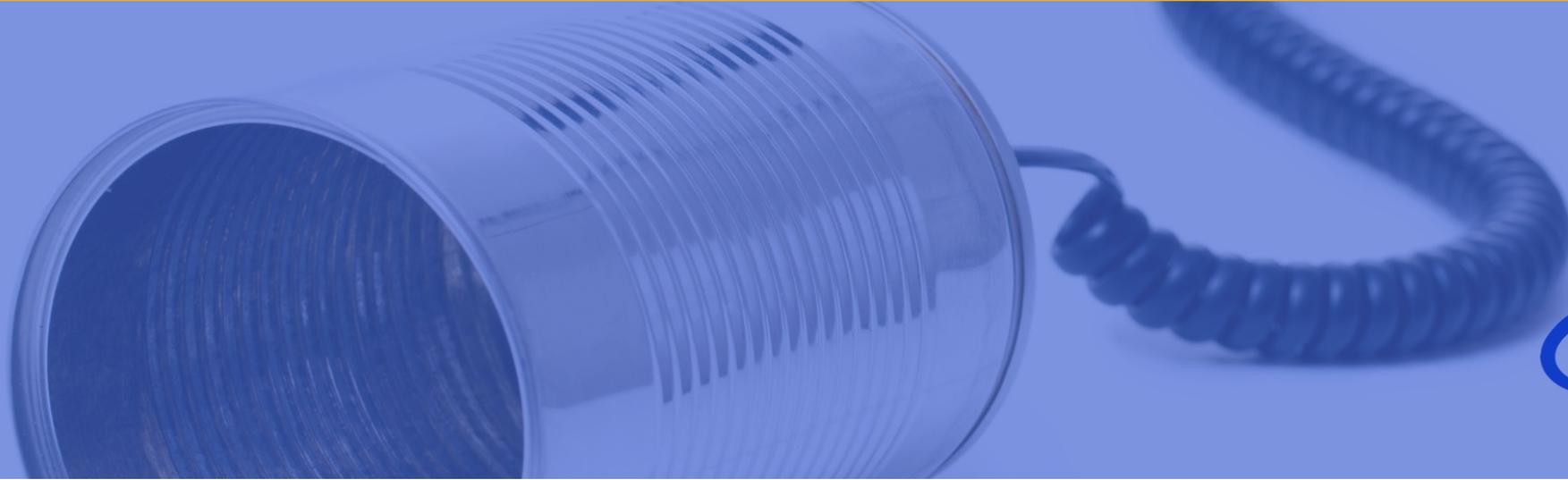


COMMUNICATION

3



Why DiSC®?

- Easy to understand
- Easy to observe
- Easy to apply
- Valid and Reliable



What DiSC® is NOT?

- A tool for bias or discrimination
- Good or bad
- Personality test
- Astrology
- A tool for stereotyping, pigeon-holing, singling people out
- One dimensional
- Fixed



What is DiSC®?

A tool for better understanding one's self (strengths and weaknesses) and for quickly identifying how to communicate, motivate, and connect with others.



Driving
Ambitious
Pioneering
Strong-Willed
Determined
Competitive
Decisive
Venturesome
Calculating
Cooperative
Hesitant
Cautious
Agreeable
Modest

Problems and Challenges

Inspiring
Magnetic
Enthusiastic
Persuasive
Convincing
Poised
Optimistic
Trusting
Reflective
Factual
Calculating
Skeptical
Logical
Suspicious

Interactions with Others

Relaxed
Passive
Patient
Possessive
Predictable
Consistent
Steady
Stable
Mobile
Active
Restless
Impatient
Pressure-Oriented
Eager

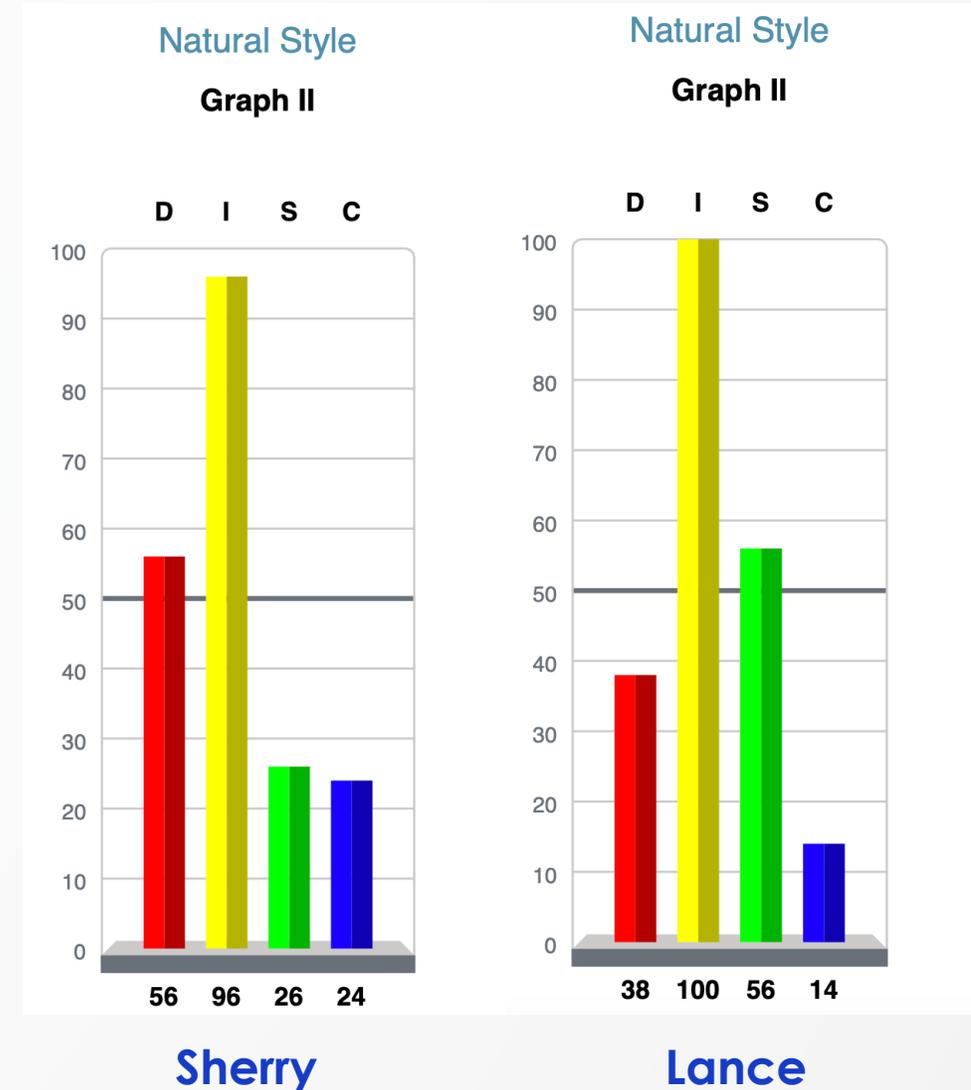
Pace of the Environment

Cautious
Careful
Exacting
Systematic
Accurate
Open-Minded
Balanced Judgment
Diplomatic
Firm
Independent
Self-Willed
Obstinate
Unsystematic
Uninhibited

Rules and Procedures

Assesses four dimensions of **behavior**:

- Deals with problems and challenges
- Influences others to see point of view
- Responds to the pace of the environment
- Reacts to rules and procedures set by others



