



DISCcert - Team Report

DISCcert Team

February 03, 2016

Outline

Introduction to the DISCcert - Team Report

Quick Review: The Four behavioral Styles Measured by the DISC Model

Natural DISCcert - Team Results

Potential Conflict Areas Amongst Styles

How to Modify Your Pace and Priority

How to Adapt to the D, I, S, C

Adaptive DISCcert - Team Results

DISC and Success

Disclaimer

Introduction to the DISCcert - Team Report

This DISCcert Team Report assists you to better understand and develop how well your team functions and performs. It provides an overview of the combination of different behavioral styles within the team and has been created by plotting where each person falls within the DISC Behavioral Profiles.

The Team Report results contained within this report do rely on interpretation and please discuss these results with your Facilitator.

Within this report, we refer to the Natural Style and your Adapted Style patterns:

- **Natural Style: This is the self-perception of the “real you” which are the instinctive behaviors.** These are behaviors the person is most likely to exhibit when in situations they perceive as being stressful or in situations where they can simply do as they choose without having to please or consider anyone else. The reason this is described as the “real you”, is in the times just mentioned, our reaction and thinking times are either dramatically reduced or we literally do not have to think about adapting ourselves to suit anyone else. Hence, the “real you” emerges. This Natural Style tends to be fairly consistent even in different environments.
- **Adapted Style: This is the self-perception of the way people believe they behave in their current environment.** This behavior may change in different environments, situations and roles. For example, those involved have responded to this assessment with a work focus and their Adapted Style will likely be different if they responded with a family focus. It makes sense that the behavior required to be successful at work may and could be vastly different to the behaviors required to be a contributing member of their family.

Quick Review

The Four behavioral Styles Measured by the DISC Model

1. Dominance (Focus is Problem Solving)

Dominance (D style) measures and identifies how assertively an individual prefers to deal with the problems they encounter. Someone with a “high D” will actively pursue problems, while someone with a “low D” will be more reserved and conservative in tackling difficult, problematic and confrontational issues. **Individuals who plot in the upper right “D” Dominant behavioral quadrant will typically exhibit a more assertive, direct, guarded and results oriented behavioral style.**

1. Influence (Focus is engaging with People)

The Influence (I style) measures and identifies how an individual prefers to deal with the people they encounter. Someone with a “high I” will be outgoing, seek personal connections and enjoy frequent interactions with others while someone with a “low I” will be more introverted, more reserved and less inclined to initiate new personal connections and interactions with others. **Individuals whose integrated plot is in the lower right “I” Influence behavioral quadrant will typically exhibit a more people oriented, direct but open behavioral style.**

2. Steadiness (Focus is on having a Plan)

The Steadiness (S style) measures and identifies how an individual prefers to deal with the activity level their daily agenda. Someone with a “high S” will exhibit a great deal of patience and prefers a stable, focused and consistent workload preferring not to frequently shift gears and alter direction mid-stream. Someone with a “low S” exhibits strong urgency or low patience and prefers a fast-paced, rapid fire, multi-tasked agenda that offers active, change-oriented and spontaneous options. **Individuals whose integrated plot is in the lower left “S” Steadiness behavioral diamond will typically exhibit a more indirect but open, patient and team-focused behavioral style.**

