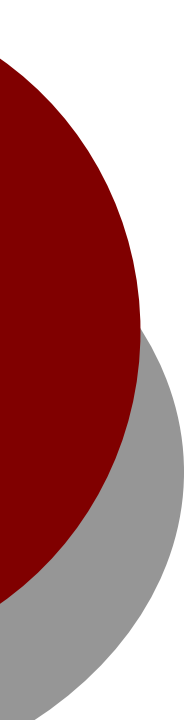


Personal Profile Workshop: A Plan to Understand Yourself and Others



We are your human resource.



- **I, Jamie Hasty,**
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Introductions

- Overview of Program...
 - Expectations
 - The DiSC Personal Profile System
 - Review of individual Profile
 - Understand the DiSC components
 - Behavioral Tendencies
 - Compatibility
 - Case Studies



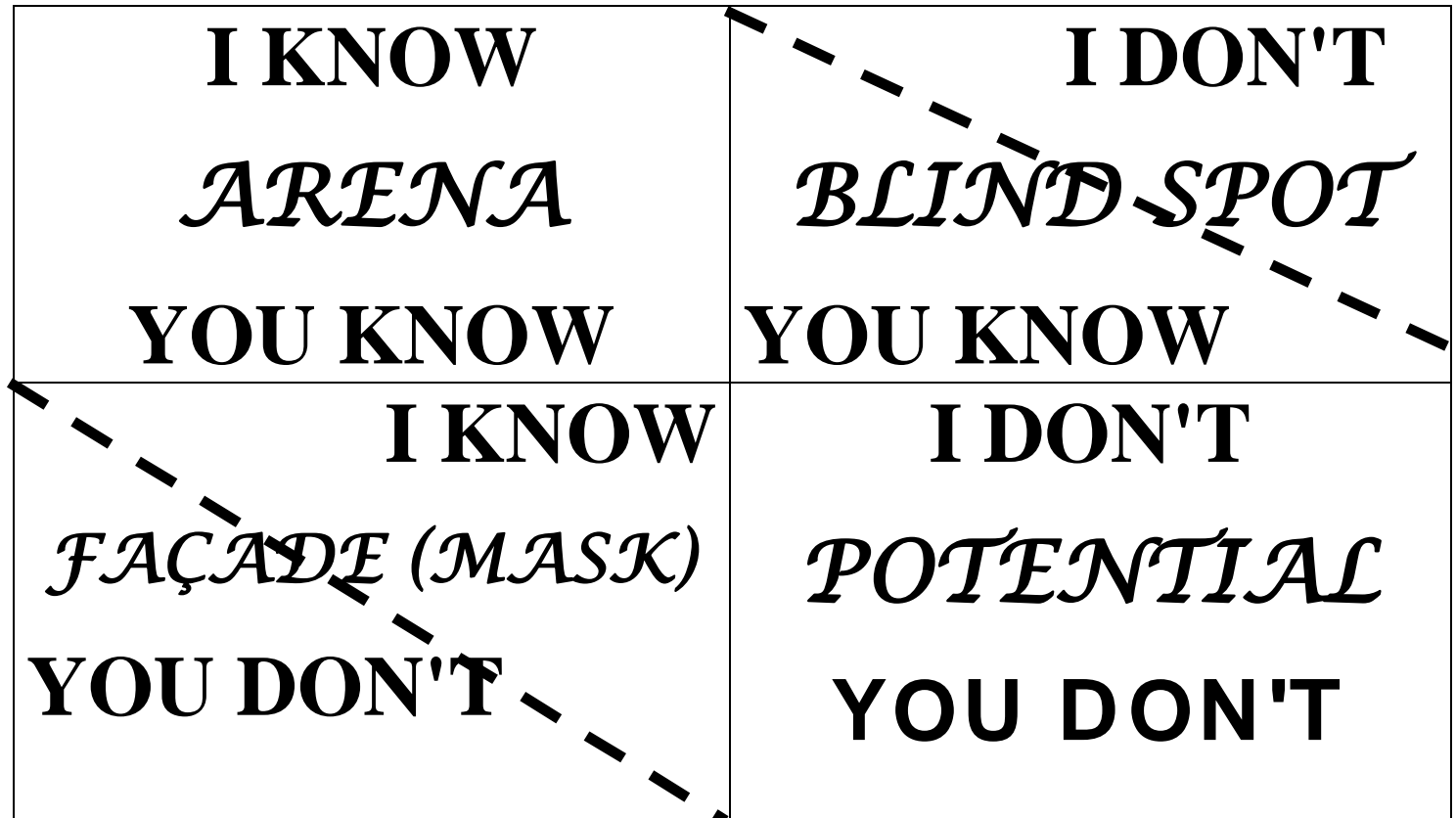
DiSC Personal Profile



Successful People

- Understand themselves and how their behaviors affect others
- Understand their reactions to other people
- Know how to maximize and leverage what they do well
- Have a positive attitude about themselves which increases others' confidence in them
- Know how to adapt their behavior to meet the needs of other people and particular situations

