



CORN VILLAS  
CONSULTING



# DISC

**Gill Cook**

**Mentoring Associate (East and Midlands)**

# DISC model

- **D - Dominance**
  - **I - Influence**
  - **S - Steadiness**
  - **C - Compliance**
- 

# DISC

## Review the three Charts/Graphs:

1. Basic Behaviour (normal personality in work)
2. Potential Work Behaviour (what might be needed to be successful)
3. Probable Behaviour under Pressure (pressure profile)

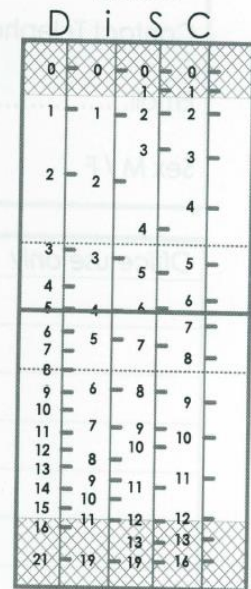
Chart 1  
Difference  
Basic Behaviour



Chart 2  
Most  
Potential work  
behaviour




Chart 3  
Least  
Behaviour under  
pressure



# Group exercise – Part I

## **Strengths and weaknesses of my type**

- What are your strengths?
  - What are your weaknesses?
  - To what extent do I match the type characteristics?
- 



# Group exercise – Part 2

## **What do I like about working with different types**

- Opportunities of working with this type



# Interpreting DISC results

## HIGH “D”

Recognise by these characteristics:

- Dominant, forceful
- Decision maker
- Results oriented, needs to achieve
- Blunt and to the point
- Demands respect
- Resists personal criticism

# Interpreting DISC results

Manage them by....

- Avoiding:
  - Telling him/her what to do - let them suggest
  - Attacking their character
  - Win-lose challenges
  - Ultimatums, give them options
- Motivate by giving:
  - Power and authority
  - Freedom from restraints
  - Opportunities to achieve results
  - Personal challenges

# Interpreting DISC results

## HIGH “I”

Recognise by these characteristics:

- Outgoing, life of the party
- Enthusiastic
- Confident, friendly
- Influential, persuasive
- Verbal, communicative
- Hates silence and working alone
- Needs praise



# Interpreting DISC results


Manage them by....

- Avoiding:
  - Negativism
  - Conflict
  - Personal rejection
  - Fixed environment
- Motivate by giving them:
  - Social recognition
  - Prestige & fun
  - Challenge & authority

# Interpreting DISC results

## HIGH “S”

Recognise by these characteristics:

- Team player
  - Thorough, systematic, prefers cyclical work
  - Dislikes sudden change
  - Even tempered
  - Dependable
  - Patient
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# Interpreting DISC results


Manage them by....

- Avoiding:
  - Sudden changes
  - Conflict
  - Aggressive behaviour
  - Multiple tasks
- Motivate by giving them:
  - Security
  - Sincerity & appreciation
  - Truth & loyalty
  - Stable environment

# Interpreting DISC results

## HIGH “C”

Recognise by these characteristics:

- Disciplined
  - Cautious, conservative
  - Critical thinker
  - Conscientious
  - Accurate
  - Likes things done in the right way
- 



# Interpreting DISC results

Manage them by....

- Avoiding:
  - Criticising their work
  - Asking highly personal questions
  - Incomplete data
- Motivate by giving them:
  - Work autonomy
  - Rules to follow
  - Professional development

# Any questions?

- Or if you think of anything later, contact me:
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