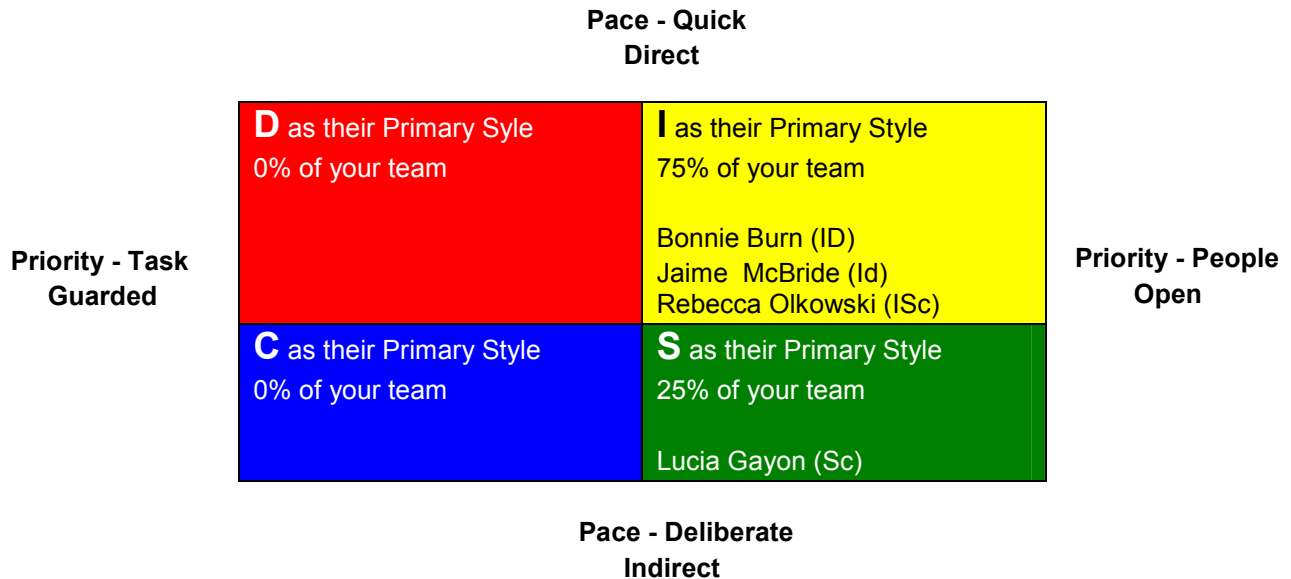
3. Conscientious (Following the Procedures)

The Conscientious (C style) measures and identifies how an individual prefers to deal with the rules, attention to detail, accuracy and data. Someone with a “high C” will insist on accuracy, reliable facts, precision and high standards. Someone with a “low C” will tend to question the rules, can be quite independent, opinionated and may favor emotional persuasion over logical data. **Individuals plotting in the upper left “C” Conscientious behavioral quadrant will typically exhibit a more indirect and guarded, data focused detailed and analytical behavioral style.**

Natural DISCcert - Team Results

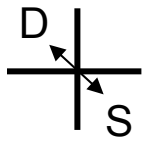
Natural Styles within the Four Quadrant DISC Model – Plot of Primary Results

The graph below shows each person’s primary style(s) within the four quadrant DISC model. The primary style is determined by all of the points above the energy line and is their Natural Style(s.)

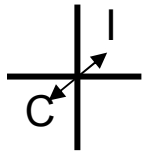


- Review the following page, “Possible Conflict Areas Amongst Style”
- Consider how different people within the team work well together, or not so?
- If so, what are the likely consequences?
- To increase communication effectiveness, review “How to Modify Your Pace and Priority.”
- For more specific insight on how to adjust to each of the “How to Adapt to D, I, S, C.”

Potential Conflict Areas Amongst Styles - Double

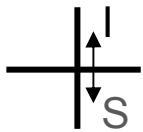


High D Pace - Urgent/Direct Priority - Task/Guarded
 High S Pace - Patient/Indirect..... Priority - People/Open

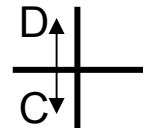


High I ... Pace - Urgent/Direct Priority - People/Open
 High C ... Pace - Patient/Indirect..... Priority - Task/Guarded

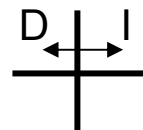
Potential Conflict Areas Amongst Styles - Single



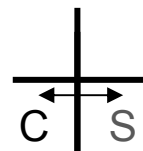
High I ... Pace - Urgent/Direct Priority - People/Open
 High S... Pace - Patient/Indirect..... Priority - People/Open



