

OUR HORSE POWERDRIVES PEOPLE FROM THE INSIDE OUT

BE DRIVEN

STEP ONE: Identify Who You are and Understand your specific style

STEP TWO: Identify who they are:

Ask yourself - Are they Fast Paced or Slow Paced? Are they Direct (D), Friendly (I), Cooperative (S) or Analytical (C)

STEP THREE: Read their body language to gauge if you have identified correctly.

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RECOGNIZING DISC STYLES

C COMPLIANCE	D DOMINANCE	
The C is looking for: FACTS	The D is looking for: RESULTS	
Quick Observations: Slower paced, task-oriented	Quick Observations: Faster paced, task-oriented	
Communication: Direct	Communication: Direct	
Overextension: Critical	Overextension: Impatient	
Organization: Everything in its place. Perfectly organized.	Organization: Efficient, not neat.	
Body Language: Stance - Arms folded, one hand on chin Walks - Straight line Gestures - Very reserved, little or no gestures Communication Clue: Asks detailed questions	Body Language: Stance - Forward leaning, hand in pocket Walks - Fast, always going somewhere Gestures - A lot of hand movement when talking big gestures Communication Clue: Doesn't want others'	
	opinions, only facts	
S STEADINESS	I INFLUENCE	
S STEADINESS The S is looking for: STABILITY		
The S is looking for: STABILITY Quick Observations: Slower paced,	I INFLUENCE	
The S is looking for: STABILITY Quick Observations: Slower paced, people-oriented	I INFLUENCE The I is looking for: INTERACTION Quick Observations: Faster paced,	
The S is looking for: STABILITY Quick Observations: Slower paced, people-oriented Communication: Indirect	I INFLUENCE The I is looking for: INTERACTION Quick Observations: Faster paced, people-oriented	
	INFLUENCE The I is looking for: INTERACTION Quick Observations: Faster paced, people-oriented Communication: Indirect Overextension: Disorganized Organization: Disorganized. A lot of piles.	
The S is looking for: STABILITY Quick Observations: Slower paced, people-oriented Communication: Indirect Overextension: Possessiveness Organization: Usually some type of system. A little on the sloppy side.	INFLUENCE The I is looking for: INTERACTION Quick Observations: Faster paced, people-oriented Communication: Indirect Overextension: Disorganized Organization: Disorganized. A lot of piles. Body Language:	
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Let's be real, this is great information, but it will not give you conclusive evidence, which only comes when someone completes a well-developed scientific survey that can then pinpoint characteristics based on their own answers about themselves.

But, it is a great start to connecting with people through clearer communication to understand better, connect quicker and accomplish more, faster and accurately.

Remember – START WITH YOU! You must begin with yourself and understand what your observable behaviors are and how others may perceive them. Perception is the variable that can change relations between people in an instant.

Think about it – If you have concluded someone has good intentions and something goes wrong – how do you react? You support them, accept the mistake and move on.

But, if you have concluded someone has bad intentions and something goes wrong – BAMM! The results are totally different. There is certainly blame, and possibly anger about the same situation.

Another example of perception differences is having ten people in the room experience the same thing. It is most likely you will get ten different descriptions of the same experience.

So – knowing this brings us to the next level of understanding Observable Behaviors and DISC. Individuals bring different values to the team depending on their style.

On the next pages are the Style Charts of each: D, I, S & C. You will see their descriptors (words that describe them), ideal environment (what they need to be most successful) and their tendency under stress (if we see these behaviors it is a sign to stop and ask questions).

You will also find the value to the team and possible limitations of each behavior style in the chart. This is the true magic! Understanding our strengths and potential limitations can assist us to know ourselves better, but also to understand and support others in their uniqueness.

WARNING!!!!! Do not use this information for any career moves, jostling of staff or employee review actions unless you have the actual scientific data in front of you and are working with a certified coach in this area. Human relations, stages of growth of a business and environment have an effect on results and if you are not identifying facts correctly, you can cause more harm than good.

People may not identify with ALL Descriptors in their chart. Different levels of each behaviors style usually exist in EVERY PERSON. What levels of each style exist and how they cohabitate inside a person influence which characteristics they identify in themselves.

