DISC, Values and TEAMS

Overview for Understanding Personality and Behavior

The Institute for Motivational Living, Inc.
The Performance Pyramid

TEAMS
“Actions”

DISC
“Relationships”

TEAM = Integrity + Leadership

EXCELLENCE + VALUES
“Hidden Motivators”

Service +
Environment

As environment changes, a person’s styles may change

Corporate Work
School Family
Friends Church
Community
## DISC Styles

<table>
<thead>
<tr>
<th><strong>D Style</strong></th>
<th><strong>I Style</strong></th>
<th><strong>S Style</strong></th>
<th><strong>C Style</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct</td>
<td>Influencing</td>
<td>Stable</td>
<td>Correct</td>
</tr>
<tr>
<td>Dominant</td>
<td>Interactive</td>
<td>Steady</td>
<td>Cautious</td>
</tr>
<tr>
<td>Decisive</td>
<td>Inspiring</td>
<td>Secure</td>
<td>Compliant</td>
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<tr>
<td>3% of population</td>
<td>12% of population</td>
<td>69% of population</td>
<td>16% of population</td>
</tr>
</tbody>
</table>
Dominant, Direct, Decisive
Influencing, Inspiring
Steady, Stable, Secure
Correct, Compliant, Cautious
Behavioral Principles
Style Characteristics

- High Ego Strength; Seeks Authority
- Impatient
- Greatest Fear - Being Taken Advantage Of
- Desires Change
- Does Many Things At Once
- Responds To Direct Confrontation

The higher the D value, the more active and intense an individual will be in trying to overcome problems and obstacles.
Enhance Communication With Ds:

Do:
• Be brief, direct, to the point
• Ask “What”, not “How”
• Focus on business, they desire results
• Highlight logical benefits
• Agree with facts & ideas, not with a person
• Discuss problems in light of how they affect outcome

Don’t:
• Ramble
• Repeat yourself
• Focus on problems
• Be too sociable
• Generalize
Style Characteristics

• Emotional
• People-Oriented
• Greatest Fear - Rejection
• Disorganized
• Optimistic
• Encouraging

The higher the I value, the more verbal and persuasive the person will be in trying to influence others to his/her way of thinking.
<table>
<thead>
<tr>
<th>Enhance Communication With Is:</th>
<th>Enhance Communication With Don’t:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do:</td>
<td>Don’t:</td>
</tr>
<tr>
<td>• Build a favorable environment</td>
<td>• Eliminate social time</td>
</tr>
<tr>
<td>• Let them talk about ideas, people, their institution</td>
<td>• Do all the talking</td>
</tr>
<tr>
<td>• Share testimonials</td>
<td>• Ignore their ideas</td>
</tr>
<tr>
<td>• Allow for social time</td>
<td>• Tell them what to do</td>
</tr>
<tr>
<td>• Write details, but do not dwell on them</td>
<td></td>
</tr>
<tr>
<td>• Create incentives for following through</td>
<td></td>
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</tbody>
</table>
Style Characteristics

- Loyal; Gentle Team Player
- Person of Substance
- Greatest Fear - Loss of Security
- High Level of Trust
- Possessive
- Resists Change; Adapts Slowly

The higher the S value, the more a person is resistant to change. In addition, the higher the S value, the more a person prefers to start and complete one project at a time.
Enhance Communication With Ss:

Do:
- Build a favorable environment
- Show genuine interest in them
- Ask “How” questions
- Patiently draw out their goal
- Give them time to adjust
- Define goals, procedures & their role in the plan
- Assure personal follow-up
- Minimize perceived risk

Don’t:
- Be pushy, aggressive or demanding
- Be controversial
Style Characteristics

- Perfectionistic
- Sensitive
- Greatest Fear - Criticism
- Accurate
- Requires Many Explanations
- Asks Many Questions

The higher the C value, the more the person will comply with rules set by others.
Enhance Communication With Cs:

Do:
• Prepare your case in advance
• Delineate pros & cons
• Use accurate data
• Assure them “No surprises”
• Use precise explanations
• When agreeing - be specific
• Disagree with facts, not with the person
• Give patient and diplomatic explanations

Don’t:
• Refuse to explain the details
• Answer questions vaguely or casually
What is the TEAMS Profile?

- TEAMS looks at the way we function and think in a group or team environment.
- TEAMS looks at 5 key roles that people perform to carry out goals and accomplish tasks.
- TEAMS does not measure ability, but rather preference. Job satisfaction, successful stress management, and productivity are all maximized when people are placed in their area of preference.
- TEAMS is the 3rd key component in predicting certain behavioral patterns. DISC and Values are the other two legs of this triangle.
TEAMS Styles

Executor
- Implementer
- Procedural
- Standard Setter

Analyzer
- Refiner of Methods
- Practical
- Organizer

Manager
- Balancer
- Diplomat
- Facilitator

Strategist
- Goal Setter
- Problem Solver
- Plan Builder
Style Characteristics

Theorist

• Role – The team member that generates ideas, models, and hypothesis

• Key Value to Team – They are able to think outside the box and create a paradigm shift

• Core Strengths – Creative problem solvers

Potential Limitation - The higher the Theorist value, the greater the chance of generating new ideas rather than focusing on completion of tasks.
Style Characteristics

*Executor*

- Role – The team member that implements the ideas, programs, and solutions developed by the team
- Key Value to Team – They are valued for their precision, accuracy, and dependability.
- Core Strengths – Doing things according to plan, and doing them well

Potential Limitation - The higher the *Executor* value, the greater the need for clearly defined processes and goals in order to be effective.
Style Characteristics

Analyzer

• Role – The team member that is always thinking quality control and refinement of the process or program

• Key Value to Team – They set high standards of excellence and weigh the downside risk vs. the potential rewards of an idea

• Core Strengths – Organization

Potential Limitation - The higher the Analyzer value, the greater the chance of becoming bogged down in the details of the project and losing sight of the end goal.
Style Characteristics

Manager

• Role – The team member that facilitates and balances the needs of individuals

• Key Value to Team – The ability to see a project from all the different team members viewpoints

• Core Strengths – Diplomatic, balanced approach to problem solving

Potential Limitation - The higher the Manager value, the greater the chance trying to balance all needs equally and losing sight of prioritizing key ideas and finishing to completion.
Style Characteristics

**Strategist**

- **Role** – The team member that identifies new concepts and ideas and has the ability to move them forward
- **Key Value to Team** – They find ways to overcome obstacles that would stop or slow down the progress of the team
- **Core Strengths** – They constantly provide solutions

Potential Limitation - The higher the Strategist value, the greater the chance of putting too much pressure and too high expectancy on others.
The Performance Pyramid

TEAMS
“Actions”

DISC
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Integrity +

Excellence +

Service +

Values
“Hidden Motivators”

=Leadership