Dominant

- Direct
- Decisive
- Doer

-
- Domineering
 - Demanding

Task
Focus

Compliant

- Cautious
- Careful
- Conscientious

-
- Calculating
 - Condescending

Active

Influential

- Inspirational
- Interactive
- Interesting

-
- Impulsive
 - Irritating

People
Focus

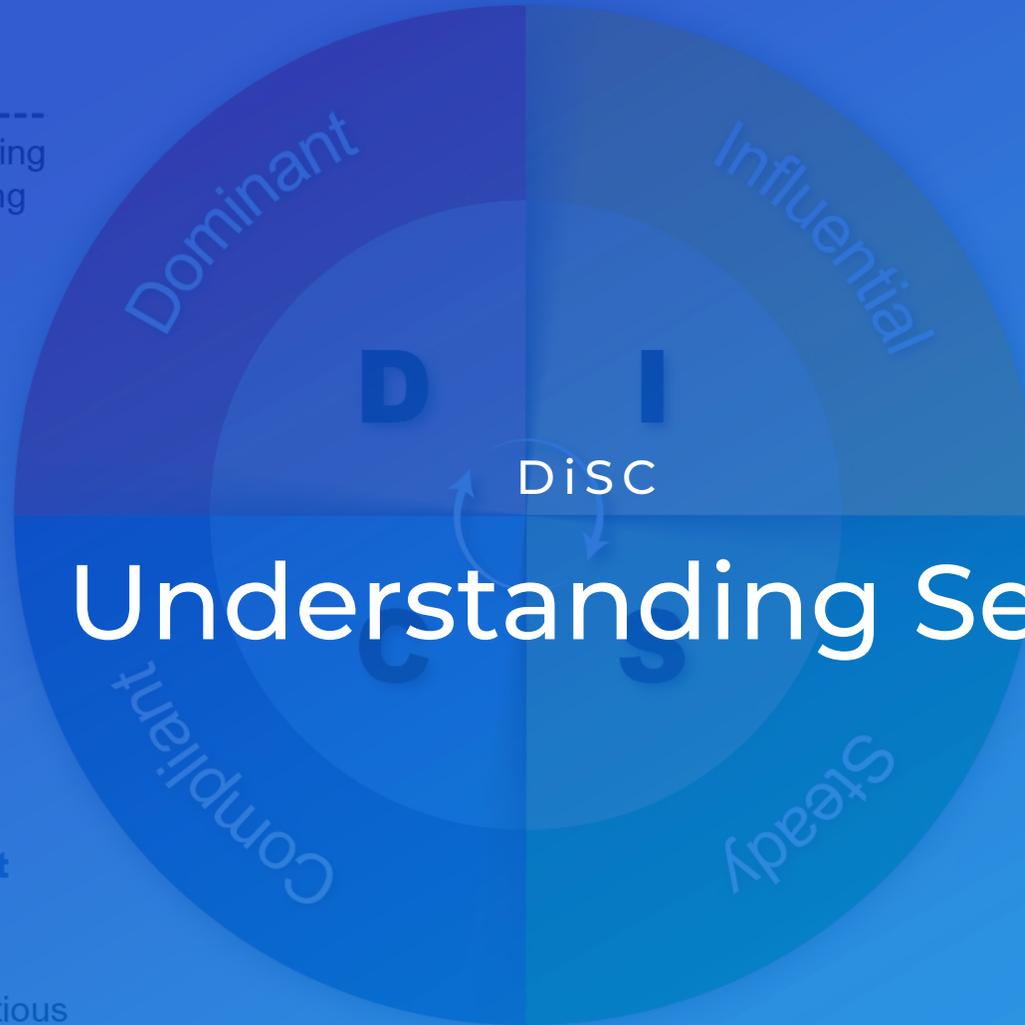
Steady

- Stable
- Supportive
- Sincere

-
- Slow
 - Sensitive

DISC

Understanding Self

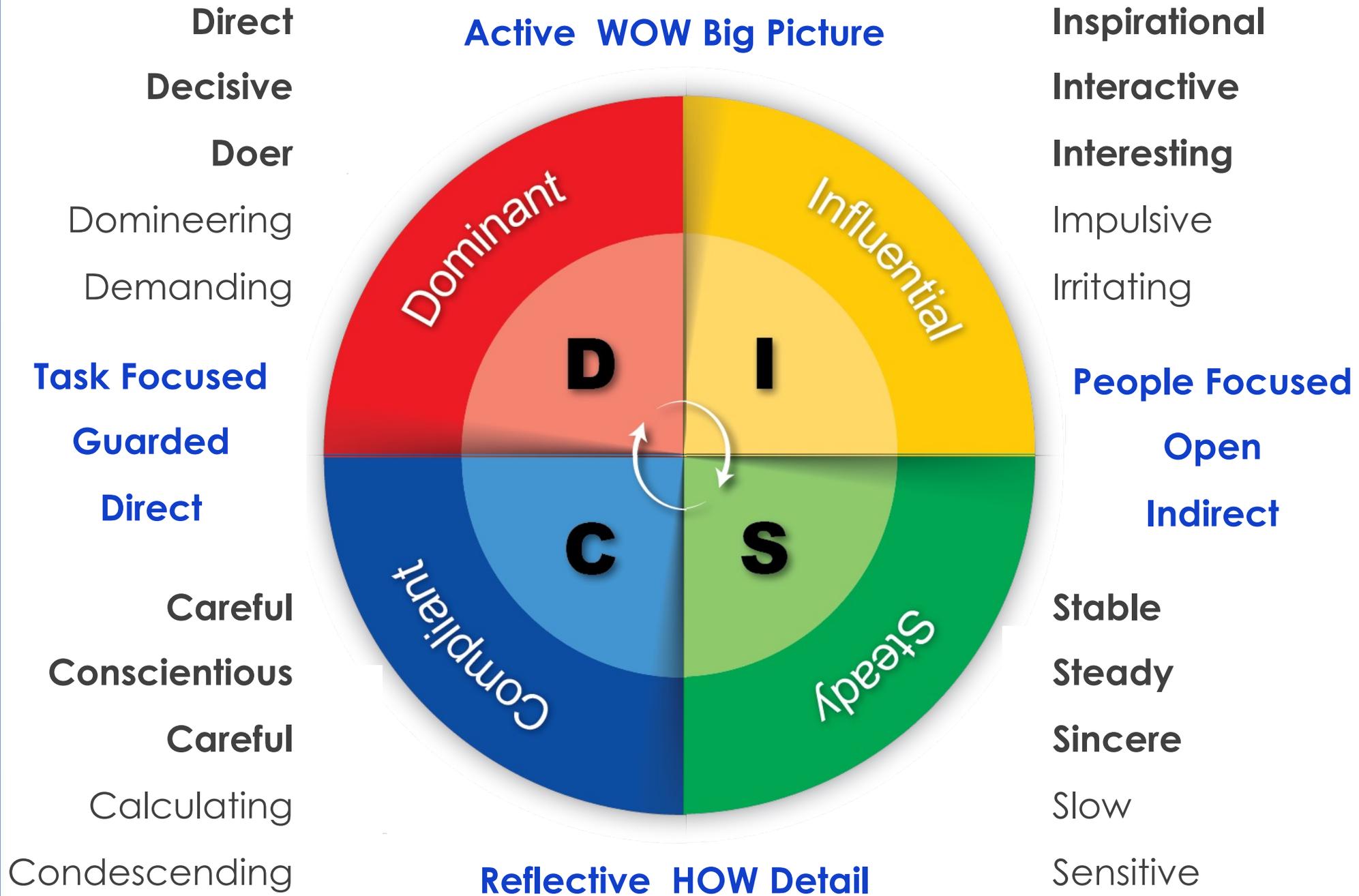


General Characteristics

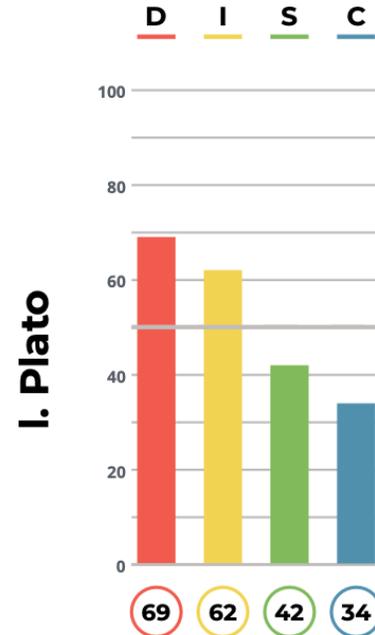
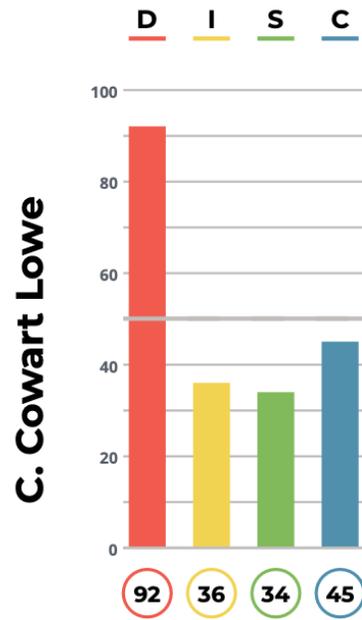
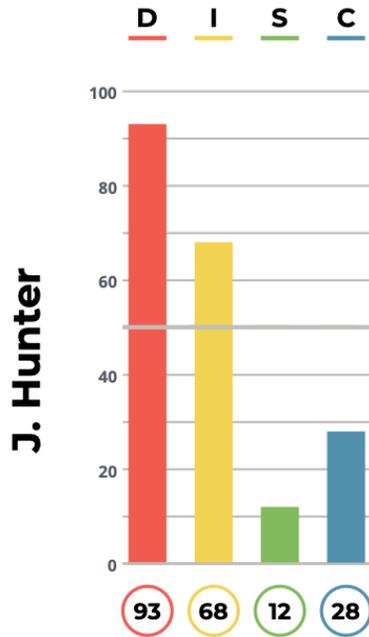
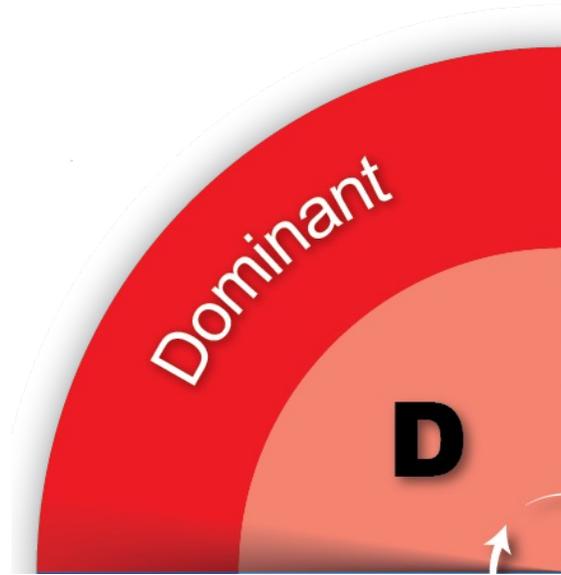
Based on your responses, the report has generated statements to provide a broad understanding of WHY YOU DO WHAT YOU DO. These statements identify the motivation that you bring to the job. However, you could have a potential Me-Me conflict when two driving forces seem to conflict with each other. Use the general characteristics to gain a better understanding of your driving forces.

Rick has a strong desire to build resources for the future. He is motivated by increasing productivity and efficiency. He is driven by a long list of wants and will work hard to achieve them. He believes it's important to keep emotions out of business decisions. Rick views people as a resource to achieve results. He can buffer the feelings of others to drive business. He will not