

## *Understanding DiSC Behaviors*

### *(to become more effective leaders)*

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1

## Warp Speed

1. Establish a pattern to get the ball from the starter to everyone and back to the starter.
2. You cannot pass it next door.
3. You cannot place it. The ball must be airborne between hands.
4. You have 5 minutes to do it as fast as possible.
5. How did you do? What did you see in yourself and others?

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## Introductions



**In Pairs:** please interview (2 minutes each), and be prepared to introduce your partner:

(note good interviewing and listening skills)

1. How does s/he describe her/himself? What is his/her job?
2. What surprised him/her the most about his/her DiSC profile?
3. One thing nobody knows, or one cool thing

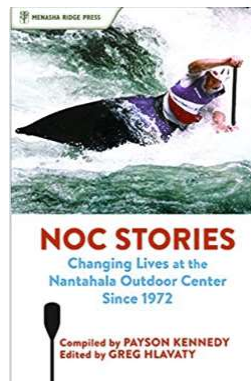
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3

## Who are these guys?? Camp, paddling, partners and mentors



Tom Southworth and John, 1972 Olympics



John and Gordon, 1979

4

## The family



5

## 1/4 second later...



Gordon Grant, your intrepid raft guide and coach in June, about to do a face plant in Nantahala Falls.

6



## Summer Camp-coming full circle



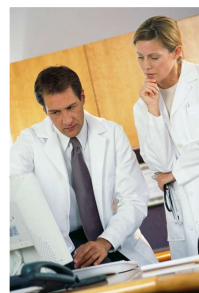
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7

7

## Goals


- ● ● Learn about DiSC® and the Everything DiSC Behavior Map
- ● ● Identify your style and explore the priorities that drive you
- ● ● Discover similarities and differences among the DiSC styles



8

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“I’m trying to decide if it’s more likely  
I know nothing about leading or  
everyone I work with knows nothing about following.”

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We grow as leaders to the extent that  
we gain self-awareness  
and social awareness (E  
and take action



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## Successful People

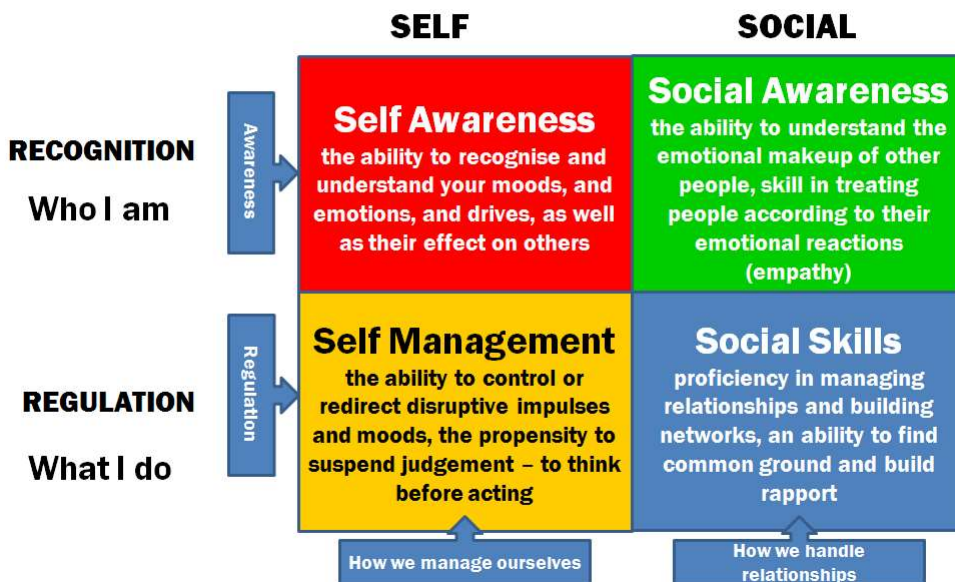


- ▶ Understand themselves and how their behavior affects others
- ▶ Understand their reactions to other people
- ▶ Know how to maximize on what they do well
- ▶ Have a positive attitude about themselves
- ▶ Know how to adapt their behavior

