

Creating lasting Relationships worksheet

How to use this activity:

In each of the basic behavioural styles, based on the DISC model, circle any of the words that "feels" right. Be spontaneous and don't overthink the process. This activity should take no longer than one minute.

To score, add up the number of words you circled and write it in the space provided. The highest number will reflect your preferred style, the second-highest will be your backup style. Notice which part of the quadrant that has the least amount circled, this will be your least preferred style.

Conscientious	Dominant
Problem-solver Organised Factual Orderly Consistent Persistent Accurate Precise Perfectionist Enjoys instructions Sensitive Logical Cautious Impersonal Scheduled Detailed Conscientious Inquisitive <p style="text-align: center;">Number circled_____</p>	Goal driven Takes charge Independent Seeks Power Action orientated Persistent Competitive Judges quickly Purposeful Industrious Serious Controlling Bold Self reliant Excitable Productive Strong willed Firm <p style="text-align: center;">Number circled____</p>
Steadiness	Influencer
Enjoys popularity Loyal Sympathetic Adaptable Calm Sociable Sensitive Tolerant Nurturing Patient Cooperative Good listener Personal Enjoys routines Respectful Relational Non-demanding Thoughtful <p style="text-align: center;">Number circled_____</p>	Enthusiastic Inspirational Fun-loving Spontaneous Intuitive Likes variety Initiator Enjoys Change Creative Innovator Optimistic Ambitious Takes risks Friendly Mixes Easily Group Orientated Promotes Energetic <p style="text-align: center;">Number circled____</p>

Your Predominant style:_____Backup style:_____Least preferred style:_____

Using DISC in your day to day!

D - Dominance - The Hunter

Main Characteristics of a D

- Fears losing control
- Snappy dresser
- Walks fast and sits upright in chairs
- Doesn't take things personally
- See's people as a resource
- In a hurry and has many projects
- Often interrupts
- Enjoy the battle
- Black and White (No Grey)
- Their opinion is fact
- Great idea's person
- Visionary

How to identify a D

How they talk:

- Ask WHAT Questions
- Open with own opinions
- Tell's vs Asks
- Goes straight to the issue
- May be pushy, even come across as rude
- Authoritative tone of control
- Talks more than listens
- Uses acronyms, short sentences
- Fast speech

What they do:

- Goal focused and results driven
- Impatient
- Time conscious
- Willing to get in trouble and take risks for their outcomes
- Rely on gut feeling
- Big picture and hate details
- Need to win
- Direct and forceful
- Comfortable with conflict
- Accept mistakes and move on

You should try to:

- Communicate briefly - to the point
- Let them take the lead
- Show independence
- Stick to the topic
- Provide the big picture/summary
- Show your competency
- Be clear on rules/expectations

Be Ready for:

- Little social interaction
- Lack of sensitivity
- Focussed on result not on how it effects people
- Blunt/demanding approach
- Lack of empathy
- The battle.

What they want from others

You can help them to learn:

- Listening skills
- To 'soften' body language
- Identifying with others
- 'Soften' body language
- Complement others
- To ask more questions
- Ways to pace themselves
- Relaxing
- To be approachable
- Empathy for others

They may want from you/workplace

- Power and Authority
- A promotion
- Authority to make changes
- Big Challenges and equal rewards
- Continuous recognition for completed task
- Prestige
- Direct answers
- Freedom from details
- Flexibility
- To win

Well known D's

Simon Cowell, Madonna, Gordon Ramsey, Pink, Steve Jobs, Donald Trump, Hilary Clinton,

Using DISC in your day to day!

I - Influence - The Joker

Main Characteristics of a I

- Captain of Optimism
- Needs to be liked
- Loves the next shiny thing -Variety
- Fun is one of their top 10 values
- Enthusiastic
- Great at influencing and inspiring others
- Doesn't handle conflict/threats well
- Talkative, Centre of Attention
- Great starter/poor finisher
- Loud dresser/Loud Voice
- Bad listener, great talker - especially about themselves
- Don't like boring, strict people

How to identify a I

How they talk:

- Asks WHO questions
- Tells vs Asks
- Fast speaker
- Openly express feelings
- Goes off on tangents
- Uses stories and Anecdotes
- Shares personal emotions
- Exaggerates
- Makes small talk

What they do:

- Animated
- Lots of facial expressions
- May invade your personal space
- They are touchy/feeling
- Short attention span
- Create a good/positive vibe
- Base decisions on people with no criteria
- Fear social rejection

What they want from others

You should try to:

- Be relaxed and sociable
- Use humour
- Give them public recognition
- Provide written details
- Let them tell you how they feel
- Keep the conversation light and upbeat
- Approach them formally

Be Ready for:

- Need for them to be in the spotlight
- Over selling of ideas
- Attempts to persuade/influence
- Fast paced environment
- Straight to the point with little to no filter.