be afraid to explore new and different ways of interpreting his own belief system. He tends to seek new methods and ways to expand his future opportunities. Rick will strive to maintain individuality in group settings. He may be energized by public recognition. He has the potential to become an expert in his chosen field. He may prefer pleasant experiences for himself and others.

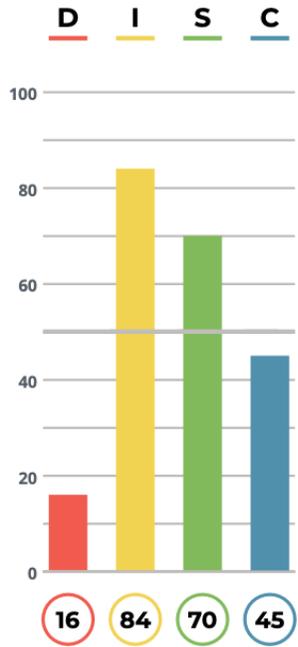
Rick will focus on creating processes to ensure efficiency going forward. He is driven to maximize opportunities in order to create financial flexibility. He follows a philosophy of "it's not personal, it's just business." He will help develop an individual if he sees opportunities for future return. Rick may be open to new ideas because he is not tied to a defined philosophy or system. He seeks new ways to accomplish routine tasks. He seeks to achieve leadership roles. He tends to work long and hard to advance his position. Rick may believe that discussing a problem can lead to a solution. He may be willing to start a project before gathering all the necessary information. At times Rick will look for opportunities to tie beauty and harmony into the experiences of others. He may focus on the overall situation and strive for harmony.



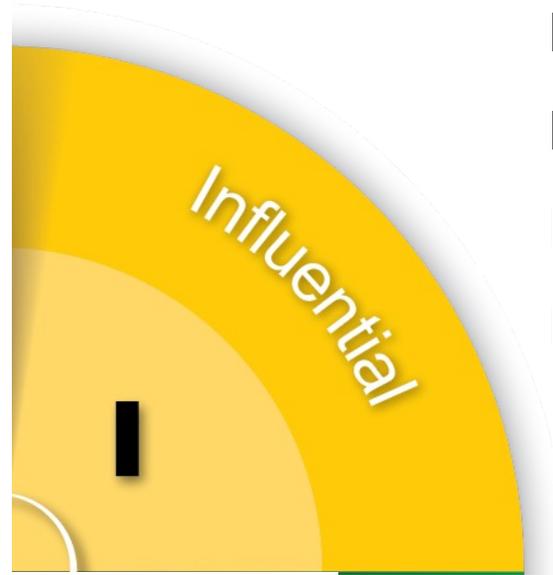
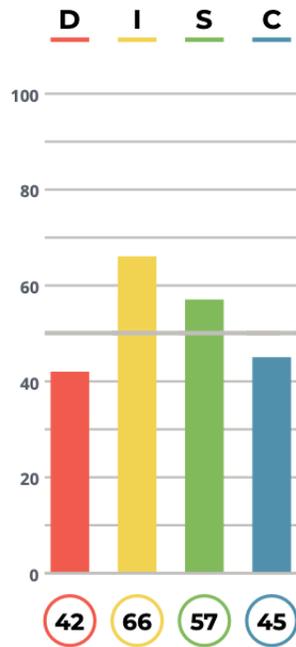
Direct
 Decisive
 Doer
 Domineering
 Demanding