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## Emotional Intelligence



12

Norms—how we want to behave towards each other, today, in all our meetings, on the job generally, especially under stress

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## Johari Window

	Known to Self	Not Known to Self
Known to Others	Open	Blind
Not Known to Others	Hidden	Unknown

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14

## Behavior is...

- ▶ Observable
- ▶ Situationally-based
- ▶ Flexible
- ▶ Dynamic
- ▶ Based on thoughts and beliefs

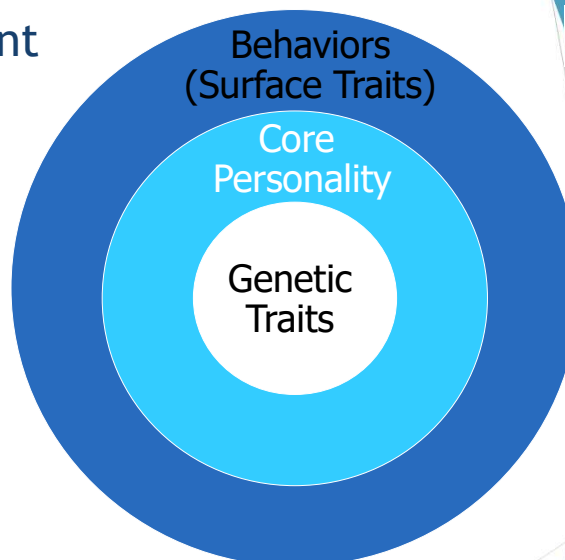
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15

