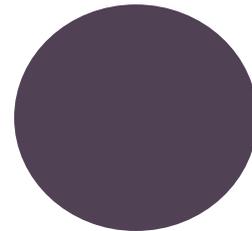




# Everyday Relationships with DiSC

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





## How 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 at home and at work. A first step in developing effective skills is attaining information and applying that information to everyday life.



## **Your Style Tells a Story Everyday!**

All personality styles are not created equal! Each DiSC style has a natural approach to accomplishing goals and communication. Knowing your style and the style of others in the workplace helps to strengthen relationships and improve teamwork. You can get MORE accomplished with LESS struggle. That's the power of DiSC!



## 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 some of each DiSC personality style within them. And every individual has certain traits that are primary while other traits are rarely present. A DiSC assessment helps you to determine your individual style. You will identify key factors of your “story” and what works or turns off other styles.

# What Is Your Style?

**With a few hints, see if you can determine your style or someone else's.**

## D – 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 – 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!



EVERYTHING   
A Wiley Brand

# Or...Is This Your Style?

## S - 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 - 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. Start by giving your attention to people around you. Really notice. Not judging...just noticing.

When you apply DiSC concepts to people and situations, you will recognize that everyone has a preference for giving and receiving information. They also respond differently to people and situations than the way you respond. Neither is right or wrong. Just different.

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

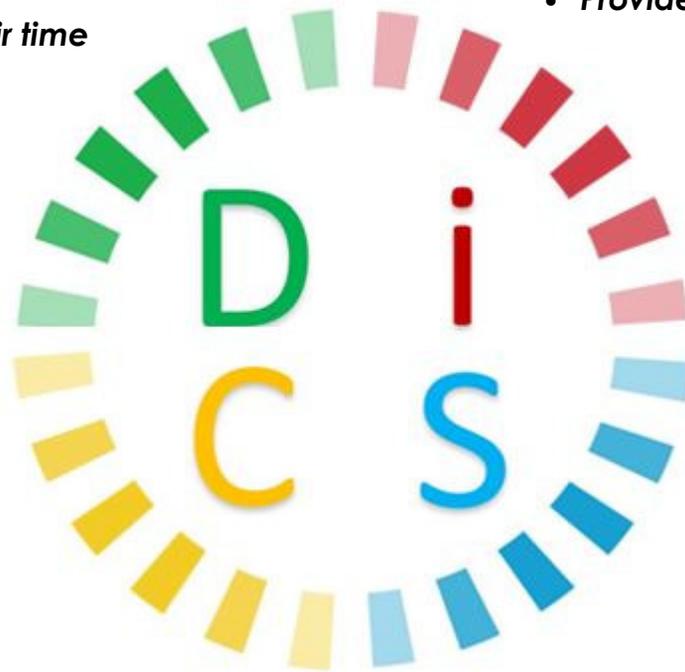
# Better Relationships Start With You!

## 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 your 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! [Order your Everything DiSC report here.](#)

**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:**

Working with DiSC

Leader as Coach

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

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