

BROOKHAVEN SPEAKER SERIES

Presented by:

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Learning Unlimited Corporation



“A PATH TOWARDS DEEPER UNDERSTANDING”

Seeing Others Through the Lens of DiSC

“We don’t see things as they are, we see things as we are.”

Anais Nin

QUIK DISC



- 1. PICK ONE to THREE CARDS THAT REFLECT YOUR NATURE**
- 2. BRIEFLY, TELL YOUR TABLE ABOUT WHY YOU PICKED THEM**

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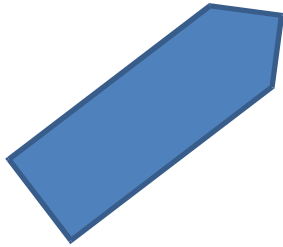
Learning Unlimited Tulsa, Oklahoma



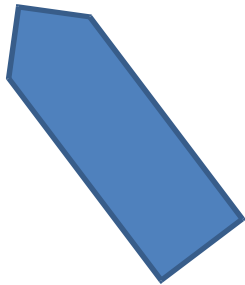
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Concrete Experience

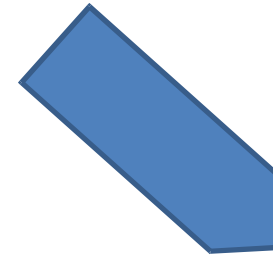


Testing implications of
concepts in new
situations

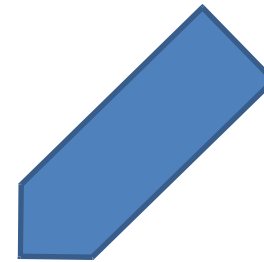


Formation of abstract
Concepts and generalizations

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Observations
and
Reflection



What is DiSC?

- DiSC is not a test
- DiSC are Tools, not Rules
- It describes behavior, not personality
- It's about how your personality interacts with a specific situation –such as work
- While you cannot change your personality, you can choose to change the way you respond to situations

What is DiSC?

- There are no good or bad styles
- There is no best or worst style
- All styles have strengths and limitations
- All styles can be more or less effective depending on how an individual is able to modify his or her behavior to meet the needs of the individual and the circumstance
- Everyone is a mixture of styles, so it may be difficult to 'read' people correctly

DiSC



Lets Take the DiSC!

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INSTRUCTIONS

Sequence the words in order of MOST like you and LEAST like you, by placing a 1, 2, 3, or 4, by each word.

Place a 4 by the word that is MOST like you

Place a 1 by the word that is LEAST like you

Decide on 2 and 3.

EXAMPLE

DIRECTING 1

INFLUENCING 2

STEADY 4

CAUTIOUS 3

SELF CERTAIN

OPTIMISTIC

DELIBERATE

RESTRAINED

ADVENTUROUS

ENTHUSIASTIC

PREDICTABLE

LOGICAL

DECISIVE

OPEN

PATIENT

ANALYTICAL

DARING

IMPULSIVE

STABILIZING

PRECISE

RESTLESS

EMOTIONAL

PROTECTIVE

DOUBTING

COMPETITIVE

PERSUADING

ACCOMMODATING

CURIOUS

ASSERTIVE

TALKATIVE

MODEST

TACTFUL

EXPERIMENTING

CHARMING

EASY-GOING

CONSISTENT

FORCEFUL

SENSITIVE

SINCERE

PERFECTIONISTIC

:

TOTAL:

GREEN:

(D)

RED:

(i)

BLUE:

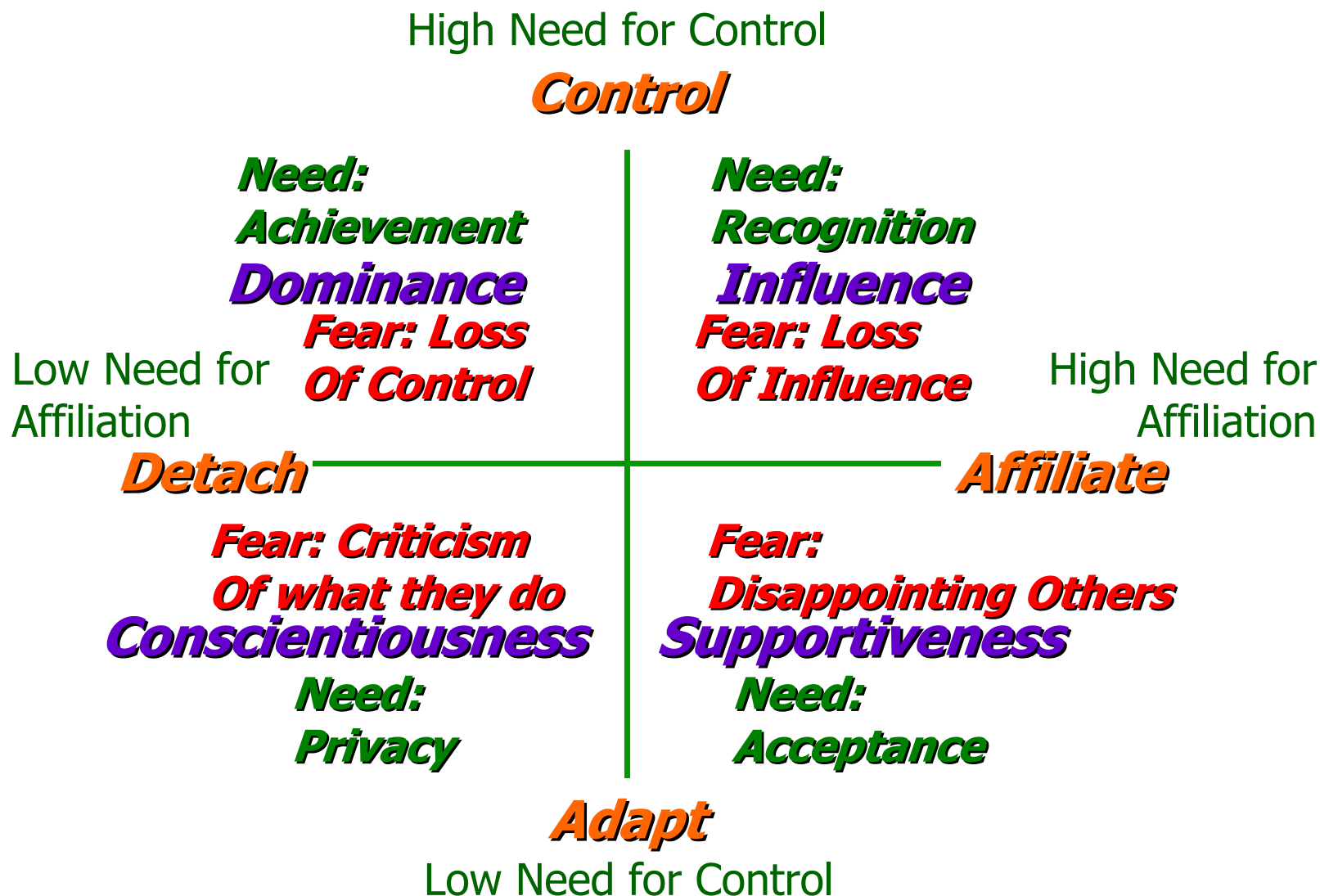
(S)

YELLOW:

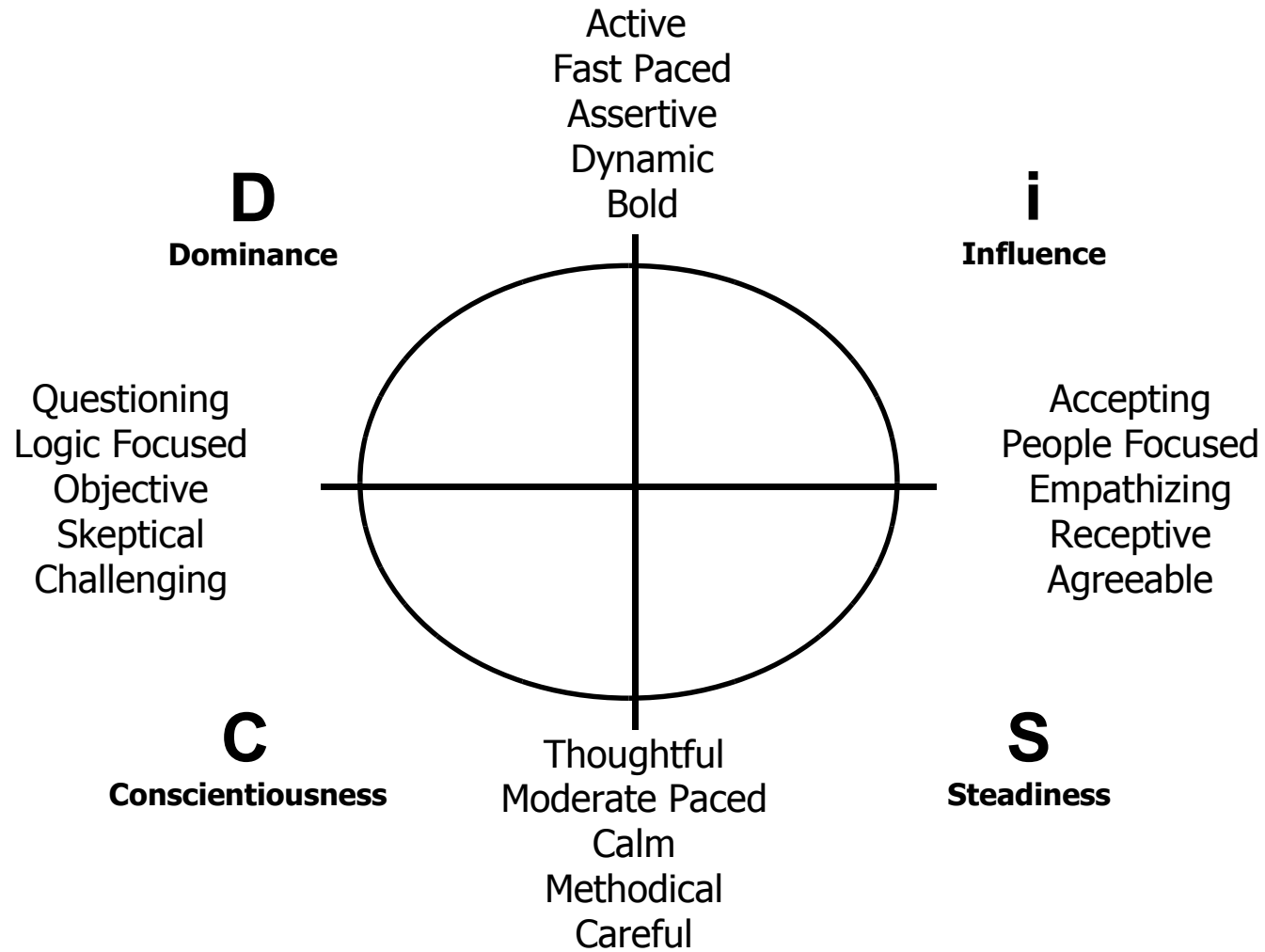
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