15

## Self in Environment



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16

16



## William Marston and DiSC



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17

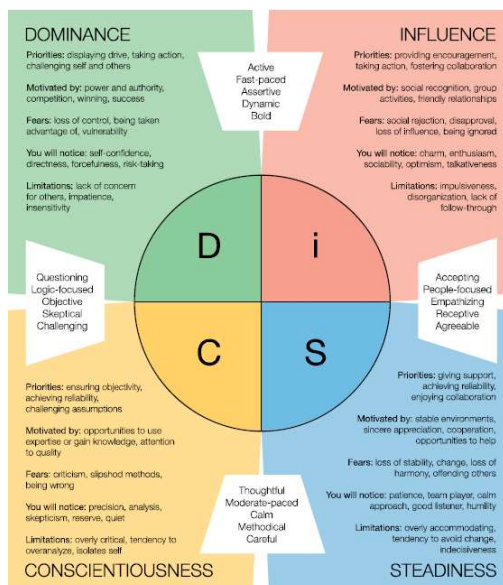
17

## Fundamental Factors

### Everything DiSC Workplace Profile

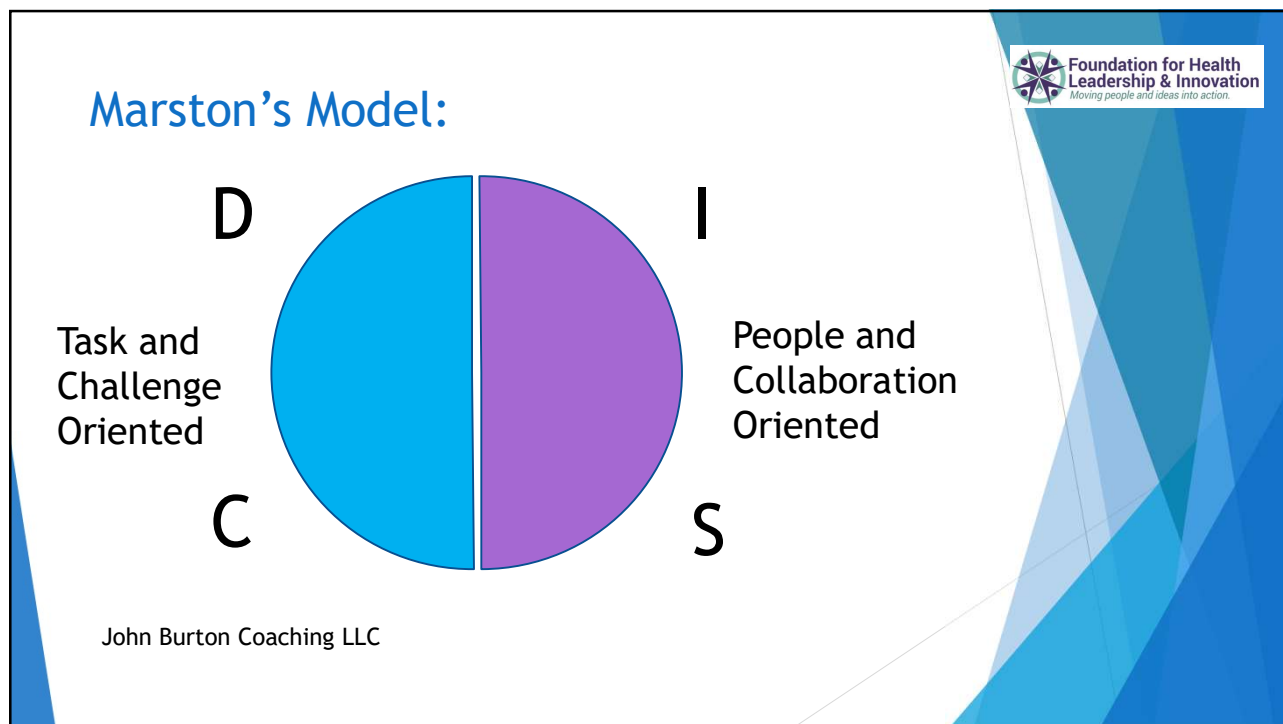
Page 7

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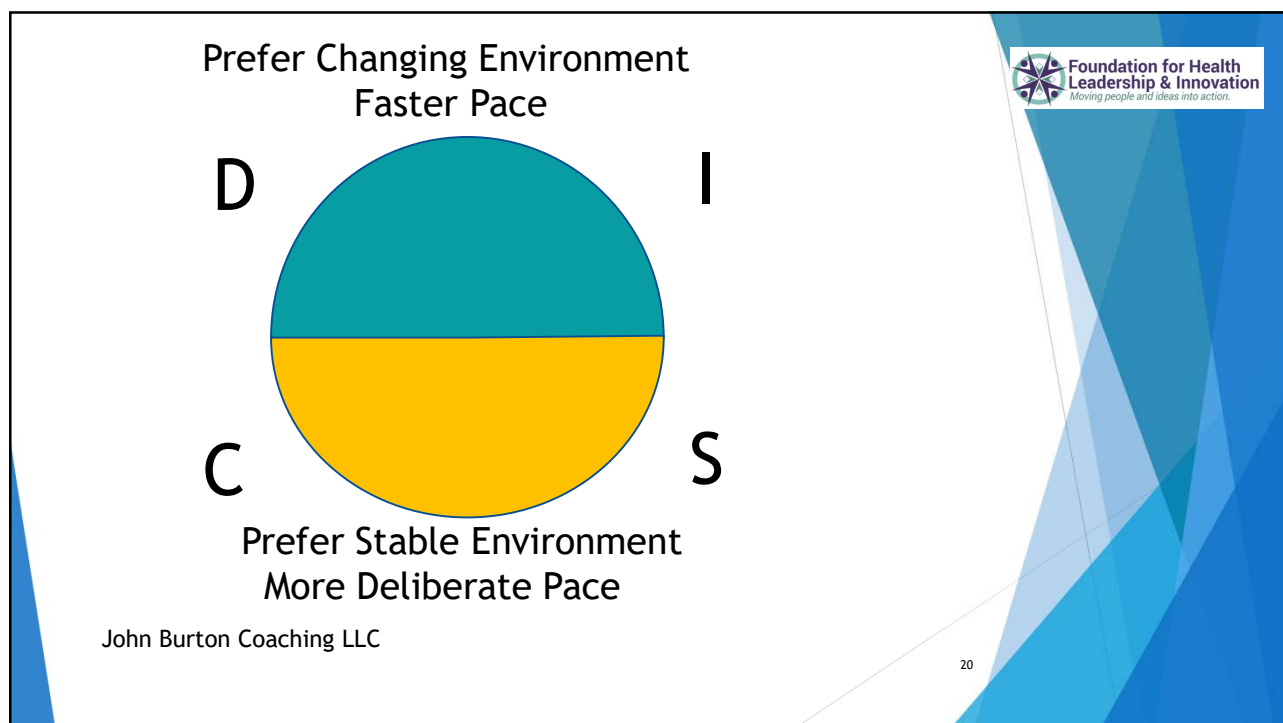


