HOW YOU SEE YOURSELF

- Fast-Paced & Outspoken: 23
- Cautious & Reflective: 39
HOW YOU SEE YOURSELF

Questioning & Skeptical: 40
Accepting & Warm: 29

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What is YOUR Preferred COMMUNICATION STYLE?

- **21**: Cautious & Reflective + Accepting & Warm
  - Accommodating, Harmonizing, Stable

- **29**: Analytical, Task-Oriented, Private
  - Cautious & Reflective + Questioning & Skeptical

- **10**: Competitive, Control-focused, Strong-willed
  - Fast-Paced & Outspoken + Questioning & Skeptical

- **10**: Interactive, Enthusiastic, Expressive
  - Fast-Paced & Outspoken + Accepting & Warm
DiSC offers a common language intended to be nonjudgmental. All styles are equally valuable and important for our best thinking and communications.

Questions to consider to access each style: 
Dominance (What?); Influence (Who?)
Steadiness (How?); Conscientiousness (Why?).
YOUR Style

- Why did you choose the response you did?
- What strengths do you or others see?
- What happens under stress or challenge?

Notes from the in-person groups participating in this exercise are included at the end of this document.
Style PERSPECTIVES:
If you slipped on a Banana Peel and tend to be...

• Competitive, Control-Focused, & Strong-Willed (D) you might yell, “Whoa! Stupid banana peel!” laugh and continue on your way.

• Interactive, Enthusiastic, & Expressive (I) you might say to a passerby, “I can’t believe I just did that! Did you see that?”

• Accommodating, Harmonizing, & Stable (S) you might gasp, look around and mutter, “Phew! No one’s looking; no harm done.”

• Analytical, Task-Oriented, & Private (C) you might pick up the banana peel, analyze it, find the nearest trash can, and dispose of it, so this doesn’t happen again.

Adapted from Coreexcel (Momentum Management Group, Inc.) https://www.coreexcel.com
Strategies to Step into the Conversation With Confidence

Start with Appreciation
Look for the Shared Interest
Stay Respectful & Professional
End with Clear Expectations & Actions
What is one insight or practice that you are taking away and will try in the next week?

- Everybody is different
  - Considering others communication styles especially in high stress situations
- Confidence
  - I liked the exercises and the tools used. They helped understand the idea better.
- Be more aware of other communication styles. Everybody is different
  - Observing my style as well as others
- Considering other person’s personality type before having a potentially difficult conversation
  - Being aware of the styles around you and adjusting your style/approach will increase effectiveness of communication.
- 4 points of conversation
What is one insight or practice that you are taking away and will try in the next week?

- **Appreciate others styles**
  - I will try to give my support and be more confident and appreciative of others and their differences.
  - the 4 steps into the conversations

- **Notice stress levels and how they impact communication styles**
  - start with appreciation
  - Being more empathetic with other people’s communication styles, being thoughtful about my strengths and shortcomings rather than being accusatory toward others.
  - Showing that I appreciate and care about what the other person wants to talk about

- It’s important to recognize everyone’s strengths and weaknesses so that you know how to work with others.
  - I really like the 4 steps to starting a conversation with confidence. Will be using this in and out of the office.
What is one insight or practice that you are taking away and will try in the next week?

I will try adding the appreciation step in difficult correspondence.

There is nothing wrong with being enthusiastic/passionate. Just because others have different communication styles, does not make them inherently better.

Finding the best fitting categories for our staff and faculty to improve my interactions with each individual.

Learned more about myself and how I can better interact with others. Thanks

I see there are different situations for different actions, based off of disc. It gives insight on how to interact with opposites on the wheel in all types of relationships.

Consider my team mates communication styles.

Have the correct terminology to use

Be aware of others communication styles

To take into consideration the communication style of the person I am dealing with.
What is one insight or practice that you are taking away and will try in the next week?

Taking away an insight into myself and how I act, which is helpful because sometimes you're so used to the way you act and you don't realize what you need to work on. For me, I will try to pay more attention to the way I act.

Sharpening my communication skills with the "dominance" folks in my life.

Learned about myself and others

Consider my co-workers
Discussion Notes – Groups were Organized by Preferred Style:
• Why did you choose the response you did?
• What strengths do you or others see?
• What happens under stress or challenge?
CAUTIOUS + REFLECTIVE
ACCEPTING + WARM
(ACCOMMODATING, HARMONIZING, STABLE)

Thoughtful
Empathetic
Listen and analyze/Categorize
Habitually helpful
Loyalty
Team player
Considerate
Reserved (quiet)
Attention to detail
Polite (respectful) response
Leadership
Take a step back (under stress)

QUESTIONING + SKEPTICAL
CAUTIOUS + REFLECTIVE
(ANALYTICAL, TASK-ORIENTED, PRIVATE)

1. Like details, limitations (overly critical), perfectionism, thoughtful, high standards, logic-focused, understanding all components before acting,
2. Willingness to criticize & take criticism, paying attention to important details, following rules, asking questions (willingness), accuracy, empathic
OVERVIEW OF THE DiSC® STYLES

DOMINANCE
Priorities: getting immediate results, taking action, challenging self and others
Motivated by: power and authority, competition, winning, success
Fears: loss of control, being taken advantage of, vulnerability
You will notice: self-confidence, directness, forcefulness, risk-taking
Limitations: lack of concern for others, impatience, insensitivity

INFLUENCE
Priorities: expressing enthusiasm, taking action, encouraging collaboration
Motivated by: social recognition, group activities, friendly relationships
Fears: social rejection, disapproval, loss of influence, being ignored
You will notice: charm, enthusiasm, sociability, optimism, talkativeness
Limitations: impulsiveness, disorganization, lack of follow-through

CONSCIENTIOUSNESS
Priorities: ensuring accuracy, maintaining stability, challenging assumptions
Motivated by: opportunities to use expertise or gain knowledge, attention to quality
Fears: criticism, slipshod methods, being wrong
You will notice: precision, analysis, skepticism, reserve, quiet
Limitations: overly critical, tendency to overanalyze, isolates self

STEADINESS
Priorities: giving support, maintaining stability, enjoying collaboration
Motivated by: stable environments, sincere appreciation, cooperation, opportunities to help
Fears: loss of stability, change, loss of harmony, offending others
You will notice: patience, team player, calm approach, good listener, humility
Limitations: overly accommodating, tendency to avoid change, indecisiveness