

DISCovering the Greatness of You and Your Team Members!

By *Money & You*® DISC Masters – Carol Dysart and Sandra Davis

Since 1980 and in all of our *Money & You*® programs world-wide, we've given our valued participants a **DISC Personal Profile Report**. In just a few minutes it helps them see their own personal work behavioral style. We follow that by doing an exercise that demonstrates how differently people think, respond and make decisions when confronted by challenges in their businesses.

WHY might our graduates or our prospective participants want to know their style and how people with other styles interpret things? Bottom line, success in business (or lack thereof) has always been a function of how effective you are in two areas of business – the **People** with whom you choose for your teams and the **Systems** you have in place for them to use to do their jobs. In order to get these two things right, the ancient maxim “Know Thyself” points to the first step on the road to success!

A DISC Profile Report is a great way to quickly get an objective view of your natural strengths. It is also an easy-to-swallow way to be able to see which of your stronger traits, as great as they are that get you the things you want, might actually be “blind spots” to you when dealing with others whose styles, values, speed, and priorities are different.

For example, my natural talkativeness and interest in many different things might drive people crazy whose style patterns are totally opposite to mine! They wish I would stop talking and let them get back to work! Or, when a leader takes over a project who's strength is to be able to quickly take authority and delegate tasks to others to complete a project, saying “*Just get it done now and don't worry if it isn't perfect*”, will be very off-putting to people whose highest values are accuracy, precision, and excellence!

The profile paints a picture of both your style's strengths and weaker traits. This way, you can self-correct when you want to get different results in certain situations. (We don't recommend trying to completely change from one style to another... just be content with learning how to adapt to any of the other styles when you want or need to).

Note how many places in your life mastering this self-understanding leading to behavioral flexibility capability will help you! If you are one who is not aware of how much your style is needed by others or how negatively it may be impacting your effectiveness in business, your personal life, or socially,

getting an update on your profile will be the objective feedback you may be seeking!

Your DISC report is a scientifically validated and highly effective instrument that identifies the behavioral gifts you bring to the team. It enables you to quickly see what others on your team bring too. The report is a tool that enables everyone to feel they can safely and authentically share about their own style and also brings an awareness to the style differences of others. When you can see yourself as other people see you, there is nothing to be self-conscious about! Self confidence becomes the result – and the norm – not to mention happier relationships all around as team members develop empathy for others! And the good news is, to make changes to any aspect of your style that isn't working as well as you like, is simply a matter of awareness – and practice!

People-skills are needed everywhere. To be effective with anyone *else*, we have to know what makes up each of the DISC style-types and what runs each unique *needs, emotions* and *fears*. These are the motivators we are not always aware of... until we see them neatly spelled out in the profile!

DISC makes available being People-Literate: *DISC* is an acronym for the four primary behavioral style types: *Dominance, Influence, Steadiness,* and *Compliance*. The most common points of difference is their *speed* and *focus*. When we say a person is a “High D”, we know they are FAST PACED and TASK FOCUSED. “High I’s” are FAST PACED and PEOPLE FOCUSED. “High S’s” are SLOWER PACED and PEOPLE FOCUSED, and “High C’s” tend to be SLOWER PACED and TASK FOCUSED.

In summary, the *needs, emotions* and *fears* that drive each primary style to be the way they are, we find:

- **High Ds** need big-picture challenges or **Problems** to *Dominate*.
 - They “fear” being taken advantage of so they quickly make sure everyone knows that *they* have authority and are in charge!
- **High I’s** need **People** to *Influence*
 - Their fear is that you won’t like them so they are friendly, talkative, and do what it takes to get everyone working with them!
- **High S’s** focus on the things they do well and they need anything that brings *Steadiness* to the **Pace** of the environment – the office or home.
 - Their need is to feel secure and know that the team is able to work with predictability, peace and serenity... no sudden changes!

- *High C's* feel the need to get things right and know the facts – especially when it is their job to assure *Compliance* to rules and **Procedures** set by others.
 - Their fear is being criticized for making a mistake or being blamed when others don't follow the rules.

When these distinctions are understood and one studies further his or her profile, it is easy to see how each style “sorts” things in terms of their inner priorities... Why? Because everyone is operating from what is most important and easy to do... for them! When we have assignments that are natural for us to *be* and thus *do* things the way we like, we do a great job!

Most of us assume that others are similarly motivated as we are, but this couldn't be further from the truth! Knowing our own and the DISC-style of others in our teams, give us the space of freedom to be ourselves and appreciate others.

The more behaviorally-flexible we are, the easier it is to glide gracefully when we have to adapt and “dance on the DISC”. We dance differently with people of each style type – fast dances are fun for those who like sudden, rapid change, and the slow dances appeal more to those who like connecting with people gradually – adding more conversation in before agreeing to dance with a stranger!

With practice it becomes easier to be so aware of our own style that we also know how to read another's style. Then we can instinctively increase or decrease the intensity of our own behavioral energy in the pursuit of an activity or outcome.