18

18



19



20

Don't

take it

personally

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Your Inclination

Slight

Moderate

Strong

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## Everything DiSC Profile

### Introduction to DiSC®



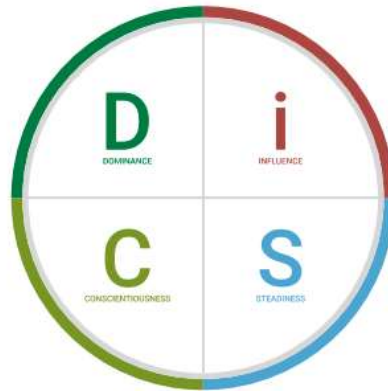
#### OVERVIEW OF THE DISC® MODEL

##### Dominance

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

##### Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic



##### Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

##### Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

23

## Your DiSC® Style

### Profile Page 3

#### YOUR DISC® OVERVIEW

How is this report personalized to you, Isaac?

In order to get the most out of your Everything DiSC Workplace® Profile, you'll need to understand how to read your personal map.

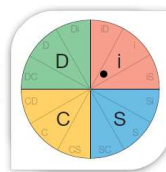
##### Your Dot

As you saw on the previous page, the Everything DiSC® model is made up of four basic styles: D, i, S, and C. Each style is divided into three regions. The picture to the right illustrates the 12 different regions where a person's dot might be located.

Your DiSC® Style: i

Your dot location shows your DiSC style. Because your dot is located in the middle of the i region, you have an i style.

Keep in mind that everyone is a blend of all four styles, but most people tend strongly toward one or two styles. Whether your dot is in the center of one style or in a region that borders two, **no dot location is better than another**. All DiSC® styles are equal and valuable in their own ways.



##### Close to the Edge or Close to the Center?

A dot's **distance from the edge** of the circle shows how naturally inclined a person is to encompass the characteristics of his or her DiSC style. A dot positioned toward the edge of the circle indicates a strong inclination toward the characteristics of the style. A dot located between the edge and the center of the circle indicates a moderate inclination. And a dot positioned close to the center of the circle indicates a slight inclination. A dot in the center of the circle is no better than one on the edge, and vice versa. Your dot location is near the center of the circle, so you are **slightly inclined** and probably relate to the characteristics of all four styles to some extent. Still, because your dot is in the i region, the characteristics of the i style may be most natural to you.

Now that you know more about the personalization of your Everything DiSC Workplace Map, you'll read more about what your dot location says about you. Then you'll learn about your personal map shading and profiles, and discover how this affects your preferences. After that, you'll learn some basics about the other DiSC styles and how to use that information to connect better with everyone in your workplace.

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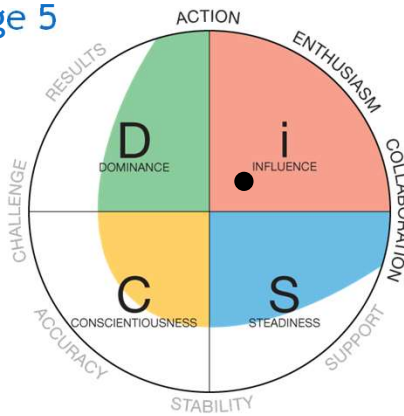
24