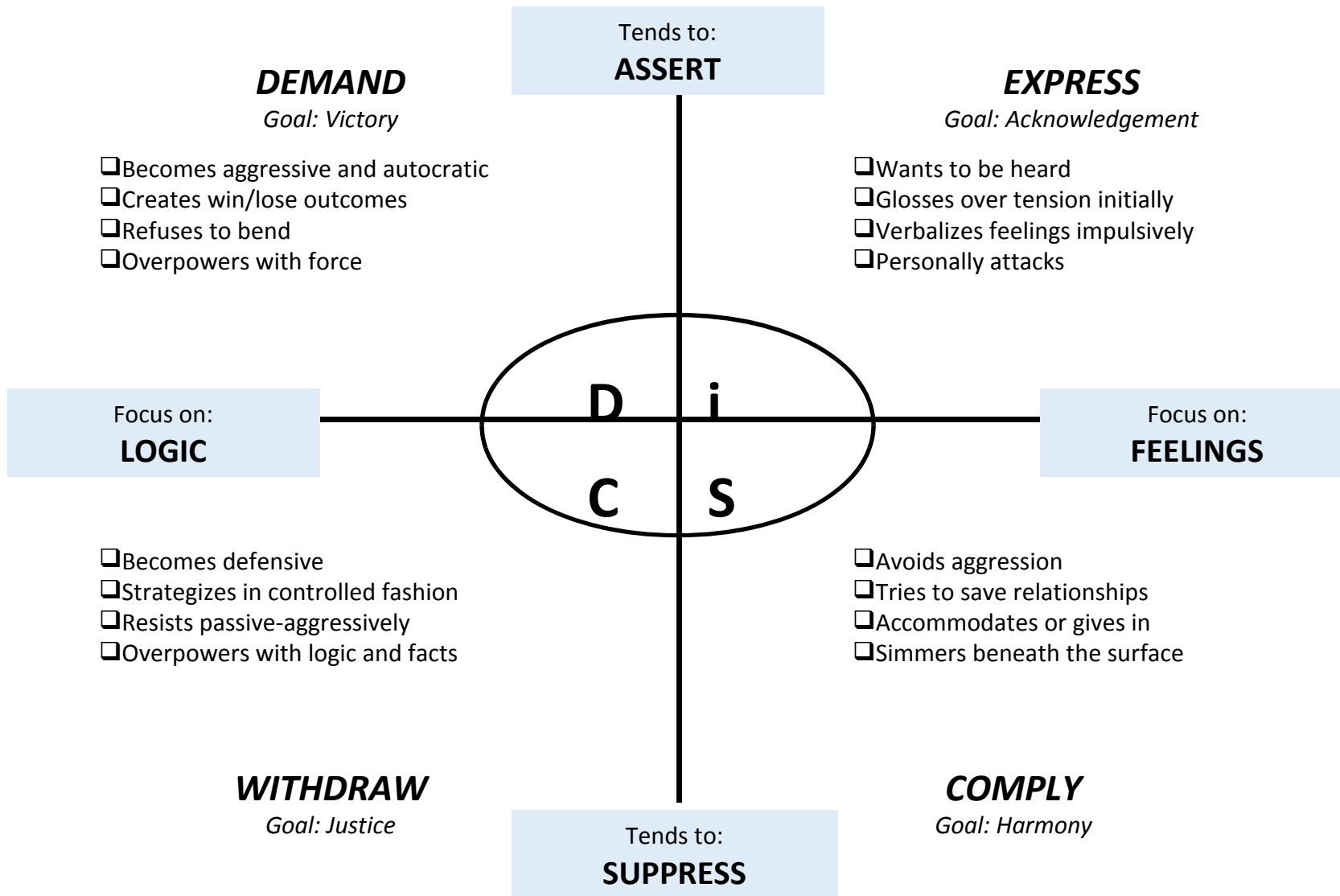
The Collective Total should Equal One Hundred