As soon as we know what others need from us in order to optimize their performance, it is easier to stay focused on the goal of the team rather than ourselves. This ability, as a group, allows a higher level of team alignment and understanding. We almost complete each others' sentences, and can quickly agree on what has to be done and how to do it – taking everyone's skills, preferences and strengths into consideration as we go.

As a result, work is a joy for everyone and people love to come to work every day with this team. Is this a dream? NO! It is happening after every *Money & You*® program and even more often by entire teams that attend as a group. Bottom line, everyone gets to do what they love doing... and it can't get any better than that!

We all have the need to change our behaviors from time to time in order to work harmoniously with people with other personal styles, so we must learn to adapt. People love coming to work where they are known and feel understood by the leaders and team mates – something that happens naturally when everyone shares their DISC report with their team mates. (It is our job to teach others how to treat us – for if we don't, who will?) It's a fact that we can gain in productivity and profitability just by making it easier to get to know others and how they like being treated.

It took a lifetime, by the way, to develop our style, so we can't expect to change things overnight. Over time our needs, jobs and roles do change! We are not the same as we were a long time ago so the more DISC-literate we are, the better!

TIPS for making Change and “Style-Shifting” easier.

Notice those things you love doing and what you are the best at. Practice people-reading everywhere you can and get to know how flexible you need to be when working with the other style-types. Know Yourself – and be aware of the gift you bring to the team!

Character Virtues: In addition to DISC, there is one other set of words to understand and apply. These are the *character virtues* – those positive character traits (qualities) that we all have innately within us; and we may not practice some as often as others, but we can with awareness!

Each of the four primary DISC styles has virtue strengths that show up most often within them. These traits have been developing within from a young age and they show up most naturally in certain situations. In the table below are examples of 6 virtue strengths, often observed to be the way each of the four primary styles carries out their style of greatest strength.

There are key VIRTUES that make up the key elements of each style. Focus on developing those you would like to express more as a strength.

TYPICAL CHARACTER VIRTUES THAT MATCH PRIMARY DISC STYLES

DISC Style	D Dominance	I Influence	S Steadiness	C Compliance
Strength	Courage	Enthusiasm	Loyalty	Diligence
Virtues	Assertiveness	Optimism	Patience	Perseverance
	Determination	Trust	Peacefulness	Righteousness
	Confidence	Friendliness	Tolerance	Perceptiveness
	Independence	Generosity	Consideration	Integrity
	Idealism	Cheerfulness	Flexibility	Conscientious

When looking to change a behavior, practice demonstrating more of the virtues you wish you had. Ask yourself in what situations would you need to be more of that virtue? When could you be less? Who do I know that does this well? Notice and copy their attitude, actions, type of plans and perspectives. And if you don't know, simply ask, "Can you tell me where you are standing and looking from to come to that action or decision?"

Adapting Your Style. We all wish we could have more of a different style sometimes. (Usually because we have been criticized so often for the way we do things now!) The questions to ask are:

- Which style behaviors and character virtues would I like to own for myself?
- When or in which situations would I use them?
- For how long would I remain that way?

Remember, a behavior comes first from a thought or belief. This, repeated often, becomes your typical life response that is shaped by your beliefs and thoughts creating a mindset with a particular attitude and behavior (often influenced at home by family, culture, economics, family size, etc.) All of this together, instinctively almost, gives you your results.

Adapting your style and developing character virtues is possible. It will take time, practice and an awareness of where you are now so you can determine how to get to where you want to be!

Here are some more suggestions for adapting your style and developing key character virtues:

1. Take your profile every six months to a year to see how you change.
2. Notice when and with whom you would like to be different.
3. Keep in mind that your behavioral patterns started and were practiced over a long period of time.
4. Based on the interpretation you have given to everything you experience, you may see life either optimistically as a safe place to be and *favorable*. Or, you may feel more comfortable being cautious – even skeptical – because you see life as unfavorable and sometimes *antagonistic*.
5. If you do not make changes in the way you think, you will eventually revert back to your natural or “default” patterns of behavioral style. Ask for feedback from others to see how you are doing and give yourself more time. Call on the virtues of *patience, trust, courage* and *perseverance*.
6. Become familiar with and practice the observable behavior of the character virtue and learn the virtue’s language.
7. Use the Word Sketch page of your DISC profile to choose behaviors that you would like to use and practice in environments that you feel safe and comfortable in at first. Then find the comparable virtue on the chart above.

Practice these distinctions and you will keep getting better and happier with who you are and the possibilities available to you of what you can be, do and have are limitless! **How does it get any better than that?**

For questions, clarification and more information on DISC, please go to www.PeopleSmartEnterprises.com and click on the area of your interest to learn more or to order new profiles and updates.

Opt-in for a free DISC Q&A sessions led by Carol and Sandra by registering at www.AskCarolDysart.com

LEARN more about yourself from any one of these DISC Assessments and enjoy a 15% discount!

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