

Developing Your Leadership Skills: With DISC Communication Styles

DISC METHOD

PERSONALITY INDICATORS

Virtual Session



12 Jan 2022

10:00 AM

12:00 PM

About this Session:

Presented by Keith Sorsdal of The Sorsdal Group, this Team Communication webinar introduces participants to the DISC communication styles. Being aware of these styles and how to effectively communicate with each one, will help you achieve greater success when you learn to value your strengths as well as those of others.



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Applying the Law of Awareness to Communication

The Law of Awareness states “You Must Know Yourself to Grow Yourself” – John Maxwell

Applying this law to communication means we need to first be aware of some areas in our life.

Here are a few questions to ask yourself to help discover a higher awareness about yourself.

1. What is my DISC communication style – a DISC assessment will tell you
2. What strength serves me the most – what strength moves you closer to the results you want
3. What challenge serves me the least – what inhibits forward progress for you
4. What is my most worthwhile emotion – the emotion that helps strengthen your relationships
5. What is my least worthwhile emotion – the emotion that seems to get in the way
6. What habit serves me the most
7. What habit serves me the least
8. What do I not know about me yet

“No one can produce great things who is not thoroughly sincere in dealing with himself.”

- James Russell Lowell

Practices to implement that will immediately improve communication:

1. Broadcast Noble Intent onto people whom you communicate with – believe people are doing their best
2. Allow the person to own their intent of what they are communicating – try not to override their intent with your perceptions





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Understanding that You are Unique, and so is Everyone Else

Just as everyone has unique fingerprints, the same is with our personality/communication styles. It is something we take with us everywhere we go. So, it is important to be able to understand and identify them in ourselves and others if we want to have effective communication.

Do You See What I See...

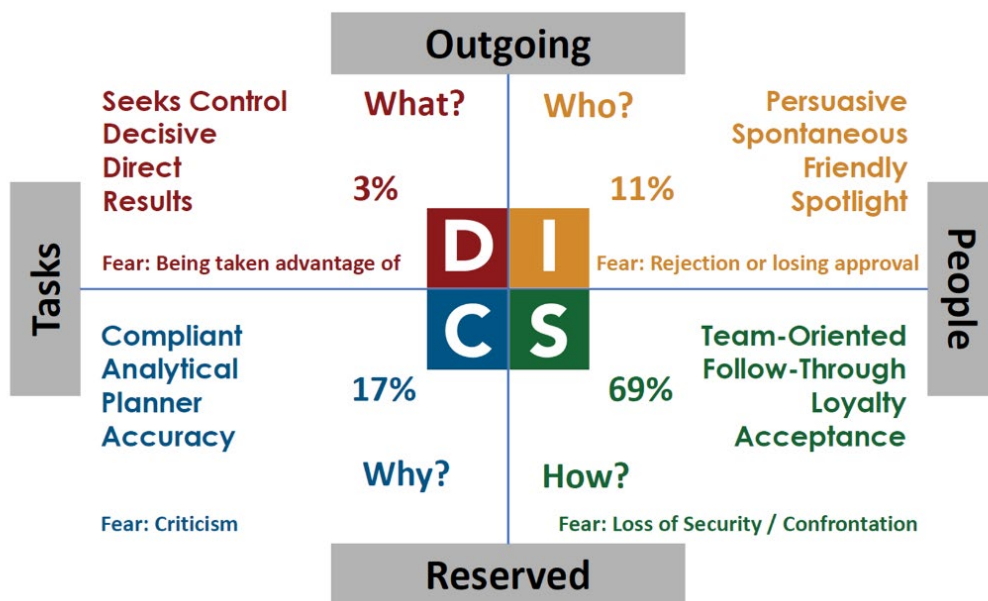
It is said we do not see the world as it is but as we are. Each of us filter what we see and hear through our perceptions that have been formed from our conditioning, perceptions, and life experiences. Understanding that no two people are the same, have the same life experiences or perspectives, we can better understand that each of us is unique in our own way. These differences in perspectives is the strength of a team. Viewing projects, problem solving, and tasks from a different angle or view – bringing options when it comes to solutions.

Looking To DISCover

1928, Dr. William Marston identified his DISC theory, which was published in his book, *Emotions of Normal People*.