DiSC[®] Theory



The DiSC Model





Behaviors in the Extreme

	In Normal Situations	Under Pressure	Extreme Behavior
D	In charge Decisive	Demands	Leaves
i	Persuasive Enthusiastic	Oversells	Gives up Pouts
S	Supportive Friendly	Gives in	Acts hurt Accuses
C	Careful Quiet	Is indecisive	Gets emotional Attacks

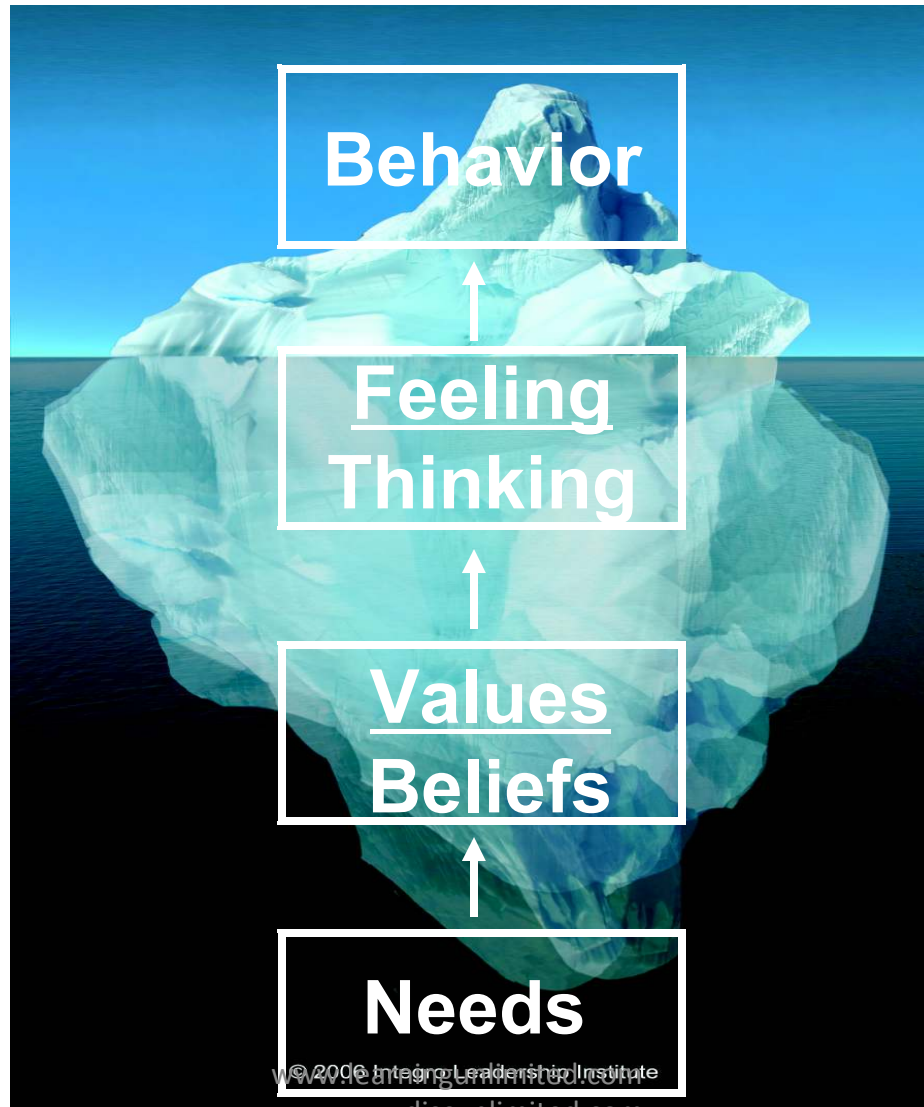
Preferred Work Environments

STYLE	GOALS
D	<ul style="list-style-type: none"> ▪ Wants to get results ▪ Likes “do it and do it now” approaches ▪ Wants to be in charge ▪ Likes new opportunities and challenges ▪ Wants a wide scope of operations
i	<ul style="list-style-type: none"> ▪ Wants to be involved with people ▪ Wants to have fun while getting things done ▪ Likes to help people talk things out ▪ Wants freedom from responsibility of following through on detail
S	<ul style="list-style-type: none"> ▪ Likes to be involved with people ▪ Wants everyone to do his or her share ▪ Likes things to run smoothly ▪ Wants stability and security ▪ Wants a conflict-free environment
C	<ul style="list-style-type: none"> ▪ Wants specific criteria for performance ▪ Likes accuracy ▪ Likes setting and meeting high standards ▪ Wants opportunities to analyze and assess ▪ Likes logical, systematic approaches to work