N. Sayi

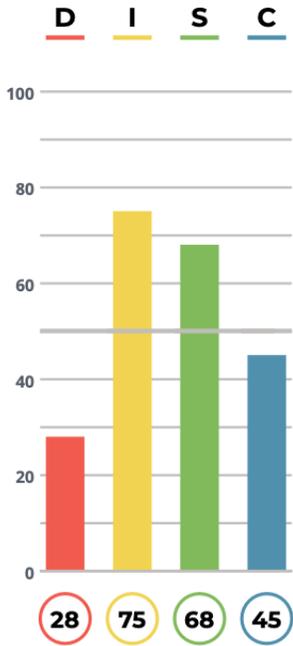


J. Fox

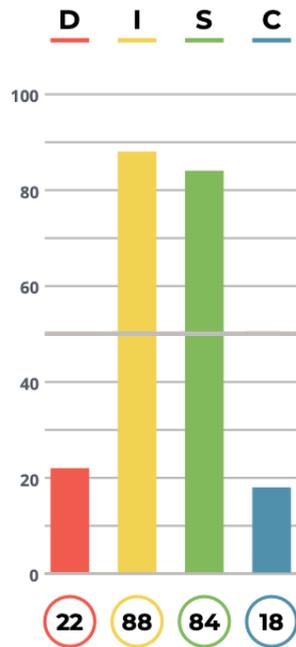


Inspirational
 Interactive
 Interesting
 Impulsive
 Irritating

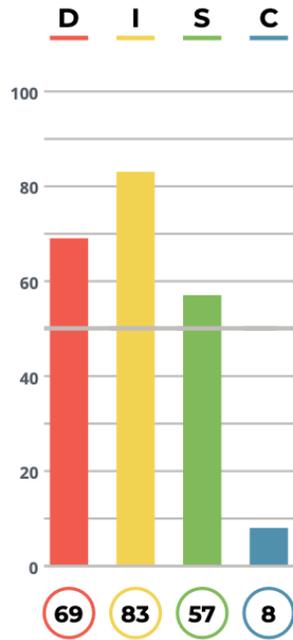
D. Montonen



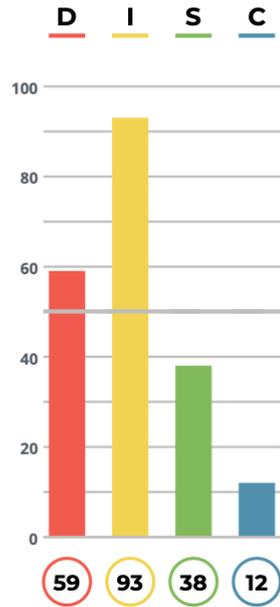
A. Hotchkiss

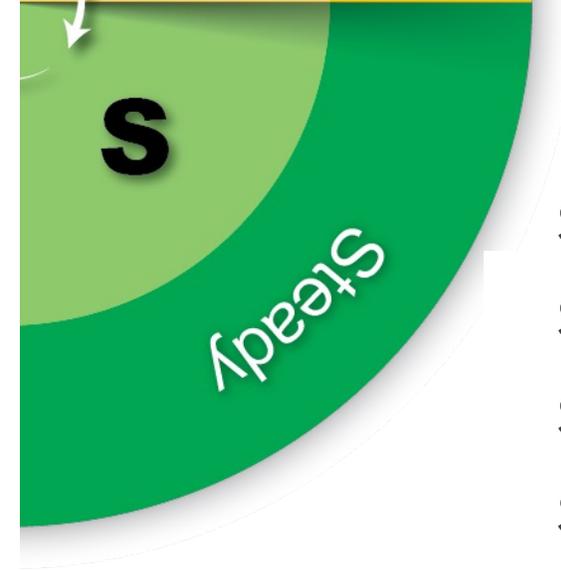
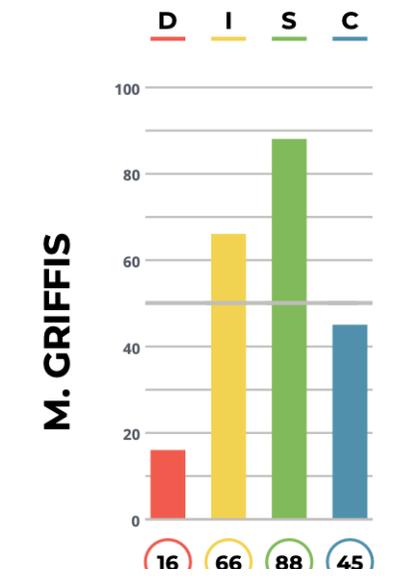
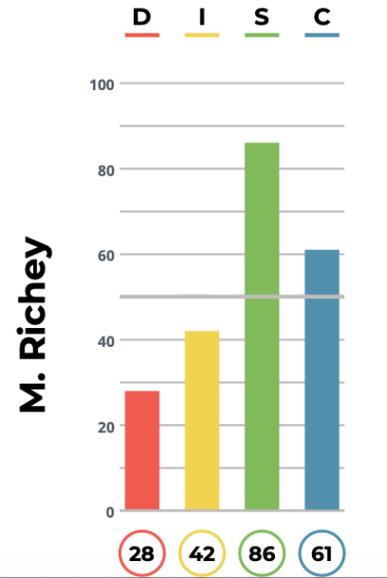
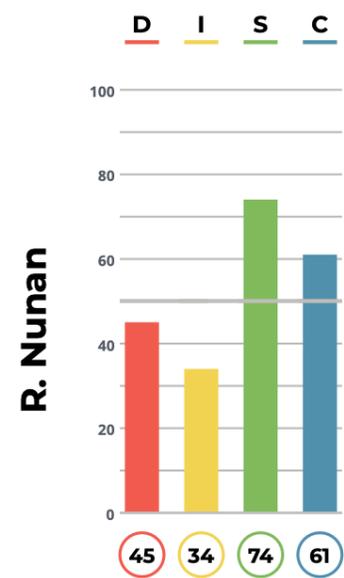
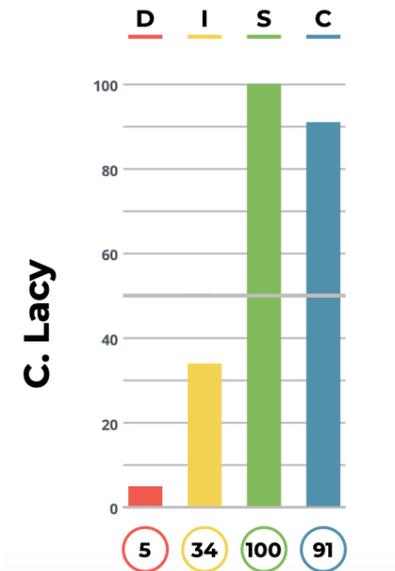
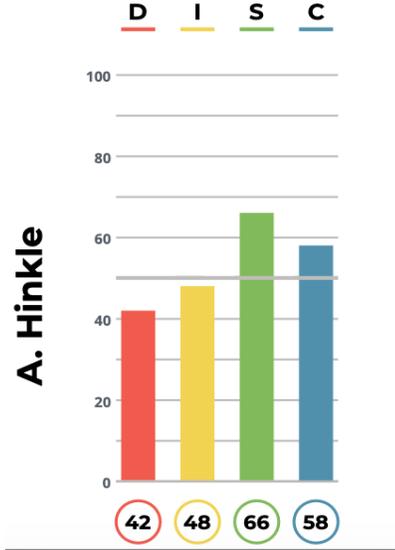
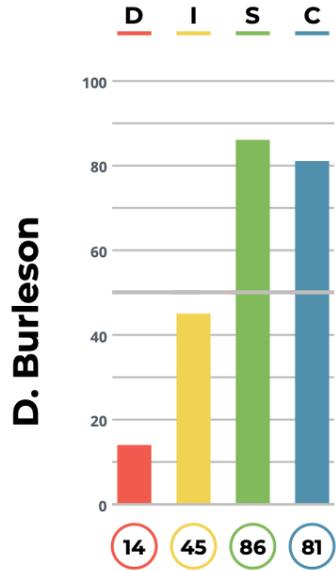


