

DISC Profiling



- *Knowing yourself ... and others!*

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(Licensed DISC Profiler)

What is DISC Profiling??

What is DISC?

- Psychometric Assessment
- Highly validated
- Used to explain behaviour and personality traits

What can DISC tell us?

- How we prefer to communicate with others
- How we are likely to behave in different scenarios
- What motivates us to achieve

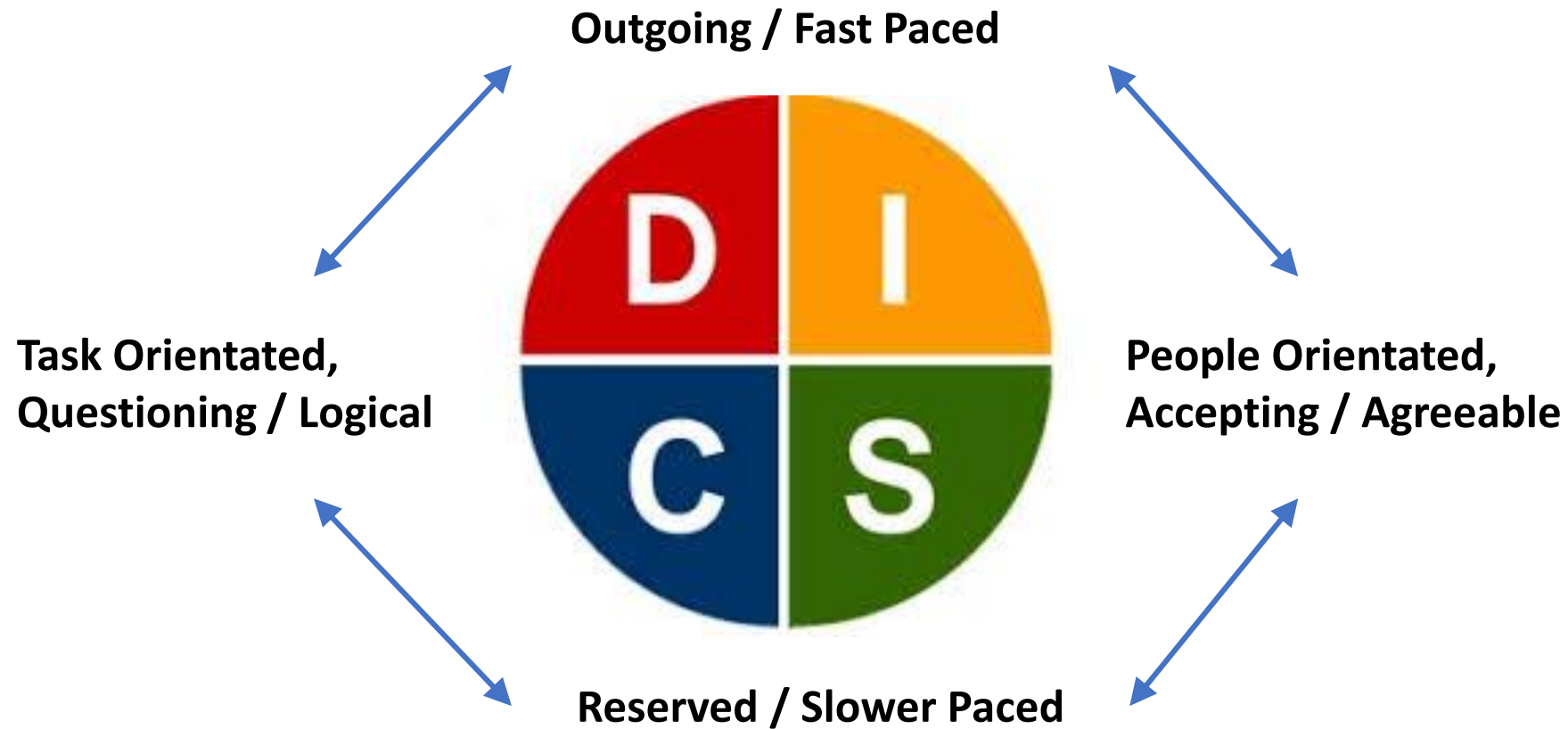


History of DISC

- Hippocrates (400BC) – blood, urine, phlegm, bile
- Carl Jung & Dr. William Marston (1928)
Inventor of Polygraph (lie-detector), Superwoman
- Marston shaped DISC personalities into four styles -
D (Dominance), **I (Influence)**, **S (Steadiness)**, **C (Compliance)**
- PPA (personality profile analysis) developed by
Dr. Thomas Hendrickson in 1958



What does DISC look at?



'D' Profile

- **Dominant – Driving – Determined – Decisive – Demanding – Doer – Dynamic - Direct**
- **General traits** - Results driven, good problem solver, risk taker, strong ego, self-starter, forceful
- **Values to the team** - Drives projects, organising others, values time, bottom-line orientated, innovative, challenges the status quo, creative, doesn't take no for an answer
- **Fears** - Failure (not an option!). Being taken advantage of
- **Motivators** - Power and authority, new challenges, freedom to act, control and success
- **Communication Style** - Tells/direct. Asks "What" questions
- **Management Style** – Autocratic, Force of character
- **Occupations** – CEO's, MD's, Entrepreneurs, Military Leaders, Intelligence Services, Buyers, Adventurer, Pilots, Judges
- **Outgoing/Task-Orientated (3% population)**

