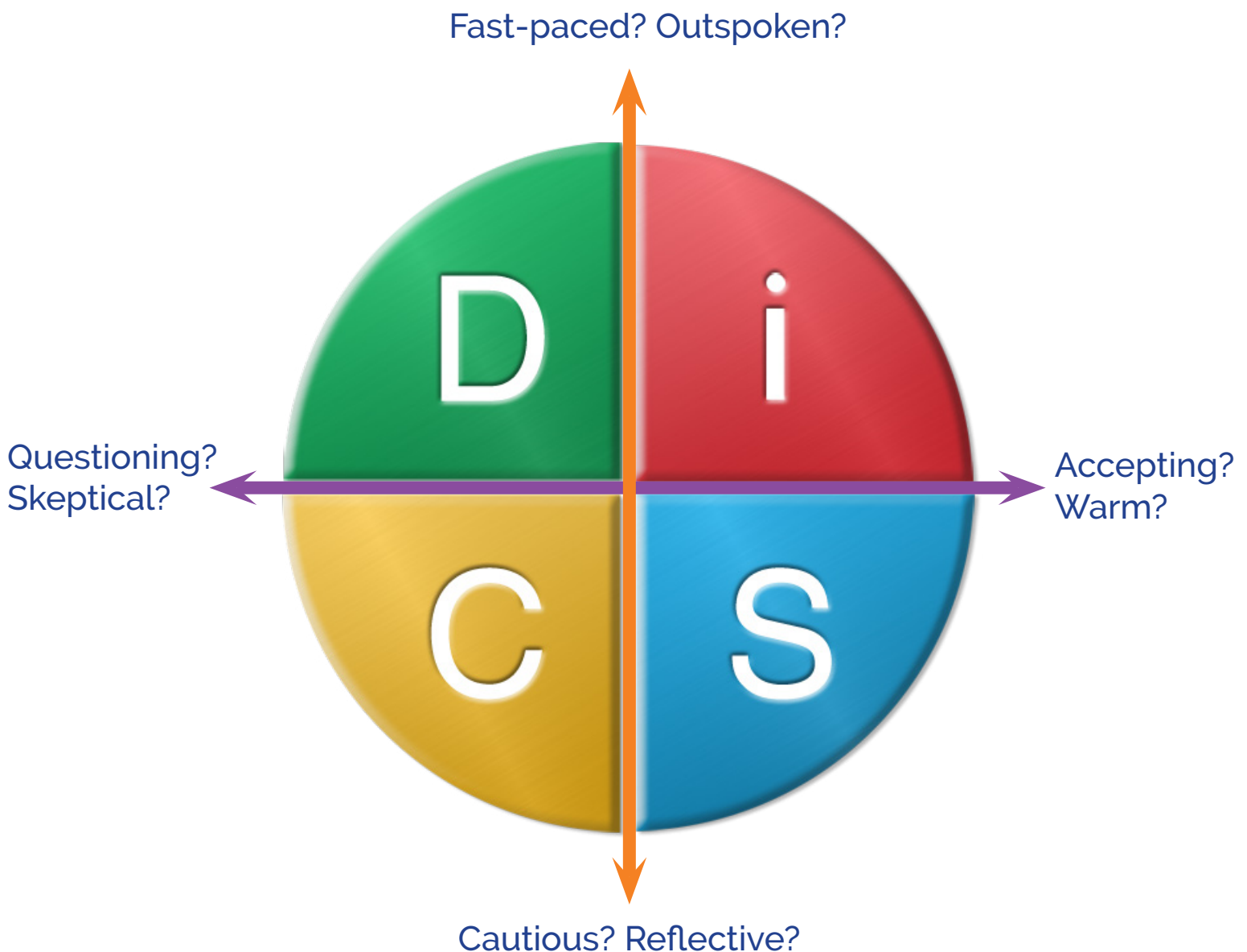


## Your DiSC® Style

While the full DiSC® assessment gives you the most detailed, accurate view of your style, these simple exercises will give you some insight into your communication preferences, and the preferences of people you work with.

Looking at the DiSC® circle below, and the characteristics around it, which words are you most drawn to or comfortable with? Keeping in mind that we all possess a blend of these traits, circle the ones that you resonate with most.

For example, if you think of yourself as fast-paced and outspoken, while also being warm and accepting of others, you are most likely an “i” style, even if you sometimes exhibit the other traits.



# People Reading: Identify Other's Styles

Using what you learned on the previous page, and the style traits listed below, make some notes about which style you think you and your colleagues fall into.

- ✦ Remember, people reading isn't meant to label people. Instead, it's a way to help us understand their interpersonal needs.
- ✦ There are no good or bad styles, and all styles have strengths and limitations.
- ✦ Everyone is a mixture of styles, so it may be difficult to read people correctly.

*Values:*



- ✦ having authority
- ✦ standing up for their point of view
- ✦ winning

*Stressors:*

- ✦ lack of control
- ✦ being challenged
- ✦ having to compromise

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*Values:*



- ✦ expressing themselves
- ✦ maintaining good relationships
- ✦ showing empathy

*Stressors:*

- ✦ having to be forceful
- ✦ feeling misunderstood
- ✦ giving people unpleasant feedback

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*Values:*



- ✦ a calm environment
- ✦ giving reassurance
- ✦ looking out for people's feelings

*Stressors:*

- ✦ dealing with argumentative people
- ✦ having people be angry with you
- ✦ being pushed to speak without having time to think

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*Values:*



- ✦ separating facts from emotions
- ✦ catching errors in arguments
- ✦ solving problems with logic

*Stressors:*

- ✦ having little time to reflect
- ✦ being wrong or unprepared
- ✦ chaotic situations

## Notes on DiSC<sup>®</sup> and People Reading

You can use these exercises on your own, or with your team or work group.

When I do this exercise in workshop settings, I ask everyone to stand up and move around the room, physically grouping themselves into the different traits and styles. The physical movement is a bit of a surprise and engages attention, while also helping to solidify what they are learning.

- ✦ Because we are all a blend of styles, keep in mind that some people may seem to exhibit characteristics from different styles at times. For example, an “S” style can be commanding and direct when they need to be, but it is not how they prefer to behave and it is probably stressful for them.
- ✦ All styles are valuable and can help to make up a collaborative, effective team.
- ✦ It is best to take an official DiSC<sup>®</sup> assessments to add detail and dimension to your experiments in People Reading.