24

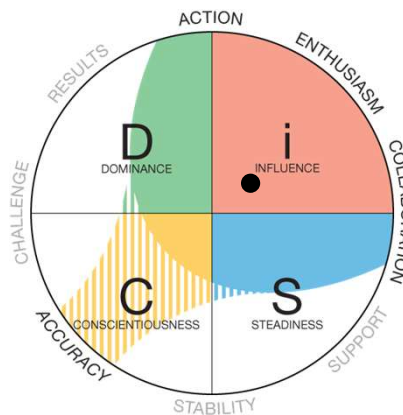


## Priorities of Your DiSC® Style

Page 5



i Style



i Style + Accuracy

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25

25

## Team View 2024 Bernstein Fellows and Friends



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26

26

## Your DiSC® Style Overview



### Profile Page 4

- Read and personalize

✓ = like you

X = not like you

? = not sure

- Underline three statements that best describe you

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#### YOUR DISC® STYLE & DOT

EVERYTHING DISC

##### Your Dot Tells a Story Your DISC Style is: I



Isaac, you may have noticed that your dot is just barely in the I region of the Everything DISC® Workplace Map. In fact, it's pretty close to all the DISC® styles. And so, even though you have a slight inclination toward the I style, you may find it relatively easy to relate to the D, S, or C styles as well. But since your dot is in the I region, this is the style that probably comes most naturally to you.

Since you're most inclined toward the I style, you probably enjoy relating to other people. You tend to have a fairly large network of friends and colleagues, and you may view a roomful of strangers as a fun opportunity to connect. Similarly, you're likely to get personal satisfaction out of introducing people who would not otherwise meet.

Because you're optimistic and enthusiastic, you may find it relatively easy to get people excited about your goals and ideas. When you speak, you're likely to promote your opinions with passion and wholeheartedness. Many people probably find your enthusiasm contagious. However, those who are more skeptical may feel that you are overly optimistic at times.

When communicating, you tend to be expressive, and you may increase your volume and gestures to get people's attention. Compared to most people, you have a stronger urge to process your feelings by verbalizing them. Because of your somewhat talkative nature, you may be comfortable taking the lead in conversations.

You genuinely enjoy being around other people. You're probably drawn to projects where you can work collaboratively. In group settings, you're able to bring people together. Most likely, you see team brainstorming sessions as leading to endless possibilities, and you tend to actively solicit ideas from other people.

Like others with the I style, you may strive to make favorable impressions whenever possible, and you're most likely fairly comfortable being the center of attention. In fact, you probably enjoy telling stories and entertaining others in a colorful, engaging way.

Most often, you tend to be accepting of new people and ideas. As a result, when other people offer their opinions, you sometimes may be reluctant to give negative feedback for fear of being seen as the "bad guy." At times, your optimism may also cause you to overestimate your own abilities or misjudge the difficulty of a task. However, your positive outlook can inspire others.

When conflict arises, you do your best to settle differences without letting things get out of hand. However, if things get heated, you may feel the need to outwardly vent your anger or frustration.

To avoid getting bored with routine, you like to have a variety of tasks on your plate. In fact, you probably enjoy initiating action and making gut-level decisions. Although you're often excited to start a new project, you may occasionally dive in without adequate planning or resources. Because you're fairly confident in your ability to improvise, you may use a somewhat more free-flowing approach.

Isaac, like others with the I style, your most valuable contributions to the workplace may include your ability to generate excitement, your high energy, and your desire to bring people together. In fact, these are probably some of the qualities that others admire most about you.

27

## DiSC Styles in

- Elevator
  - D keeps pushing the button over and over
  - I welcomes everyone in, packing if necessary, smiles with inclusive gestures
  - S checks to make sure everyone is comfortable and feeling good
  - C calculates average weight times # to make sure the elevator is not above the safe capacity
- Grocery store
  - D strides in purposefully, does self-checkout unless there is an empty checkout lane so s/he can get out faster
  - I chats up everyone they see, taking twice as long
  - S offers assistance to overwrought mom with kids, offers thoughts on good deals to random people
  - C brings a list, goes only to places on the list, shops for deals

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action.

28

## WIIFM...what's in it for me? (and WIIFU?)

If I/we got good at this “stuff”, i.e. self-awareness, paying attention, SEI, humility, inquiry, giving and getting feedback, how would I and my organization benefit?