N. Hashman

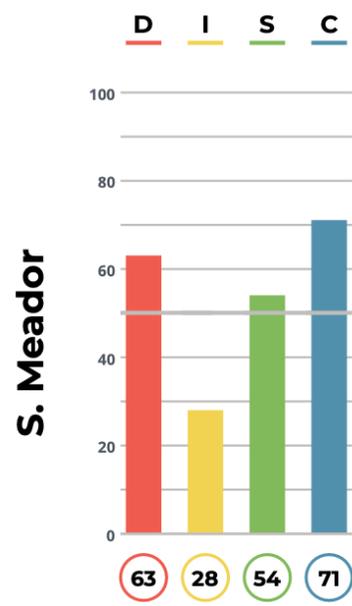
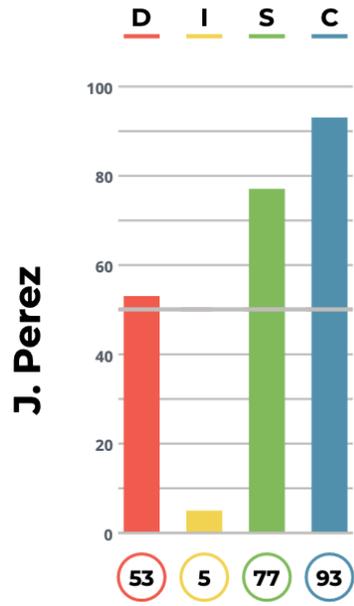
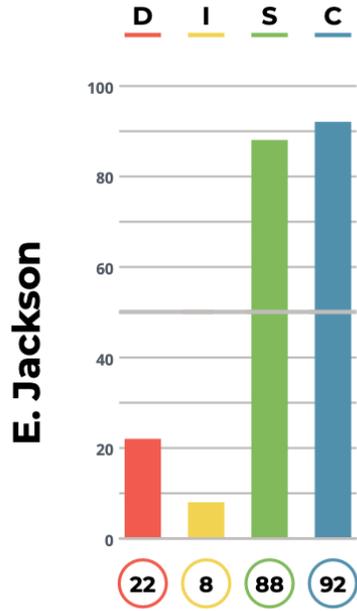


J. Matson

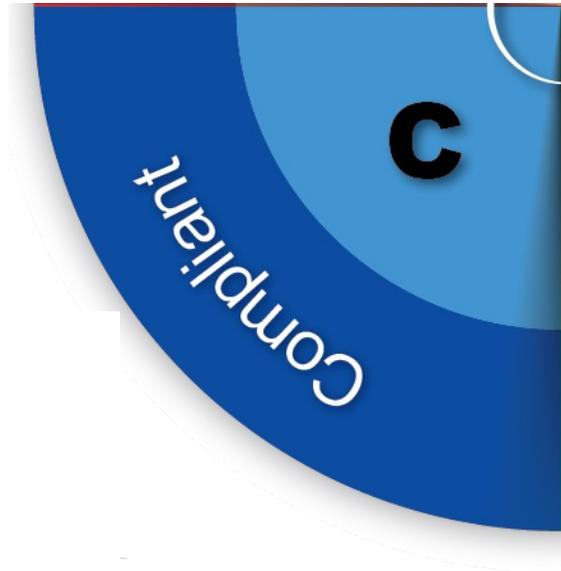




- Stable
- Steady
- Sincere
- Slow
- Sensitive



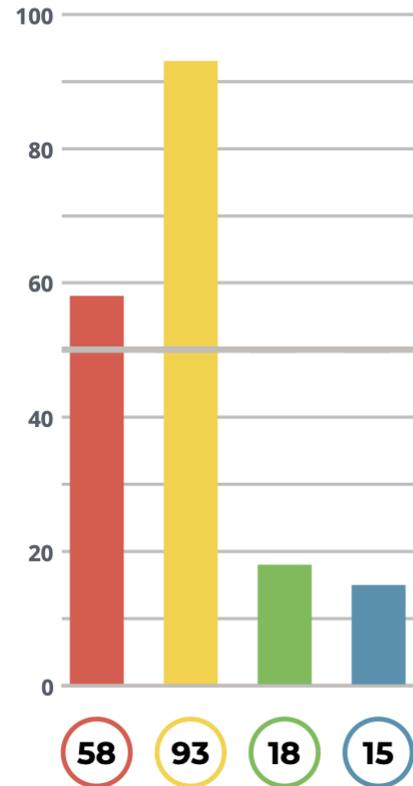
Careful
 Conscientious
 Careful
 Calculating
 Condescending



Graph I

Adapted Style

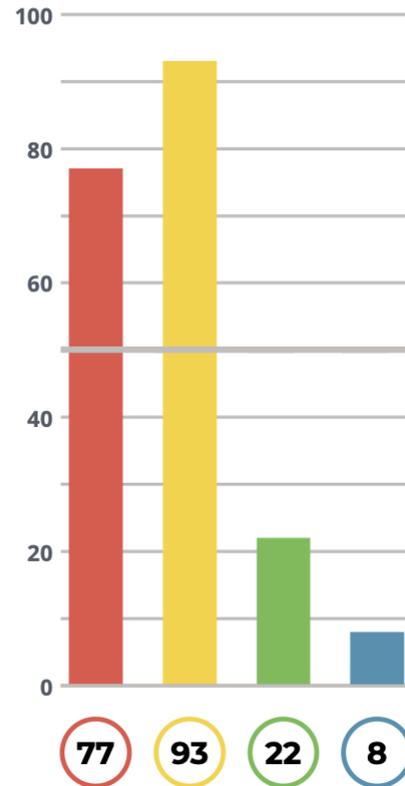
D I S C



Graph II

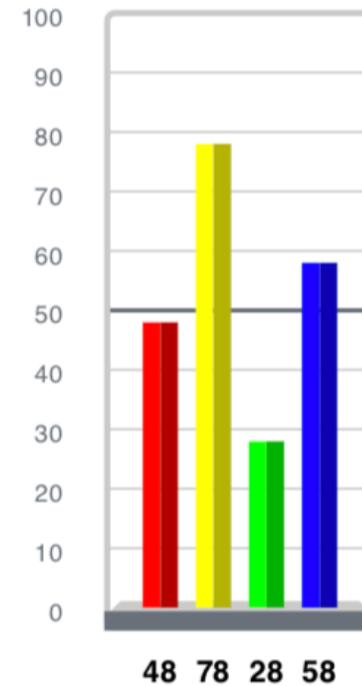
Natural Style

D I S C



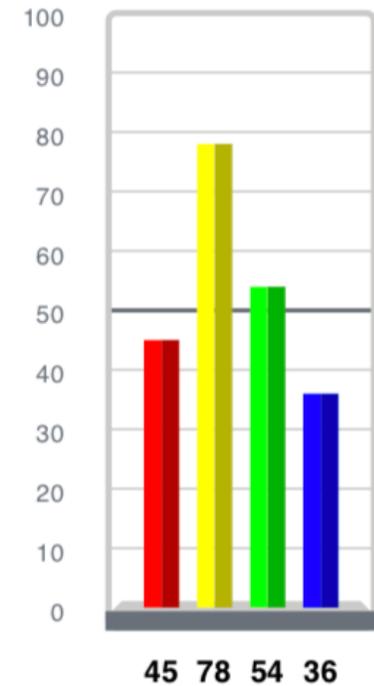
Adapted Style

D I S C



Natural Style

D I S C





Sherry usually sees herself as being:

- ✓ Enthusiastic
- ✓ Inspiring
- ✓ Outgoing
- ✓ Persuasive
- ✓ Charming
- ✓ Optimistic



Under moderate pressure, tension, stress or fatigue, others may see her as being:

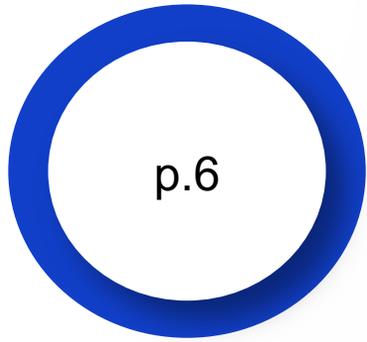
- ✓ Self-Promoting
- ✓ Overly Optimistic
- ✓ Glib
- ✓ Unrealistic



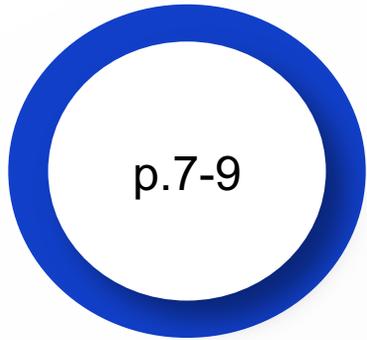
Under extreme pressure, stress or fatigue, others may see her as being:

- ✓ Overly Confident
- ✓ Poor Listener
- ✓ Talkative
- ✓ Self-Promoter

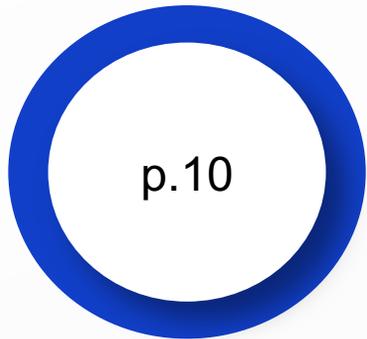
Driving	Inspiring	Relaxed	Cautious
Ambitious	Magnetic	Passive	Careful
Pioneering	Enthusiastic	Patient	Exacting
Strong-Willed	Persuasive	Possessive	Systematic
Determined	Convincing	Predictable	Accurate
Competitive	Poised	Consistent	Open-Minded
Decisive	Optimistic	Steady	Balanced Judgment
Venturesome	Trusting	Stable	Diplomatic
Dominance	Influencing	Steadiness	Compliance
Calculating	Reflective	Mobile	Firm
Cooperative	Factual	Active	Independent
Hesitant	Calculating	Restless	Self-Willed
Cautious	Skeptical	Impatient	Obstinate
Agreeable	Logical	Pressure-Oriented	Unsystematic
Modest	Suspicious	Eager	Uninhibited



Value to the organization

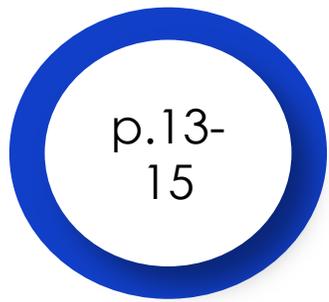


Communication tips



Ideal environment





p.13-15

Natural and adapted styles



p.16

Keys to motivating



p.17

Keys to managing



p.18

Areas for improvement



1. Urgency - Take immediate action.

0 10 20 30 40 50 60 70 80 90 100



2. Competitive - Want to win or gain an advantage.

0 10 20 30 40 50 60 70 80 90 100



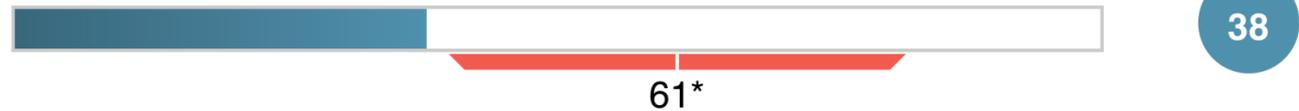
11. Organized Workplace - Establish and maintain specific order in daily activities.

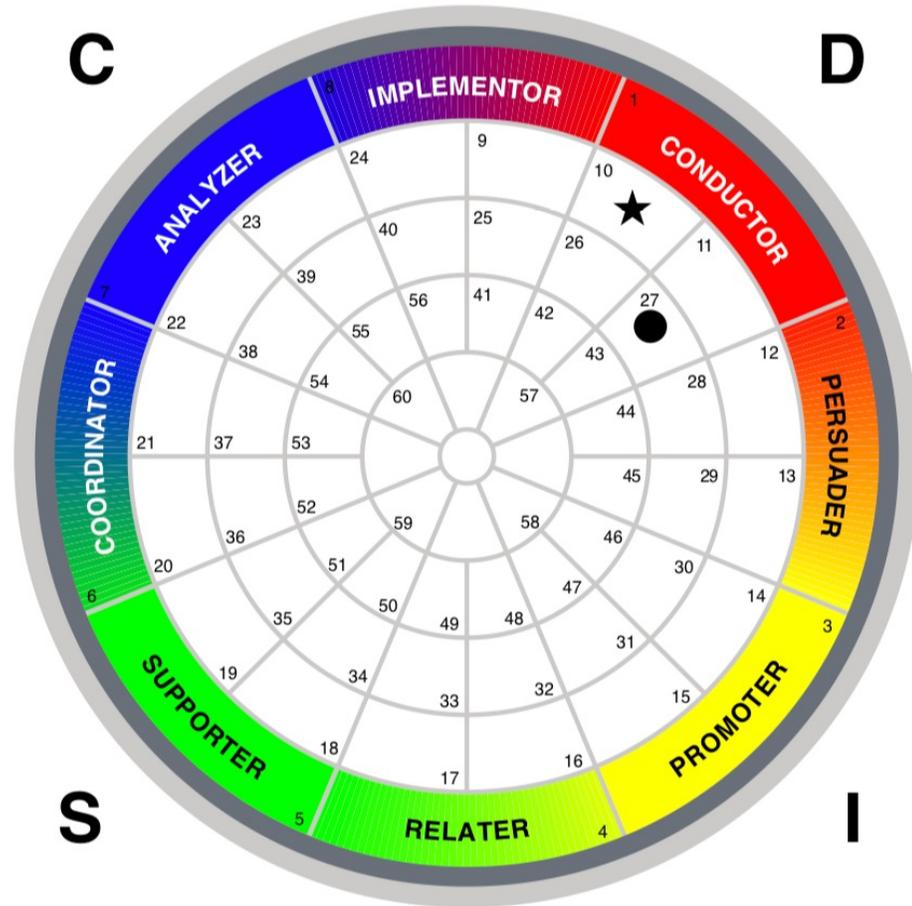
0 10 20 30 40 50 60 70 80 90 100



12. Consistent - Perform predictably in repetitive situations.

0 10 20 30 40 50 60 70 80 90 100





Adapted: ★ (10) IMPLEMENTING CONDUCTOR
Natural: ● (27) PERSUADING CONDUCTOR (FLEXIBLE)