High D ... Pace - Urgent/Direct Priority - Task/Guarded
 High C ... Pace - Patient/Indirect..... Priority - Task/Guarded



High D ... Pace - Urgent/Direct Priority - Task/Guarded
 High I Pace - Urgent/Direct Priority - People/Open



High S ... Pace - Patient/Indirect Priority - People/Open
 High C ... Pace - Patient/Indirect Priority - Task/Guarded

How to Modify Your Pace and Priority

In some interpersonal situations, you will only be able to identify another person's Pace or Priority, but not both. In these situations, you need to know how to practice adaptability, one behavioral dimension at a time. With that in mind, let's look at what you can do to modify YOUR Pace or Priority so you can develop your skill to adapt to each of the four styles.

Pace

To Increase being Quick

- Speak, move and make decisions faster
- Initiate conversation and decisions
- Give recommendations
- Use direct statements vs roundabout questions
- Use a strong, confident voice
- If disagree, challenge with tact
- Increase your eye contact

To Increase being Deliberate

- Talk, walk and make decisions more slowly
- Seek and acknowledge others' opinions
- Share decision-making
- Listen and do not interrupt
- Include pauses when speaking with others
- Refrain from criticizing or acting pushy
- When disagreeing, choose words carefully

Priority

To Increase People Orientation

- Give the person your undivided attention
- Be willing to digress from the agenda
- Pay personal compliments
- Use friendly language
- Respond to the expression of others' feelings
- Take time to develop the relationship
- Share feelings and show more emotion

To Increase Task Orientation

- Get right to the task – the bottom line
- Maintain more of a logical, factual orientation
- Keep to the agenda
- Do not waste the other person's time
- Do not initiate physical contact
- Minimize your enthusiasm and body movement
- Use businesslike language

How to Adapt to the **Dominant Style**

They are time-sensitive; so do not waste their time. Be organized and get to the point. Give them relevant information and options, with probabilities of success. Give them written details to read at their leisure — all on a single page.

The Dominant Styles are goal-oriented, so appeal to their sense of accomplishment. Appeal to their desire to be number one, by supporting their ideas and acknowledge their power and prestige where appropriate. The D Style wants to make decisions. If you disagree, argue with facts, not feelings. In groups, allow them to have their say because they are not the type who will take a back seat to others.

With the Dominant Style, in general, be efficient and competent.

At Work, Help Them To...

- More realistically gauge risks
- Exercise more caution and deliberation before making decisions
- Follow pertinent rules, regulations, and expectations
- Recognize and solicit others' contributions
- Tell others the reasons for decisions
- Cultivate more attention/responsiveness to emotions

At Important Meetings...

- Plan to be prepared, organized, fast-paced, and always to the point
- Meet them in a professional and businesslike manner
- Learn and study their goals and objectives – what they want to accomplish, how they currently are motivated to do things, and what they would like to change
- Suggest solutions with clearly defined and agreed upon consequences as well as rewards that relate specifically to their goals
- Get to the point
- Provide options and let them make the decision, when possible

In Social or Other Settings...

- Let them know that you do not intend to waste their time
- Convey openness and acceptance of them
- Listen to their suggestions
- Summarize their achievements and accomplishments
- Give them your time and undivided attention
- Appreciate and acknowledge them when possible

How to Adapt to the **Influencing** Style

The Influencing Styles thrive on personal recognition, so pour it on sincerely. Support their ideas, goals, opinions, and dreams. Try not to argue with their optimistic aspirations and visions; get excited about them.

The I Styles are energized by motivating and inspiring others. A strong presence, stimulating and entertaining conversation, jokes, and liveliness will win them over. They are people-oriented, so give them time to socialize. Avoid rushing into tasks. With the Influencing Styles, in general, be interested in them.

At Work, Help Them To...

- Prioritize and organize
- See tasks through to completion
- View people and tasks more objectively
- Avoid overuse of giving and taking advice
- Write things down

At Important Meetings...