What they want from others

You can help them to learn:

- Controlling their time
- Emphasis on clear results
- Sticking to completing the task
- Sense of urgency
- Emotional Control
- Objectivity
- Analysis of data
- Value of procedures

They may want from you/workplace

- Rewards
- Popularity
- Public recognition
- People to talk to
- Freedom from details
- Opportunity to be heard
- Approval and friendliness
- Casual warm relationships
- Variety
- Freedom to move around

Well known I's

Jim Carrey, Will Smith, Bill Clinton, Arnold Schwarzenegger, Robin Williams, Jennifer Aniston

Using DISC in your day to day!

S - Steadiness - Mother

Main Characteristics of a S

- Calm and steady
- Great listener - make a great counsellor
- Family is top Value
- Give them a job and they will finish it
- Always wants to maintain status quo
- Most loyal of all styles
- Down to earth
- Patient and careful
- Loves predictability and process
- If environment is unorganised, will organise it
- Put self second - long term can lead to low self esteem
- Hates change and will something sabotage it
- Will keep opinions to themselves

How to identify a S

How they talk:

- Asks HOW questions
- Warm, caring voice
- Reserved with opinions
- Listens more than talks
- Asks Vs Tells
- Slow, steady delivery
- Makes Small talk

What they do:

- Have many photo's of family
- Consults others
- Patient and tolerant
- Slow at making decisions
- Driven by comfort and certainty
- Embarrassed by recognition
- Subdued dresser
- Service orientated

What they want from others

You should try to:

- Be logical and systematic
- Let them go at their own pace
- Show how important they are
- Provide all the steps to completing a task.
- Tell them about change early
- Provide a secure environment
- Use sincere appreciation

Be Ready for:

- Friendly approach to others
- Resistance to change
- Difficulty with deadlines
- Difficulty prioritising
- Saying 'yes' to everything, even when under pressure
- Not wanting to disappoint

What they want from others

You can help them to learn:

- Openness to change
- Believing their successes are worthwhile
- To say No

- Short cut to methods
- Self Affirmations
- How to make their accomplishments known
- Speak up when having an opinion

They may want from you/workplace

- Private appreciation
- Status Quo
- Happy, calm relationships
- Standard Procedures
- Security and certainty
- Time to adjust to change
- Listen to them
- Sincerity and openness

Well known S's

Taylor Swift, Sandra Bullock, David Beckham, Mother Teresa, Princess Diana, Gandhi

Using DISC in your day to day!

C - Consciences - The Specialist

Main Characteristics of a C

- Captain of Pessimism
- Needs to be right
- Precise/ process driven
- Bases everything on logic
- Very slow in making decisions
- Takes long time to complete work
- Outstanding finisher
- Very diplomatic
- Respect is one of top 5 values
- Greatest fear - Work criticised
- Doesn't take about family or personal stuff
- Decisions made on facts
- Loves talking about what they specialise in
- Can come across as cold and standoffish
- Under pressure - over critical

How to identify a C

How they talk:

- Ask WHY questions
- Asks Vx Tells
- Listens more than talks
- Not a lot of reaction or emotion
- Precise and detailed in speech
- Slower Speech
- Lower in volume
- When they talk, be ready for their researched response

What they do:

- Focus on task and process
- Orderly
- Meticulous
- Hard to read
- Will look for errors
- Follow the rules
- Time conscious
- Loves working on their own
- Extremely organised

What they want from others

You should try to:

- Give clear expectations/ deadlines
- Show loyalty
- Be precise and focussed
- Provide all information
- Be tactful and reserved
- Let them do their job and report back to you.
- Value high standards

Be Ready for:

- Resistance to vague information
- Desire to double check
- Little need to be with others
- Will not listen if logic is not included
- Communicating through email
- Decisions with no importance to people.

What they want from others

You can help them to learn:

- Tolerance to conflict
- To ask for support
- Working within groups
- Acceptance of other ideas
- Tolerance of ambiguity
- Acceptance of their limits
- It's ok to be wrong - learn from it
- Perfection is limiting to their success.

They may want from you/workplace

- Clear expectations
- No sudden changes
- Chance to show expertise
- Limited exposure
- Business life environment
- Left to to their thing
- Providing with all relevant information

Well known C's

Albert Einstein, Bill Gates, Tiger Woods, Roger Federer, Clint Eastwood, Meryl Streep.