Johari Window





Motivating Principles

- You cannot motivate other people.
- All people are motivated.
- People do things for their own reasons.
- A person's strength overused may become a weakness.
- If I know more about you than you know about me, I can control communication.
- If I know more about you than you know about yourself, I can manipulate you.



What is Motivation?

- Why people do the things they do
 - All people are motivated
 - **Needs** – Physical, safety, emotional, esteem
 - **Values** – Standards that guide our lives and our choices
- What is Behavior?
 - A distinct way of thinking, feeling or acting
 - Our behaviors are motivated by our own personal **needs** and **values**



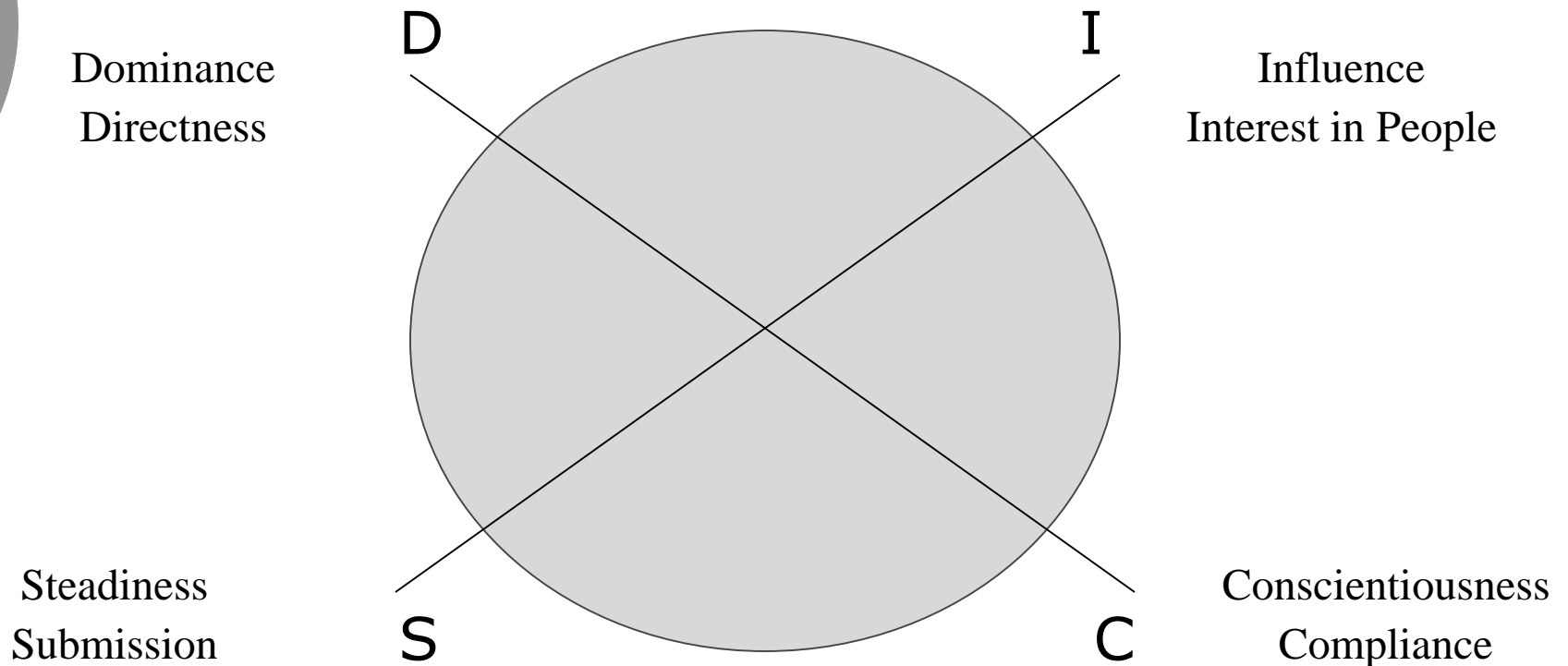
Behavior as Basis of DiSC

- People have natural ways of behaving which can be predicted
- People use different behaviors to get their needs met
- People are naturally motivated to get their needs met
- When you understand someone, you can then better predict their behavior
- Our basic behavioral patterns tend to remain stable because they reflect our individual identity