A person may have a blend of behaviors (which is identified when they take the scientific survey) and they could have descriptors from two of the charts. It is important to only use this information for connecting in relations NOT requiring a substantial amount of understanding. Sales transactions, teaching moments and simple relations can be enhanced with this data. But, long term relations in the workplace, between co-workers and management REQUIRES a more scientific approach in order to experience success.

With the state of the workforce and employee relations as they are today –coaches are needed to assist a team in changing the dynamic of their culture.

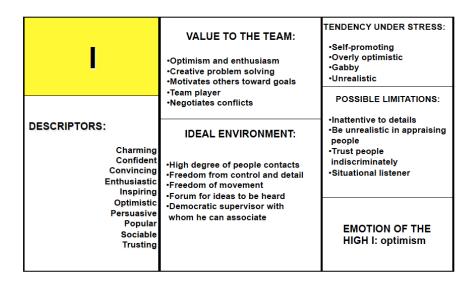
If you practice identifying observable behaviors with these charts – you will be on your way to learning to engage in connected communication!

YOU WILL EXPERIENCE BETTER RELATIONS, A HIGHER UNDERSTANDING OF OTHERS & A DEEPER ACCEPTANCE & USE OF YOUR TALENTS.

General Characteristics of the D

	VALUE TO THE TEAM:	TENDENCY UNDER STRESS:
D	Bottom-line organizer Forward-looking Challenge-oriented	•Demanding •Argumentative, opinionated •Aggressive •Egotistical
	Initiates activity Innovative	POSSIBLE LIMITATIONS:
DESCRIPTORS: Adventuresome Competitive Daring Decisive Direct Innovative Persistent Problem Solver Result-oriented Self-starter	IDEAL ENVIRONMENT: Freedom from controls, supervision and details An innovative and futuristic-oriented environment	-Overuse of position -Set standards too high -Lack tact and diplomacy -Take on too much, too soon, too fast
	Forum to express ideas and viewpoints Non-routine Work Work with aballance and	EMOTION OF THE HIGH D: Anger

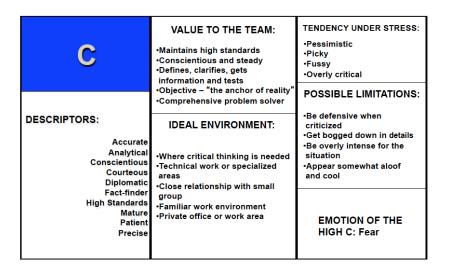
General Characteristics of the I



General Characteristics of the S

	VALUE TO THE TEAM:	TENDENCY UNDER STRESS:
S	•Dependable team player •Work for a leader and a cause •Patient and empathetic	•Non-demonstrative •Unconcerned •Hesitant •Inflexible
	Logical step-wise thinkerService-oriented	POSSIBLE LIMITATIONS:
DESCRIPTORS:	IDEAL ENVIRONMENT:	Yield to avoid controversy Difficulty in establishing priorities
Amiable Friendly Good Listener Patient Relaxed Sincere Stable Steady Team Player Understanding	Stable and predictable environment Environment that allows time to change Long-term work relationships Little conflict between people Freedom from restrictive rules	-Dislike of unwarranted change -Difficulty dealing with diverse situations
		EMOTION OF THE HIGH S: Non-emotional

General Characteristics of the C



There are 5 Sciences of Self.

- 1. Observable Behavior: DISC (How)
- 2. Driving Forces (Why)
- 3. Emotional Quotient (Impulses & Emotion)
- 4. Top Performing Competencies (superior performers have 18 well developed)
- 5. Acumen (how you see the world and yourself in it)

Are you using scientific data to connect in the workplace to co-workers and customers?

If not –you should be. It helps build strong culture, increase employee engagement and makes managing others much easier with better results.

Looking for a coach to help you take it to the next level?

I am Shari Pheasant, CPBA, CPDFA, CPEQA. I am a Certified Professional Behavioral Analyst and rock at identifying what isn't seen by others and what is left unsaid.

I would love to help you!