile, and have seen 'me' at my best and at my worst, I have become passionately able to invite others to look in the mirror about what is true for them.

Interviewer: What experience do you have with this topic (i.e. practice, professional talks, publications, articles, life experience)?

Cheri: Facilitated DiSC related programs for 12 plus years; am certified to deliver the Marcum/Smith Ergonomics Program www.marcumsmith.com ~ Qualified to deliver

as an Associate of Integro Leadership Institute, www.integroleadership.com Qualified to deliver many of the Inscape products to include the Team Dimensions Profile, DiSC Classic, INDRA, and more. Have participated in a twelve week program by Paula Switzer called: Go Deep with DiSC, attended a program in Houston to study with one of the authors of INDRA, (IN Depth Relationship Assessment), MBTI Qualified. Delivered hundreds of presentations over the years, all of which started with the wisdom learned on a ropes course in the mid 80s.

Interviewer: How has this topic affected you personally?

Cheri: This topic has affected me personally and continues to impact my relationships. As I remain aware of my own tendencies and seek to understand someone else's preferred way of behaving, all of my relationships have the potential to improve or deteriorate, depending on how I employ my knowledge of DiSC.

Interviewer: What are the focal points that you want your listeners to remember?

Cheri: This is a tool that is powerful enough to help, but is just a tool, not unlike other tools that can be used to better understand the people in our lives. It is not the 'end all' tool, but one that can be pulled out when conversations become difficult or relationships strained. Or when it becomes critical that we better understand each other, so that we can capitalize on each others strengths. Understanding our differences, can improve relationships and teams. An experiential way of delivering information might be a modality that is new to the listeners, therefore they can now take information they already know, and deliver it in an experiential way. There is no right or wrong style (DiSC) or personality type. We all have blind spots; without feedback we cannot grow.

About the Presenter:



**Cheri Lindle, Senior
Consultant/Facilitator at
Learning Unlimited
Corporation:**

Cheri holds a Bachelor's Degree in Sociology, from Oklahoma State University, and a Master's Degree in Experiential Education, from Minnesota State University at Mankato. She has worked in the field of experiential training and development for twenty five years. She has held positions such as; challenge course facilitator with high risk youth, challenge course director at an acute care adolescent psychiatric hospital, HR Director, Senior Management Trainer, and Corporate Consultant. Cheri has taught Sociology/Psychology at Tulsa Community College, as an adjunct since 1999, and is a full time Senior Consultant/Trainer with an International Training and Development Company; Learning Unlimited Corporation. Cheri has served on the Board of Directors for the Thyroid Cancer Survivors Association, www.thyca.org. She is a guest speaker annually at the ThyCa Conference on issues of Effective Communication in Doctor / Patient Relationships (using the MBTI as a tool), as well as served as the keynote in Missouri two years ago. She coordinates the Volunteer Program in the neonatal intensive care unit, NICU, at Peggy V. Helmerich Women's Health Center; Hillcrest Hospital.