

# Understanding Ourselves and Others

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## Goals

- Discover your personal style
- Learn about other styles
- Tips to better communicate with others



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## How You See Yourself



**Active**



**Thoughtful**



## How You See Yourself

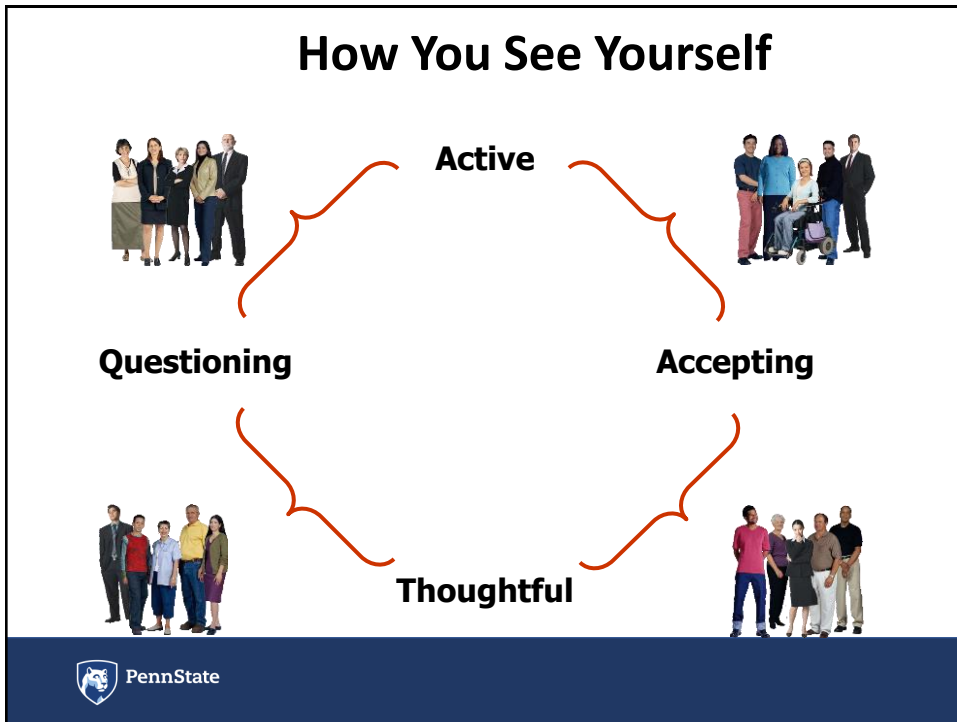


**Questioning**



**Accepting**





## Group Discussion

Why did you respond in the way you did?

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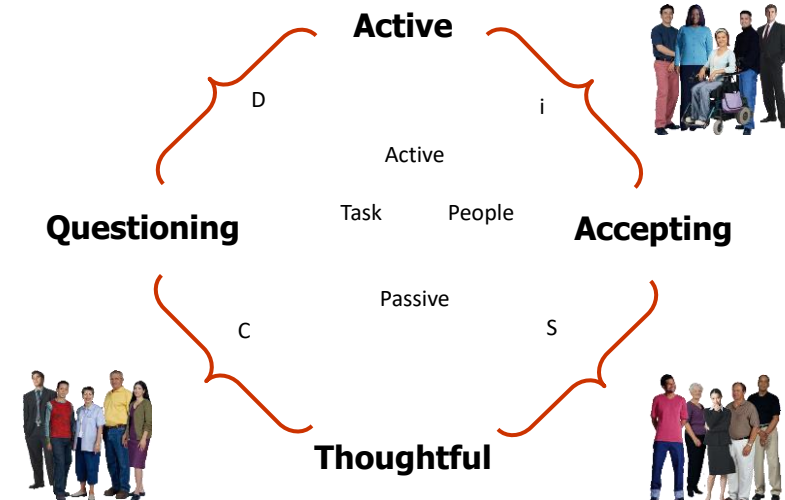
**UNDERSTANDING YOURSELF (DISC)**  
 Circle only one word in each row that you feel describes you best right now. Then transfer your answers over to the Scoring Sheet. Total up each column. Your highest score is your predominate personality type.

#	A	B	C	D
1.	Restrained	Forceful	Careful	Expressive
2.	Pioneering	Correct	Exciting	Satisfied
3.	Willing	Animated	Bold	Precise
4.	Argumentative	Doubting	Indecisive	Unpredictable
5.	Respectful	Out-going	Patient	Daring
6.	Persuasive	Self-reliant	Logical	Gentle
7.	Cautious	Even-tempered	Decisive	Life-of-the-party
8.	Popular	Assertive	Perfectionist	Generous
9.	Colorful	Modest	Easy-going	Unyielding
10.	Systematic	Optimistic	Persistent	Accommodating
11.	Relentless	Humble	Neighborhood	Talkative
12.	Friendly	Observant	Playful	Strong-willed
13.	Charming	Adventurous	Disciplined	Deliberate
14.	Restrained	Steady	Aggressive	Attractive
15.	Enthusiastic	Analytical	Sympathetic	Determined
16.	Commanding	Impulsive	Slow-paced	Critical
17.	Consistent	Force-of-character	Lively	Laid-back
18.	Influential	Kind	Independent	Orderly
19.	Idealistic	Popular	Pleasant	Out-spoken
20.	Impatient	Serious	Procrastinator	Emotional
21.	Competitive	Spontaneous	Loyal	Thoughtful
22.	Self-sacrificing	Considerate	Convincing	Courageous
23.	Dependent	Flighty	Stoic	Pushy
24.	Tolerant	Conventional	Stimulating	Directing

