

Your DiSC[®] Management Style Part I

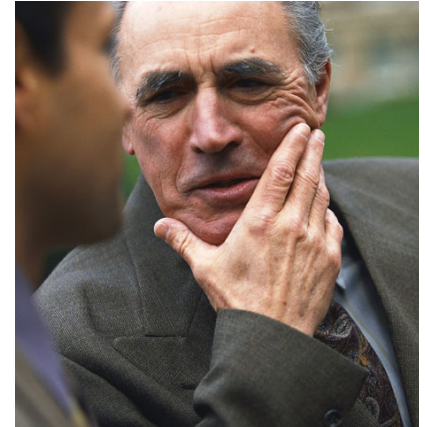
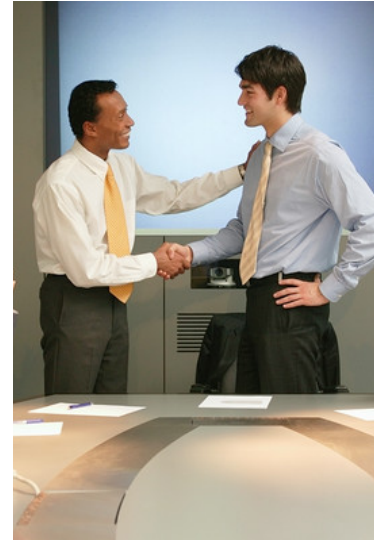
Module 1



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Successful Managers

- Two nametags
- Your name
- Two characteristics about your favorite manager that were ideal for you



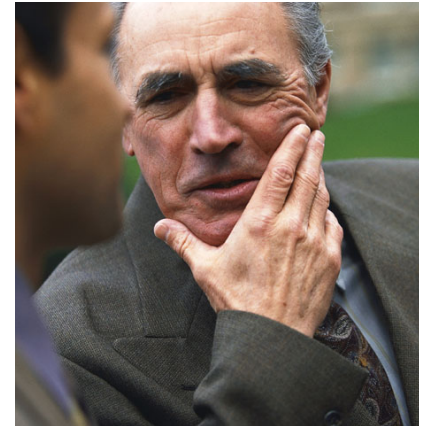
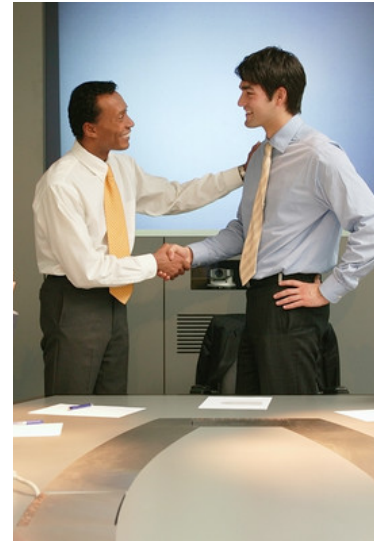
Different Characteristics



- Meet someone not from your table
 - Introduce yourself
 - Tell about your two characteristics
 - Switch and repeat

Management Approach

- ● ● Learn about DiSC[®] and management
- ● ● Discover your management style
- ● ● Explore priorities that drive your style



Welcome to Everything DiSC®

- Table discussion
- What got your attention
- Importance of the cornerstone principles

Welcome to Everything DiSC® Everything DiSC® Management Profile

Your DiSC® Management Style

Everything DiSC® is a simple tool that offers information to help you understand yourself and others better—and this can be of tremendous use as a manager. Recently, you had the opportunity to take an assessment that asked you to describe how frequently each adjective describes you. Based on your responses, your unique data is expressed visually on the Everything DiSC Management Map. On page 3, you'll discover where you fit on the map.

Cornerstone Principles of Everything DiSC Management

- All DiSC® styles are equally valuable, and people with all styles can be effective managers.
- Your management style is also influenced by other factors such as life experiences, education, and maturity.
- Understanding yourself better is the first step to becoming more effective with your employees and your manager.
- By carefully observing the behavior of other people, you can learn to recognize the DiSC styles of colleagues, friends, and clients.
- The ability to adapt your behavior to other DiSC styles can help you manage more effectively.
- You can help colleagues adapt their own behavior by explaining your needs and preferences more clearly.

The Everything DiSC Management Map shows four basic styles that describe how people approach their work and relationships.

Dominance (D):

- Direct
- Results-oriented
- Firm

Influence (i):

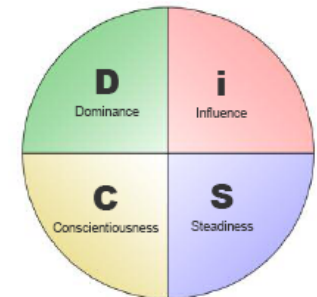
- Outgoing
- Enthusiastic
- Optimistic

Conscientiousness (C):

- Analytical
- Reserved
- Precise

Steadiness (S):

- Even-tempered
- Accommodating
- Patient



Because there are more than four types of people in the world, the circular DiSC model shows the continuous relationships among styles. Everyone is a blend of all four styles, but most people tend most strongly toward one or two styles. For instance, people who select many responses linked to the D style will fall within that region, whereas those who select mostly S and C responses have a combination style that includes some aspects of both the S and C regions.