His DISC theory identified that, while each of us is a combination of all four of these categories, we can connect our personality to style in varying degrees in these four areas: dominant, influencing, steady, and compliant.

Even though there are many personality assessments, that focus on four primary behaviors, it wasn't until Dr. William Marston developed his DISC theory that was formatted into a way to recognize behavioral patterns began to emerge in a way that was easy to understand.

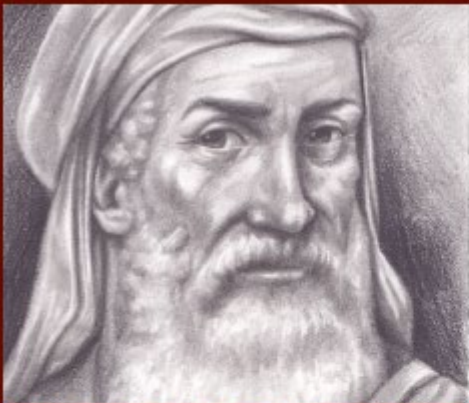
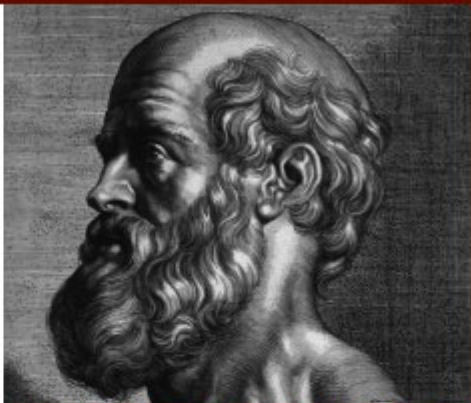






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444 B.C.	Earth - Air Fire - Water	440 B.C.	Choleric - Sanguine Phlegmatic - Melancholy
	EMPEDOCLES		HIPPOCRATES
	CARL JUNG		WILLIAM MARSTON
1921	Thinking - Feeling Sensation - Intuition	1926	Dominance - Influence Steadiness - Compliance





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Supporting Your Co-Worker if they are a D

- **Help them to**
 - Get results
 - Move Forward
 - Make Progress
 - Accomplish Goals
 - Tasks / Vision



Supporting your Co-Worker if They are an I

- **Help Them by**
 - Having fun
 - Spending Time with Them
 - Being approachable
 - Listening to them
 - Giving them the spotlight





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Supporting Your Co-Worker if They are an S

• Help Them by providing:

- Peace and Harmony
- Calm environment
- Safe atmosphere
- Non confrontational setting



Supporting Your Co-Worker if They are a C

• Help Them by:

- Giving quality answers to their questions
- Showing value to their work
- Acknowledging they are correct
- Keeping the unknown away from their world





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What style might you have a higher intensity in? Write in the space provided those characteristics that relate to you from each style. See which style you relate to most.

Now get your assessment and let's start growing. TheSorsdalGroup.com

THE PERSONALITY SYSTEM OVERVIEW

<div>D</div> <div>Dominant • Driver</div> <div><u>General Characteristics</u> Direct; Decisive High Ego Strength Problem Solver Risk Taker; Self-Starter</div> <div><u>Value to Team</u> Bottom-line organizer Places high value on time Challenges the status quo Innovative</div> <div></div>	<div>I</div> <div>Influencing • Inspiring</div> <div><u>General Characteristics</u> Enthusiastic Trusting; Optimistic Persuasive; Talkative Impulsive; Emotional</div> <div><u>Value to Team</u> Creative problem solver Great encourager Motivates others to achieve Positive sense of humor Negotiates conflicts; peace maker</div> <div></div>
<div>C</div> <div>Compliant • Correct</div> <div><u>General Characteristics</u> Accurate; Analytical Conscientious; Careful Fact-Finder; Precise High Standards; Systematic</div> <div><u>Value to Team</u> Perspective: "The anchor of reality" Conscientious and even tempered Thorough in all activities Defines situations; gathers, criticizes and tests information</div> <div></div>	<div>S</div> <div>Stable • Steady</div> <div><u>General Characteristics</u> Good Listener; Team Player Possessive Steady; Predictable Understanding; Friendly</div> <div><u>Value to Team</u> Reliable and dependable Loyal team worker Compliant towards authority Good listener; patient and empathetic Good at reconciling conflicts</div> <div></div>