**D-I-S-C SCORING SHEET**

DISC PROFILE	D	I	S	C
1.	B	D	A	C
2.	A	C	D	B
3.	C	B	A	D
4.	A	D	C	B
5.	D	B	C	A
6.	B	A	D	C
7.	C	D	B	A
8.	B	A	D	C
9.	D	A	C	B
10.	C	B	D	A
11.	A	D	C	B
12.	D	C	A	B
13.	B	A	D	C
14.	C	D	B	A
15.	D	A	C	B
16.	A	B	C	D
17.	B	C	D	A
18.	C	A	B	D
19.	D	B	C	A
20.	A	D	C	B
21.	A	B	C	D
22.	D	C	B	A
23.	D	B	A	C
24.	D	C	A	B
<b>COLUMN TOTALS</b>				

# How You See Yourself

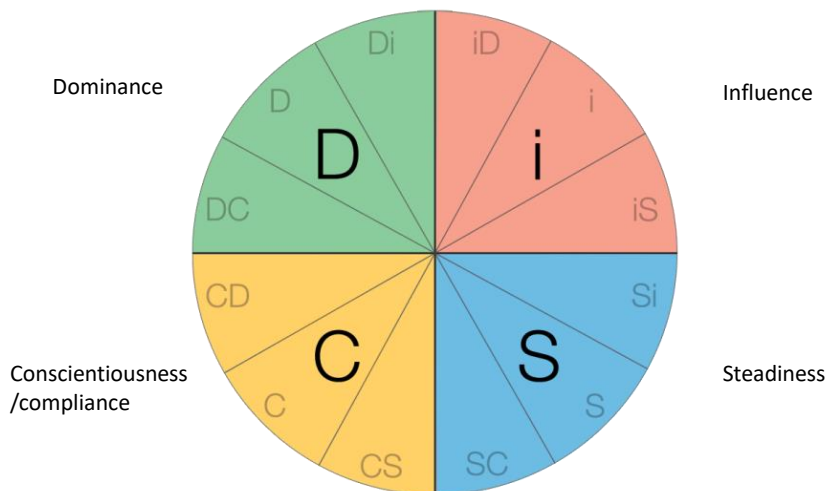


## Our Reality

- How we 'see' ourself vs. how others 'see' us
- Am I really like that?
- I wish they would communicate better with me
- We need to meet each other




## Your DiSC® Style



### The Personality System Overview

ACTIVE STYLES	
<p style="text-align: center;"><b>D</b></p> <p><b>Dominant • Driver</b></p> <p><b>General Characteristics</b> Direct, Decisive High Ego Strength Problem Solver Risk Taker, Self-Starter</p> <p><b>Value To Team</b> Bottom-line organizer Places high value on time Challenges the status quo Innovative</p> <p><b>Possible Weaknesses</b> Oversteps authority Argumentative attitude Dislikes routine Attempts too much at once</p> <p><b>Greatest Fear</b> Being taken advantage of</p>	<p style="text-align: center;"><b>I</b></p> <p><b>Influencing • Inspiring</b></p> <p><b>General Characteristics</b> Enthusiastic Trusting, Optimistic Persuasive, Talkative Impulsive, Emotional</p> <p><b>Value To Team</b> Creative problem solver Great encourager Motivates others to achieve Positive sense of humor Negotiates conflicts, peace maker</p> <p><b>Possible Weaknesses</b> More concerned with popularity than tangible results Inattentive to detail Oversees gestures and facial expressions Tends to listen only when it's convenient</p> <p><b>Greatest Fear</b> Rejection</p>
<p style="text-align: center;"><b>C</b></p> <p><b>Compliant • Correct</b></p> <p><b>General Characteristics</b> Accurate, Analytical Conscientious, Careful Fact-Finder, Precise High Standards, Systematic</p> <p><b>Value To Team</b> Perspective: "The anchor of reality" Conscientious and even tempered Thorough in all activities Defines situations; gathers, criticizes and tests information</p> <p><b>Possible Weaknesses</b> Needs clear-out boundaries for actions/relationships Bound by procedures and methods Gets bogged down in details Prefers not to verbalize feelings Will give in rather than argue</p> <p><b>Greatest Fear</b> Criticism</p>	<p style="text-align: center;"><b>S</b></p> <p><b>Stable • Steady</b></p> <p><b>General Characteristics</b> Good Listener; Team Player Possessive Steady, Predictable Understanding, Friendly</p> <p><b>Value To Team</b> Reliable and dependable Loyal team worker Compliant towards authority Good listener, patient and empathetic Good at reconciling conflicts</p> <p><b>Possible Weaknesses</b> Resists change Takes a long time to adjust to change Holds a grudge; sensitive to criticism Difficulty establishing priorities</p> <p><b>Greatest Fear</b> Loss of security</p>
PASSIVE STYLES	

T A B O O R I E N T E D S T Y L E S


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Thank You

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