'I' Profile

- **Influencing – Inspiring - Interested in People – Impressive – Impulsive – Inconsistent - Inspirational**
- **General Traits** - Outgoing, talkative, enthusiastic, persuasive, emotional
- **Values to the team** – Good motivator of people, creative problem solver, generates enthusiasm, peacemaker, works well with others
- **Fears** – Rejection, loss of popularity
- **Motivators** – Recognition and praise, friendly environments, freedom from detail
- **Communication Style** – Sells/persuades. Asks “Who” questions
- **Management Style** – Motivational, Verbal Persuasion
- **Occupations** – Broadcasters, Salesperson, Telesales, Receptionists, Trainers, Public Relations, Comedians, Actors
- **Outgoing/People-Orientated (12% population)**

'S' Profile

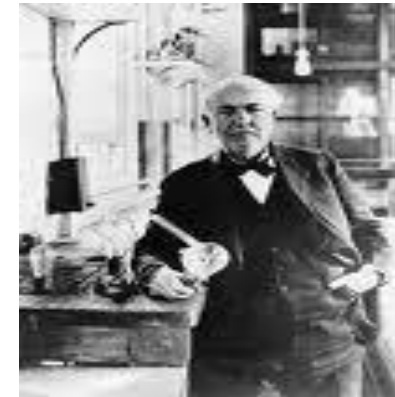
- **Steady – Supportive – Stable – Sensitive - Slower pace – Submissive – Status quo**
- **General Traits** - Warm, easy going, understanding, patient, good follow-through
- **Values to the team** - Good listener, team-player, reliable, loyal, supportive, dependable, patient, consistent, completes work thoroughly, develops specialist skills
- **Fears** – Insecurity, Change (where not in control). Uncertainty
- **Motivators** – Security, recognition for loyalty, activities they can start and finish, wellbeing, harmony
- **Communication Style** – Listens/Supportive. Asks “How” questions
- **Management Style** – Consistent
- **Occupations** – Nurse, Recruiter, Diplomats, Clergy, Social Workers, Event Planner, Administrator, Inspector, HR Director, Teacher
- **Reserved/People-Orientated (69% population)**

'C' Profile

- **Compliant – Cautious – Correct – Competent – Careful – Conscientious - Consistent**
- **General Traits** - Accurate, high standards, sceptical, systematic, precise, perfectionist
- **Values to the team** - Quality and standards, pursuing excellence, compliant towards authority, follows directions, good at fact finding/research, concentrates on the detail, monitoring & controlling
- **Fears** – Conflict, Criticism, Discord
- **Motivators** – Systems and procedures, detailed tasks, high quality work, logical organisation
- **Communication Style** – Writes/Exacting. Asks “Why” questions
- **Management Style** – Systematic, Uses information/fact to back up argument
- **Occupations** – Lawyers, IT, Police, Surgeons, Academic, Dentist, Architect, Quality Assessor, Musicians, Statisticians, Graphic Designers, Banking,
- **Reserved/Task-Orientated (16% population)**

Outgoing/ Task	Outgoing/ People	Reserved/ People	Reserved/ Task
Demanding	Talkative	Diplomatic	Procedural
Driven	Emotional	Highly Supportive	Plans
Quick to Anger	Sharing	Good Listener	Likes Information
Determined	Involved	Steady/Stable	Processes-Driven
Goal-Focused	Enthusiastic	Starter/Finisher	Likes/Adheres Rules & Regulations
Strong Willed	Spontaneous	Methodical	Strives for Perfection

What is their most primary trait?



Effective Communication



D	I	S	C
<p>Do: Be brief, direct, to the point, forward thinking, solution-orientated</p>	<p>Do: Be chatty, be open, sharing feeling/emotions</p>	<p>Do: Be friendly but not pushy, allow them time to ask questions</p>	<p>Do: Be totally prepared, on time and expect some resistance to new ideas</p>
<p>Don't: Ramble, be too social, or focus on problems</p>	<p>Don't: Eliminate social time, do all the talking, interrupt, tell them what to do</p>	<p>Don't: Ramble, be blunt, confrontational, rush them into deadlines</p>	<p>Don't: Refuse to explain details. Answer vaguely or casually</p>
<p>Observable Behaviour: Tries to dominate conversation, Challenges</p>	<p>Observable Behaviour: Friendly handshake Face/body expressive</p>	<p>Observable Behaviour: Dresses for comfort, Asks questions to clarify</p>	<p>Observable Behaviour: Time disciplined, doesn't share feelings</p>
<p>D's may: Ignore risks Not consider other options</p>	<p>I's may: Lose concentration Miss important facts and details</p>	<p>S's may: Say 'yes' to be agreeable, but mean no. Internalise their doubts and concerns</p>	<p>C's may: Get bogged down in detail Avoid/postpone decisions</p>

What do they add to the mentoring process?

The Mentor	D	I	S	C
Builds traits of ...	Confidence	Flexibility	Cohesiveness	Quality & Compliance
Motivates others to ...	Work hard	Get started	Work together well	Perfect their skills
Raises the levels and develops ...	Speed & Productivity	Creativity & Vision	Loyalty & Cooperation	Efficiency & Competence

DISC / Mentoring Exercise

- How will you tailor your communication, to get into rapport with your mentee?
- What types of questions will you ask, and how?
- What clues will you look for, to show what personality traits your mentee has?
- How will you alter your mentoring style, to be a great mentor to your mentee?