The Elements of Trust

- **Congruence/Straightforwardness**
 - I say what I mean & mean what I say.
 - I walk my talk.
- **Openness**
 - I am willing to give and receive feedback.
- **Acceptance**
 - Who you are is OK with me. Being non-judgmental of the person.
- **Reliability**
 - I do what I say I'll do

The Iceberg Model



Meaningful Questions



Meaningful Questions; Peter Block

How do we create a future distinct from the past?

How do we make things a little bit better?

What did you come here for? (Expectations)

Why did it matter to be here today?

If you can't say no then your yes means nothing.

If at this stage of your life, you want to do something, get curious, and ask, "Why does that matter to you?"

What doubts and reservations do you have?

What is the "no" you've been postponing?

What is the "yes" you no longer mean?

What is the resentment I hold that no one knows about?

What is the forgiveness you're unwilling to offer?

If there was a 'no' what would it be?

What is the gift?

What do you get from holding on to the story that you tell yourself?

What is your payoff?

What is the payoff?

What is the price for the story you hold?

Why does that matter to you?

Help the gifts on the margin get to the center.

What is the gift in your life that you still hold in exile?

What is your gift to the world that gives meaning to the world?

What is the gift (in you) that when people tell you about it you still seem surprised?

To what extent is that story true today, that's also true about your life?

Never a moment that nothing is happening, unless nothing becomes your goal.

My tolerance to ambiguity depends on how attached I am to the outcome.

Nature of transformation; requires an inversion of thinking.

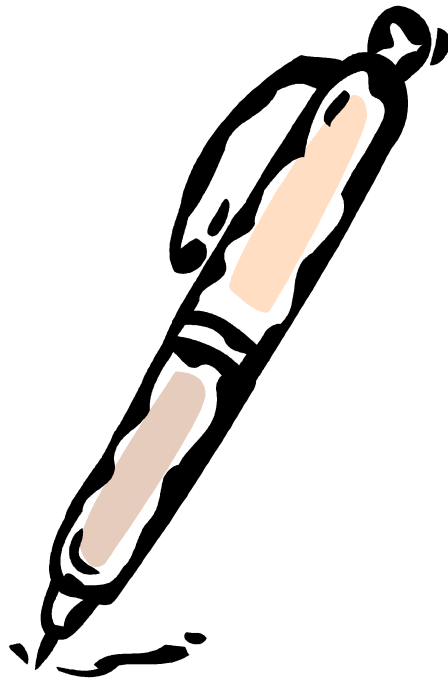
Reverse where cause resides; students create teachers, children create parents.

What is the declaration of possibility that makes your hair stand up?

I am the possibility of.....

Be conscious of how words impact, they are the most powerful tool you own.

Pen Spin



Gain Awareness, Understanding; take ownership, and practice, practice, practice.

Books & Resources

Economics; (what makes ego our greatest asset and most expensive liability)
David Marcum & Steven Smith

Emotional Intelligence, Travis Bradberry, Patrick Lencioni, Jean Greaves

Five Dysfunctions of a Team, Patrick Lencioni

StrengthsFinder, Tom Rath

The Answer to How is Yes, Peter Block

The Four Agreements, Don Miguel Ruiz

I'm Stuck, You're Stuck, Tom Richey and Alan Axelrod

Many more books on www.learningunlimited.com and DiSC Products to be found on www.discunlimited.com

Websites Mentioned:

www.learningunlimited.com

www.discunlimited.com

www.humanmetrics.com

www.tablegroup.com

www.testyourteam.com

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