- Show that you're interested in them, let them talk, and allow your animation and enthusiasm to emerge
- Take the initiative by introducing yourself in a friendly and informal manner and be open to new topics that seem to interest them
- Support their dreams and goals
- Illustrate your ideas with stories and emotional descriptions that they can relate to their goals or interests
- Clearly summarize details and direct these toward mutually agreeable objectives and action steps
- Provide incentives to encourage quicker decisions
- Give them testimonials

In Social or Other Settings...

- Focus on a positive, upbeat, warm approach
- Listen to their personal feelings and experiences
- Respond openly and congenially
- Avoid negative or messy problem discussions
- Make suggestions that allow them to look good
- Don't require much follow-up, detail or long-term commitments
- Give them your attention, time and presence

How to Adapt to the **Steady** Style

They are relationship-oriented and work very well in teams. Take things slow, earn their trust, support their feelings, and show sincere interest. Talk in terms of feelings, not facts. The S Styles do not want to upset status quo. They want to be assured that everyone will approve of them and their decisions. Give them time to solicit co-workers' opinions.

Never back a Steady Style into making an on the spot decision. Be systematic and well prepared prior to meeting with them. With the Steady Style, in general, be non-threatening and sincere.

At Work Help Them To...

- Utilize shortcuts and discard unnecessary steps
- Track their growth
- Avoid doing things the same way. Realize there is more than one approach to tasks
- Become more open to some risks and changes
- Feel sincerely appreciated
- Speak up and voice their thoughts and feelings
- Modify their tendency to automatically do what others tell them
- Get and accept credit and praise, when appropriate

At Important Meetings...

- Get to know them more personally and approach them in a non-threatening, pleasant, and friendly, but professional way
- Develop trust, friendship, and credibility at a relatively slow pace
- Ask them to identify their own emotional needs as well as their task or business expectations
- Get them involved by focusing on what can affect them and their relationships with others
- Avoid rushing them and give them personal, concrete assurances, when appropriate
- Communicate with them in a consistent manner on a regular basis

In Social or Other Settings...

- Focus on a more deliberated pace with a steady approach
- Avoid arguments and conflict
- Respond sensitively, sensibly, pleasantly and optimistically
- Privately acknowledge them with specific, believable compliments
- Show them step-by-step procedures. Give them stability and minimum of change.

How to Adapt to the **Conscientious** Style

They are time-disciplined, so be sensitive to their schedules. They need details, so give them data. They are task-oriented; so do not expect to become their friend before working with them. Friendship may develop later, but, unlike the Influencing Styles, it is not a prerequisite.

Support the Conscientious Styles in their organized, thoughtful approach to problem solving. Be logical, and exacting with them. Give them time to make decisions and work independently. Allow them to talk in detail. In work groups, do not expect the C Styles to be leaders or outspoken contributors, but do rely on them to conduct research, crunch numbers, and perform detailed footwork for the group. If appropriate, set guidelines and exact deadlines. The C Styles like to be complimented on their brainpower, so recognize their contributions accordingly.

With the C Styles, be thorough, well prepared, detail-oriented, business-like, and patient.

At Work Help Them To...

- Share their knowledge and expertise with others
- Stand up for themselves with the people they prefer to avoid
- Shoot for realistic deadlines and parameters. Keep on course with tasks, less checking
- View people and tasks less seriously and critically
- Balance their lives with both interaction and tasks
- Maintain high expectations for high priority items, not everything

At Important Meetings ...