Dominant

- Direct
- Decisive
- Doer

-
- Domineering
 - Demanding

Task Focus

Active

Influential

- Inspirational
- Interactive
- Interesting

-
- Impulsive
 - Irritating

People Focus



Compliant

- Cautious
- Careful
- Conscientious

-
- Calculating
 - Condescending

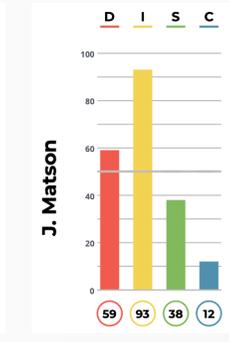
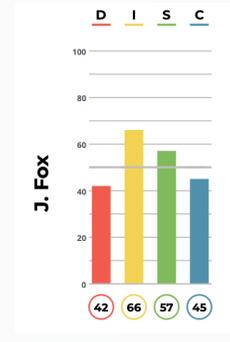
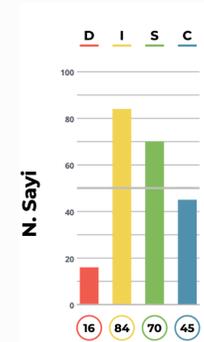
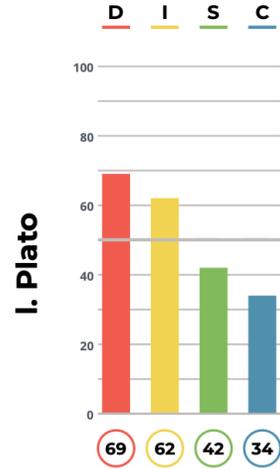
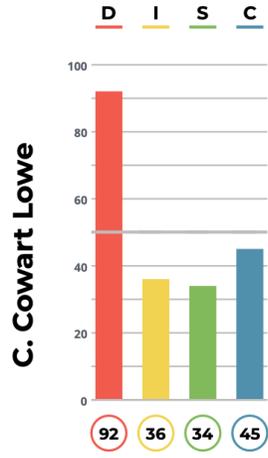
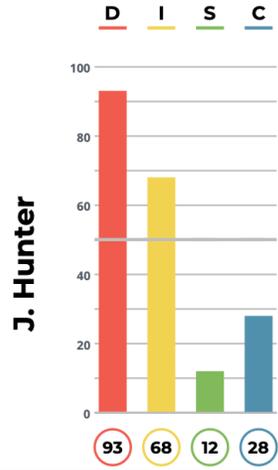
Reflective

Steady

- Stable
- Supportive
- Sincere

-
- Slow
 - Sensitive

Leadership Team

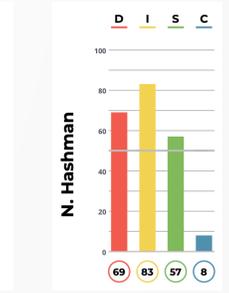
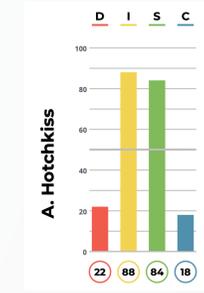
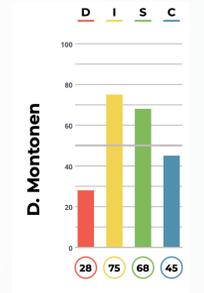


Active
WOW
Big Picture

Task Focused
Guarded

D

I

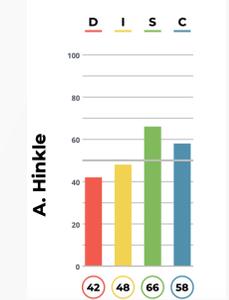
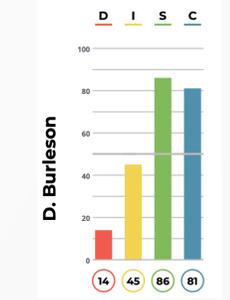
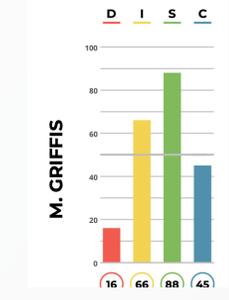
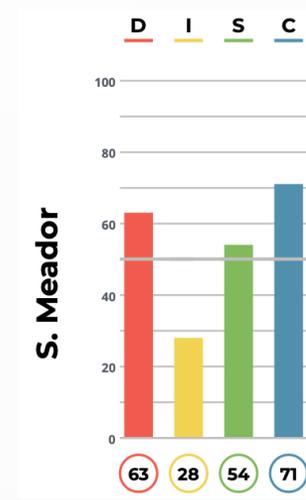
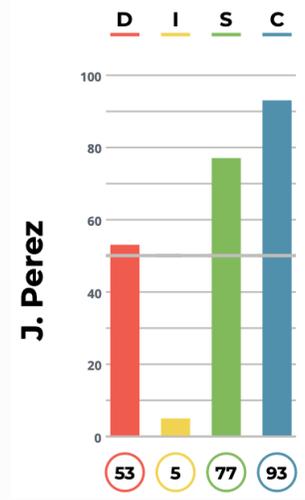
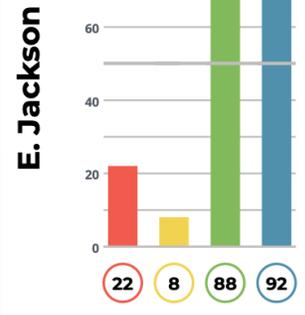


People Focused
Open

Direct

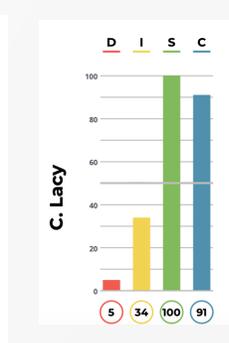
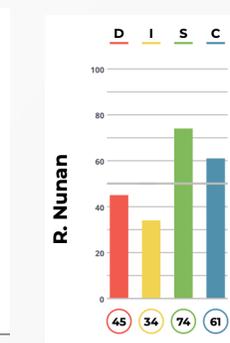
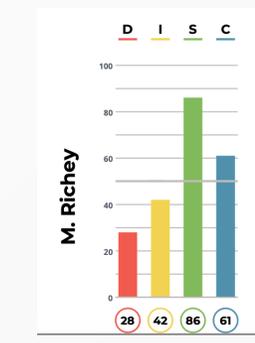
C