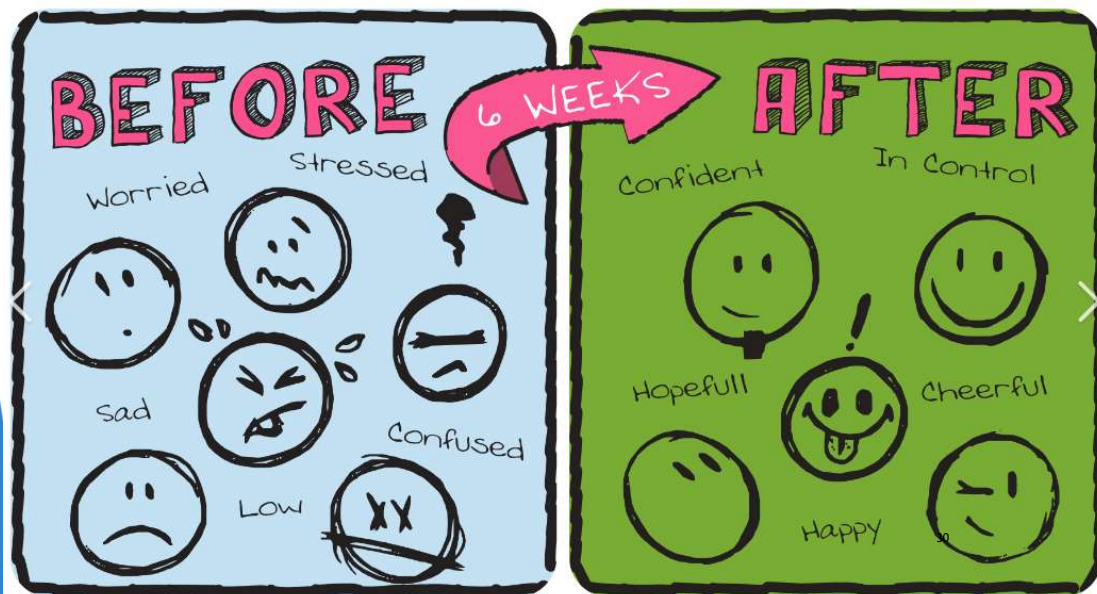
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29

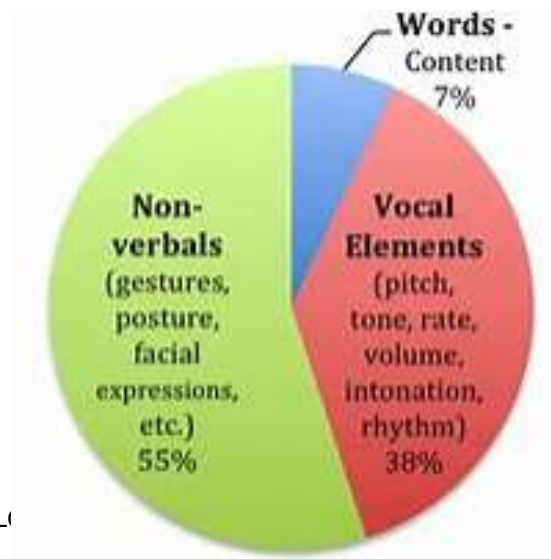
29

## Just sayin'



30

## Components of Communication



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31

## Feedback Models



- ▶ What went well \_\_\_\_\_
- ▶ What could have gone better \_\_\_\_\_

or

- ▶ Continue, Start, Stop

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32



## Feedback Models



When we gather in the mountains in June, you will get lots of practice at giving and receiving feedback. 😊

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33

## Action Plan-with an accountability partner?

	3 Days	3 Weeks	3 Months
One or two main goals			
Whom do I want to impact?			
What do I need to do?			
How will I know if I did it?			


34

# Goal Setting

S  
M  
A  
R  
T

Specific  
Measurable  
Attainable  
Relevant  
Time-bound

35



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Thank you! Go get 'em!

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36