- Prepare so that you can answer as many of their questions as soon as possible
- Greet them cordially, but proceed quickly to the task; don't start with personal or social talk
- Hone your skills in practicality and logic. Document how and why something applies
- Ask questions that reveal a clear direction and that fit into the overall scheme of things
- Give them time to think; avoid pushing them into a hasty decision
- Tell them both the pros and cons and the complete story
- Follow through and deliver what you promise

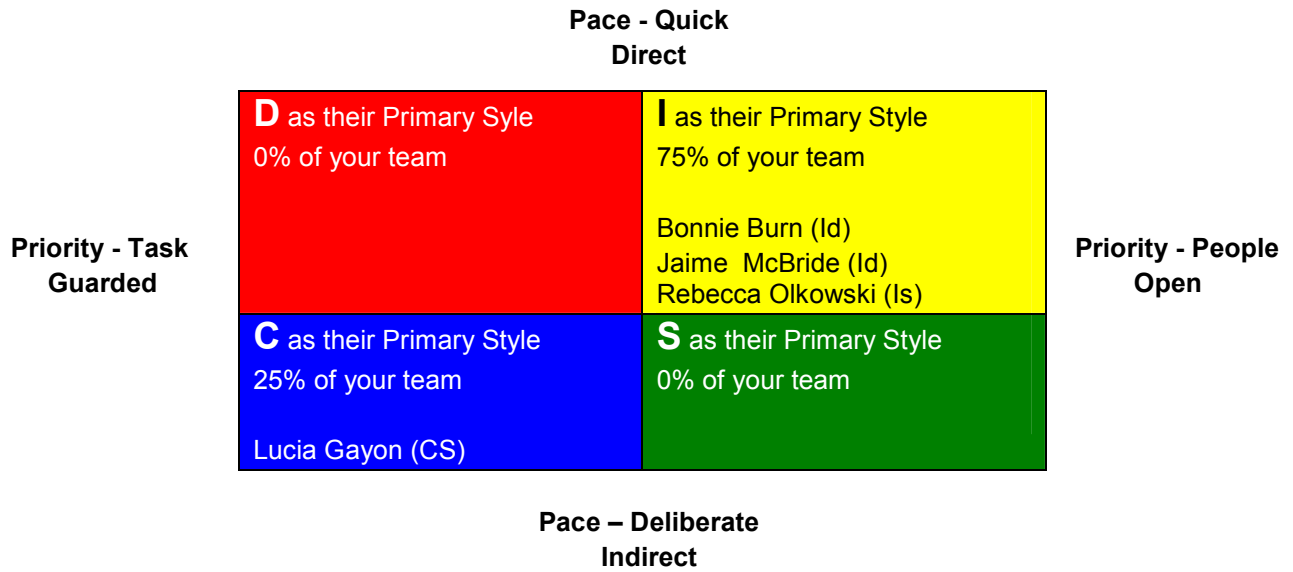
In Social or Other Settings...

- Respond formally and politely
- Listen to their concerns, reasoning, and suggestions
- Negative discussions are OK, so long as they aren't personally directed
- Privately acknowledge them about their thinking and procedures
- Solicit their insights and suggestions

DISCcert Adapted - Team Results

Adapted Styles within the Four Quadrant DISC Model

The graph below includes each team member's Adapted DISC Style (s) and is based on the day they took the assessment. One day at work for can be very different than the next day, depending upon what role one needs to play, who they were relating to or what responsibilities they took on. It's important to consider if the Adaptive DISC Style(s) just represent the one day they took the assessment or for a longer period of time.



Look to how the above differs to the corresponding Natural Graph:

- Are there significant shifts?
- Have a few people adapted or many?
- Is there a common theme with any adaptations?
- Consider what is likely to be driving these adaptations?
- What are the likely impacts of these adaptations?

DISC and Success

This DISCcert Team Report assists you to better understand and develop how well your team functions and performs. It provides an overview of the combination of different behavioral styles within the team and has been created by plotting where each person falls within the DISC Behavioral Profiles.

You now have additional strategies that you can use to your next interactions with your team members. Each time you to review the pages, you will gain more insight on how to use DISC successfully with your team and how to help them become more effective in their communications with others at all levels.

Recommend you first just make a few minor modifications in your behavior and experience the results. Be ready to see positive results. **Remember The Platinum Rule®**: “Treat others the way **THEY** want to be treated.” You will have much more success in all your communications!

Disclaimer

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