



For Personal and Professional Development

Everyday DiSC

*What you need to know to turn
average relationships into
Great Relationships*

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Can I Have a Great Relationship?

Let me ask you a question: How would it impact your life if you could significantly improve your relationships with coworkers, clients, family or other significant people in your life? And if you could improve your relationships dramatically, how much stress would be taken away? Would you have more joy out of the time spent with family and friends? More satisfaction at your workplace?

Creating better relationships is not only possible for anyone who is willing to put forth the effort, but it is also crucial to your success both at home and at work. A first step in developing effective skills is obtaining information and applying that information to every day life.

One way to accomplish better communication is using a tool to gain insights about your style and the style of others. Using insights from an Everything DiSC® profile, you will see positive changes as to how you relate to people and...how they relate to you!



Your Style Tells a Story Everyday!

All personality styles are not created equal and that's okay! Each of us prefers to approach our work in different ways. If you are familiar with DiSC styles, then think of each style in terms of their productivity or communication. If you know your style, you are able to determine how to work with others to get things done in an entirely different way. In fact, you can get MORE accomplished with LESS struggle. And that's the beauty of discovering DiSC styles.

DiSC is a powerful tool that is easy to understand because it simplifies the complexity of human behavior. The concepts are easy and anyone who has the desire to learn more about themselves can apply these to the workplace, their family and friends.

The DiSC model was originally created by Dr. William Marston. During his research and work in psychology, emotions and behavior, he identified four "primary emotions" and associated behavioral responses, which today we know as **Dominance, Influence, Steadiness, and Conscientious** or more familiarly as DiSC styles.



Your Personality Style

Are you the type that makes lists for your lists and color-codes file folders?

Do you prefer to clear off our desk each day and write a to-do list for the next day? Or are you someone with piles of papers on your desk and an excess number of file folders on your desktop? What gives?

Everyone has a little bit of each DiSC personality style within them. And every individual has certain traits that are primary while other traits are rarely present. We use DiSC to help individuals and teams determine their individual style. In turn each style learns what works or turns off the other styles. This helps everyone to work together with less stress.

Regardless of our style, we can choose to adapt our behavior. With a little effort, we learn to recognize different styles by observing behaviors or listening to speech and language patterns. Once you notice someone's pattern, you will find it easier to adapt your style to communicate effectively with them. Knowing more about your own preferences will help you to make meaningful connections.



What's My Style?

Here are a few tendencies of each style. With just a few hints, see if you can determine your style or someone else's.

D – or Dominance

Variety in the type of work is critical for people who like to plan and who can't do the same task for hours on end. "D"'s are big picture risk takers. They like to work with little or no supervision and conquer their to-do lists with a straightforward "get it done" attitude. Their communication style is direct, and they will share their opinion on an issue without hesitation. They are often at their best when they can be seen as the leader.

I – or Influence

Individuals with the "I" style tend to be masters of social skills and use those skills to accomplish their goals. They are a powerhouse of passion and energy and get excited about new ideas and opportunities. The "I" style loves being with people, are free spirited and often willing to take risks. Their communication style is open and friendly, fast talking, and tends to find humor in mostly everything. They smile a lot too!



Or...Is This My Style?

S - or Steadiness

The Steadiness style is highly organized, detail-oriented and is great at finishing what they start. They are loyal team players and are often thought of as hardworking, reliable, and patient. They like to know exact job duties/description and will follow it as closely as possible. They are sensitive to the feelings of others; often thought of as kind, helpful, and sociable. The “S” style is careful to not to let the task become more important than the people working on the task.

C - or Conscientious

Someone who is a Conscientious style is highly dependable and detail oriented. A “C” likes to generate systems that allow for efficiency and efficacy. They have a tendency to analyze almost anything that interests or affects them and have never met data they didn’t like. You may notice their conversations focus on in-depth descriptions of technical or task-related topics. “C”’s have little interest in small talk and like to keep conversations on job-related topics.



The “So-What” of Great Relationships

Communication is easy...and then again, not so easy. It takes patience and persistence to have a great relationship. Having some knowledge of DiSC is a great way to start. Notice the people around you. Really notice. Not judging...just noticing.

Effective communication and successful relationships are possible simply by attempting to better understand those around you. Raise your acceptance levels of everyone and you will dramatically reduce your stress and conflict due to the lack of understanding the behaviors of others.

When you apply DiSC concepts to people and situations, you will recognize that everyone has a preference of sending and receiving messages as well as responding to situations that are different than how you see the world. Neither is right or wrong. Just different.

We are wired differently and have learned to do two things; respond to or approach the world based on what matters to us. Understanding and recognizing the tendencies of the four styles and then adapting or stretching to meet others where they are takes persistence and patience.

When you master the art of DiSC and “acceptance of differences”,
you will enjoy ***Great Relationships*** with the people that matter.



Better Communication and Better Relationships!

Speaking with a D

- *Be direct and concise*
- *Focus on the outcomes*
- *Be solution oriented*
- *Don't waste their time*
- *Provide options*
- *Act quickly*
- *Don't waste their time*

Speaking with an i

- *Focus on the big picture*
- *Be creative and enthusiastic*
- *Be friendly and warm*
- *Be open minded to their ideas*
- *Allow for small talk*
- *Provide written details*



Speaking with a C

- *Provide an agenda*
- *Be specific*
- *Focus on details*
- *Focus on quality*
- *Be logical and knowledgeable*
- *Avoid personal issues*

Speaking with an S

- *Draw out opinions*
- *Be patient, build trust*
- *Listen and discuss*
- *Involve in planning*
- *Be sensitive to feelings*
- *Give explanations*

What's Next?

Here are 3 things to think about:

#1—Everyone starts somewhere. Self-awareness is a life long journey and your interest in DiSC can be a part of developing your personal and professional skills.

#2—After our general introduction to the four basic DiSC styles, you may already know which one is most like you. Did you recognize other people you may know?

#3—Your personal style impacts the way you see the world and the way others see you. The opportunity for having great relationships starts with DiSC!

We have helped to make a difference in the lives and careers of thousands of people, just like YOU.

Some of our most requested programs include:

Leader as Coach

Supervisory Skills

And the popular...DiSC Train-the-Trainer Program!

Have questions? Want more Information?

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We believe in you and We believe in our programs!

Thank you for downloading and reading this short paper on DiSC styles. It tells me you are serious and committed to learning and helping others learn. With ***DiSC-awareness*** you can experience the impact of our programs in your life and at work.

About the author: Sherry Greenleaf, Managing Director of IMPACT Training and Development, Registered Corporate Coach, and Wiley Partner, works with organizations who want to improve engagement, retention and service—and with people who want to rediscover the joy of their work. She empowers leaders to better manage every area of their life as they discover and master proven leadership skills to bring out the best in others.

Sherry lives in Cleveland, Ohio and loves to travel, listen to audio books, and delights in dark chocolate.

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