DiSC

- The way people respond is called behavioral pattern
- Dr. William Marston explained how such behaviors could be understood as four distinct types/styles of behavior:
 - Dominance
 - Influencing
 - Steadiness
 - Conscientiousness

Model of Human Behavior



Behavior is a series of responses based on perception of one's personal power in relation to the environment.



Behavioral Tendencies

- **High-D**
 - High “Sense of Personal Worth”
 - Task-oriented-needs results
 - Motivated by directness
 - Basic Fear-Being Taken Advantage Of
 - Lack of concern for others’ views, feelings



Behavioral Tendencies

- **High i**
 - Optimistic
 - People oriented
 - Motivated by social recognition
 - Basic Fear - Social Rejection
 - Disorganized



Behavioral Tendencies

- **High S**

- Pragmatic - the “Team” player, family oriented
- People-oriented
- Motivated by established practices
- Basic Fear - Loss of stability
- Possessiveness, willing to receive, may not give



Behavioral Tendencies

- **High C**
 - Accurate - the precision, “quality control” person
 - Task oriented
 - Motivated by their adherence to standards
 - Basic Fear - Criticism of their work
 - Overly critical of self, demanding of others

You know your D is too high when you . . .

- Are walking around a lake and decide to walk across it for a change of pace
- Declare your front yard a sovereign nation and attempt to reach a foreign trade agreement with Japan on car imports
- Feel the urge to direct traffic downtown at 5 p.m.
- Start reminiscing about the good old days when it was legal to duel with guns to settle an argument
- Arrive at work at 8 a.m. and by 8:03 a.m. no one is speaking to you
- Are honored as “Troublemaker of the Year” by the local garden club.

You know your I is too high when you . . .

- Leave a message on a friend's answering machine and need to call four times to leave your entire message
- Offer to help an elderly lady cross the street when she is sitting on her front porch with no intention of moving
- Try to impress your garbage collector by placing odor-absorbing devices in your garbage cans
- Feel like reading a book and invite five friends to come over to read it with you

You know your S is too high when you . . .

- Begin your summer vacation by reading all your insurance contracts
- Write a five page report at work when all you were asked is to write how many tickets you need for the office picnic



You know your C is too high when you . . .

- Are so diplomatic in firing a person that they thank you for it and offer to take you out to lunch
- Make a hobby out of checking the claims of laundry detergents
- Form your own quality circle to improve the quality of cooking in your home
- Ran out of gas on purpose to find out exactly how far your car goes on a gallon of gas



Cooking a Meal . . .

- The **D** can't cook without a microwave
- The **i** likes to cook for groups and has an extra place set at the table in case company stops by
- The **S** prepares a meal from scratch and rotates around a dozen standard recipes
- The **C** can't cook without a timer and measuring cups

Getting on an elevator on a busy morning . . .

- The **D** walks up, gets on the elevator, pushes the button, closes the door.
- The **i** lets others in saying “Always room for one more” and “Come in, you’re going to be late, we’ll wait for you!”
- The **S** will wait in line, moving from one line to another, appearing unable to make a decision.
- The **C** will get on the elevator. If it’s crowded, **C** will count the number of people and, if the number is over the limit, will make someone get off.

Seeing movie in a theatre. . .

- The **D** comes in late and makes everyone stand while they take a middle seat.
- The **i** attends in groups. They do the applauding and talking.
- The **S** gets there 15 minutes early.
- They are seeing the film again.
- The **C** is the movie critic and reads reviews before attending.

Reading a newspaper . . .

- The **D** mainly reads the headlines and scatters the sections in the process.
- The **i** will read the obituaries first to see if they know anyone.
- The **S** looks over the entire paper. They clip interesting articles.
- The **C** calls the newspaper if a word is incorrectly spelled.

Shopping for groceries . . .

- The **D** is the impulse shopper -- no list
- The **i** can tell you where everything is in the store whether you ask or not
- The **S** is prepared, has a list, and gets it done efficiently
- The **C** brings coupons and a calculator shopping

Program Conclusion

“Thank you for your attention and participation”

Jamie Hasty, Vice President



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management consultants