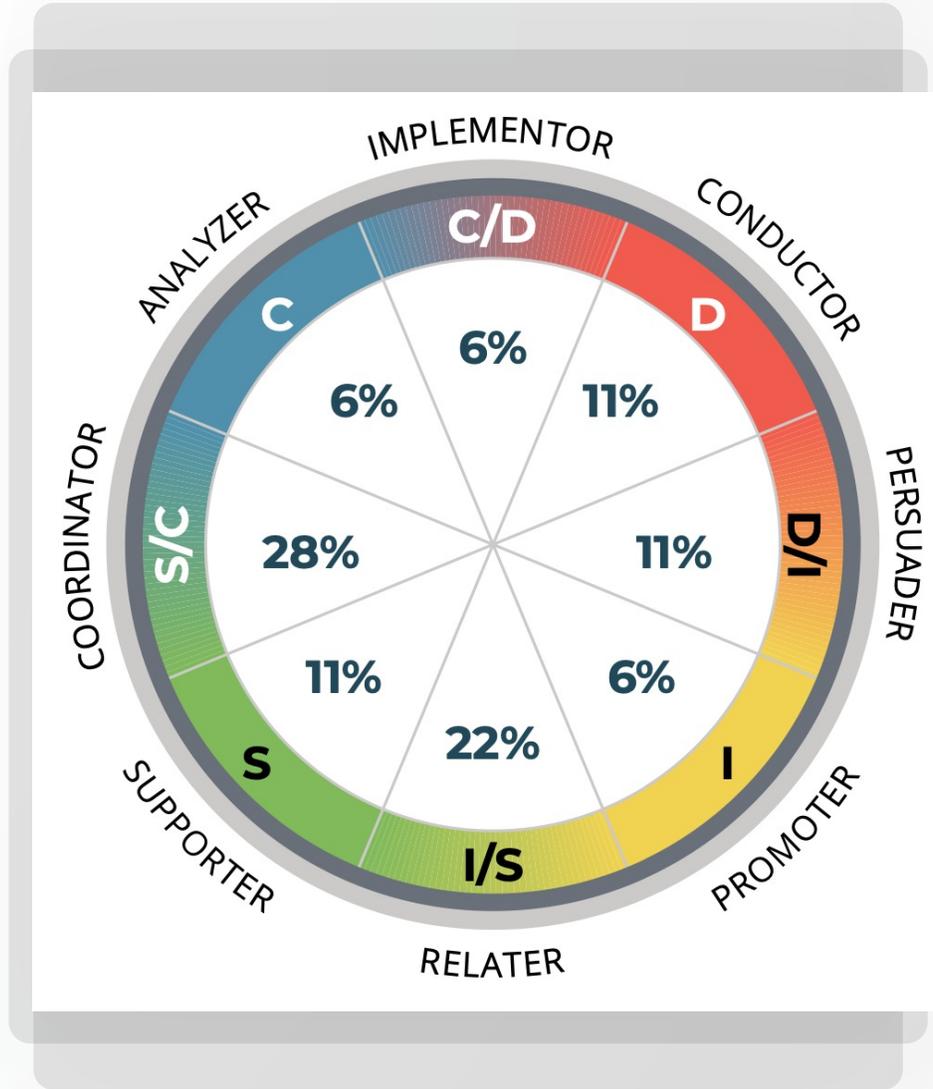
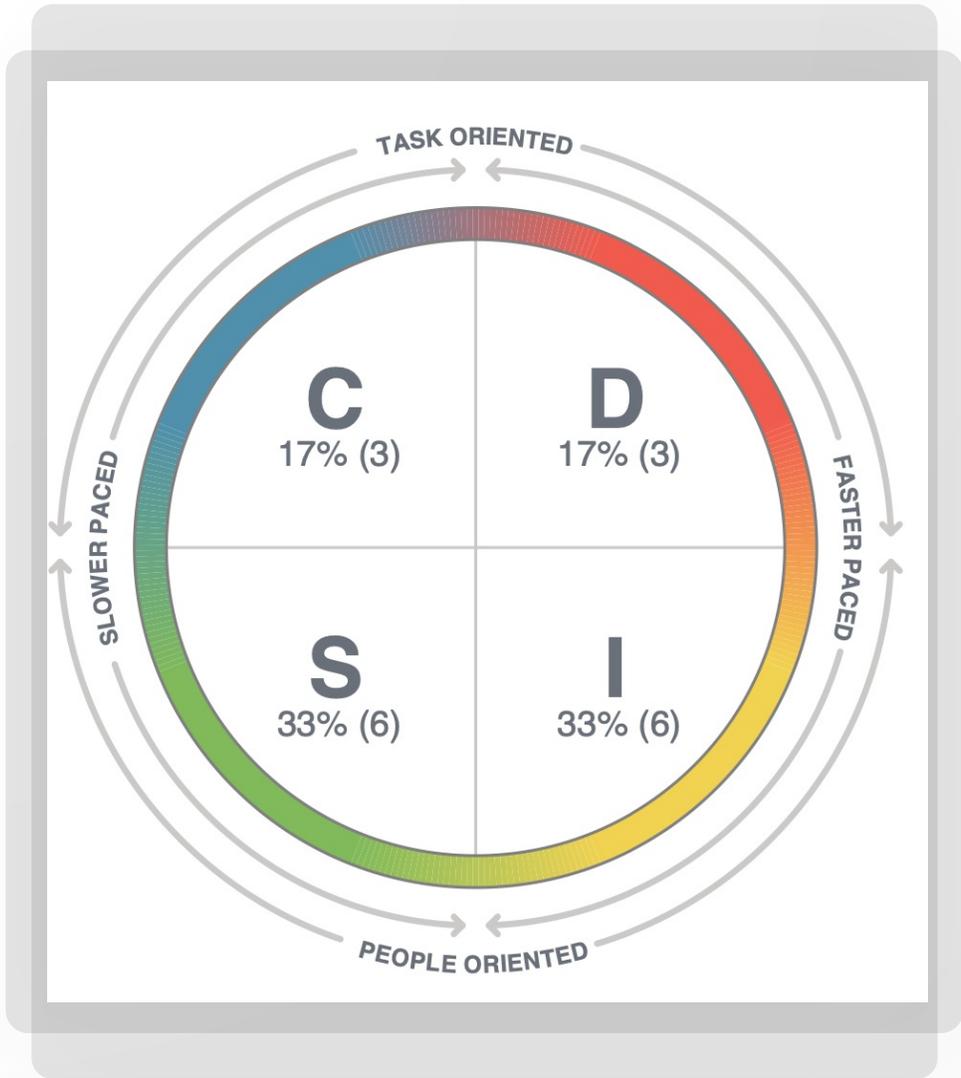
S



Indirect

Reflective
HOW
Detail





CONDUCTOR - D (18%)

People who tend to be direct, decisive, and seek results.

Caitlin Cowart Lowe

Jennifer Hunter

SUPPORTER - S (11%)

People who tend to be champions of sound ideas, working steadily and diligently to ensure a project is fully realized.

Melissa Griffis

Michelle Richey

PERSUADER - D/I (7%)

People who tend to convince others by appealing to reason, understanding, or emotion.

Nancy Hashman

Leah Plato

COORDINATOR - S/C (39%)

People who tend to be fact-oriented and adhere to proven methods to complete projects and tasks.

Danielle Burleson

Eva Jackson

Robert Nunan

Ashlea Hinkle

Christy Lacy

PROMOTER - I (11%)

People who tend to verbalize many thoughts to influence outcomes.

Joshua Matson

ANALYZER - C (4%)

People who tend to seek out accuracy in all activities and ensure the highest quality possible by gathering precise data.

Jennifer Perez

RELATER - I/S (11%)

People who tend to take time, think positively, and are focused on interpersonal relationships.

Jennifer Fox

Deborah Montonen

Angela Hotchkiss

Ntombizodwa Sayi

IMPLEMENTOR - C/D (0%)

People who tend to assess, leverage facts and figures, and advance toward a solution.

Stacy Meador

Cohort 1

- Robert Nunan
- Melissa Griffis
- Angela Hotchkiss
- Joshua Matson
- Eva Jackson
- Stacy Meador
- Deborah Montonen
- Christy Lacy

Cohort 2

- Leah Plato
- Danielle Burleson
- Caitlin Cowart Lowe
- Michelle Richey
- Jennifer Perez
- Jennifer Fox
- Nancy Hashman
- Jennifer Hunter
- Ashlea Hinkle

March

- Orientation 3/8
- Kickoff 3/24
- Discovery Calls
- DiSC
- 360

April - May

- 360
- Cohort 1 4/18
- Cohort 2 4/20
- All Staff

June

- Combined session 6/22
- All Staff

July-
September

- Monthly Cohort Sessions
- All Staff

October

- Celebration
- All Staff