




VUCA world



requires soft skills

team management, critical thinking, problem solving,
goal setting and motivation, conflict management,
coaching, creative thinking, cognitive flexibility, EQ





DISC

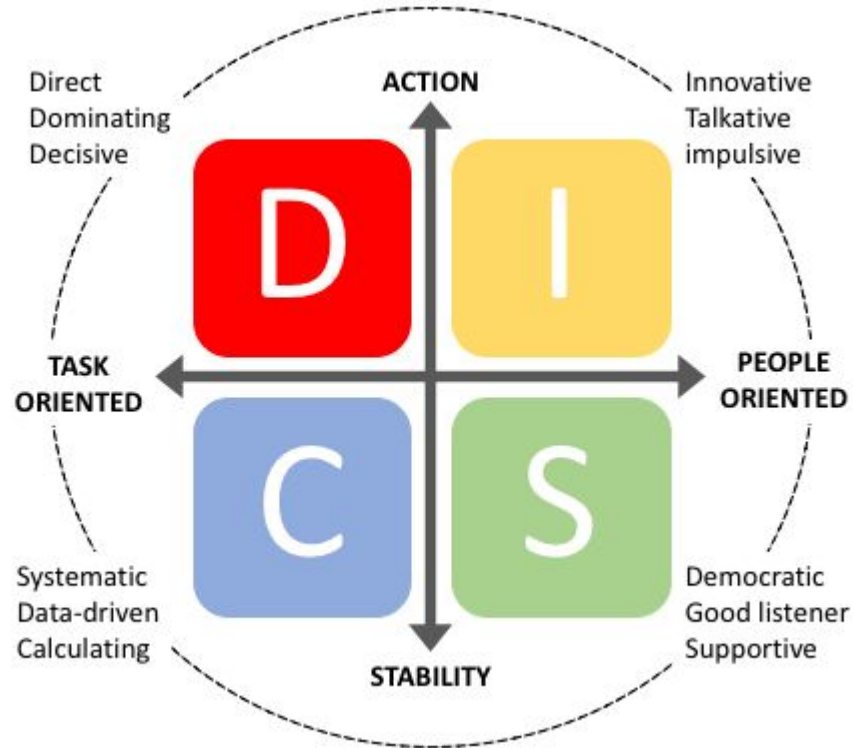


surrounded by idiots



When to use

- during interview
- team building - to have a strong and effective team and to evaluate team strength
- on people rotation (changes in team or position)
- when you need to resolve a conflict in a team
- understanding of your strong points
- for effective communication



DISC in details

Dominance I`m so sure! Yes = Yes Be a pro, take a stand	Influence I`m the best! Yes != Yes Praise, compliment
Compliance It`s correct/It`s wrong Yes = Yes Facts, figures, arguments	Steadiness Harmonious relations, minimum conflicts and competition Yes != Yes Be in relationship

**Не нужно обвинять
клоуна в том,
что он ведет себя
@nedopsihologiya
как клоун.**

**Лучше спросите у себя-
какого хрена вы
все еще в цирке?**

public, active

Dominance

Revolution, passion, fire, power, energy

- aggressive, ruthless, rigid, obstinate
- + independent, result oriented, effective,

Influence

Sun, warmth, interpersonal skills

- emotional, bold, lack of focus
- + positive, optimistic, perfect event planners and drivers

Compliance

Ice, exactness, cold, correctness, discipline

- critical, formalistic, disposed to reasoning and not making decisions and acting
- + accurate, orderly, thoughtful

Steadiness

Calm, stability, senses, relations, cooperation

- cannot say "no", very cautious, depend on other people opinions
- + perfect listeners and negotiators

observing, reactive

“robotic” **gestures**
vertical/horizontal

posture - straight,
no extra motions

“jellyfish” **gestures**
chaotic, fluent,
extensive
movements

posture -
asymmetric, lots of
movements

publicity

Power



Super star



rationality

Analitic



emotions

Relations

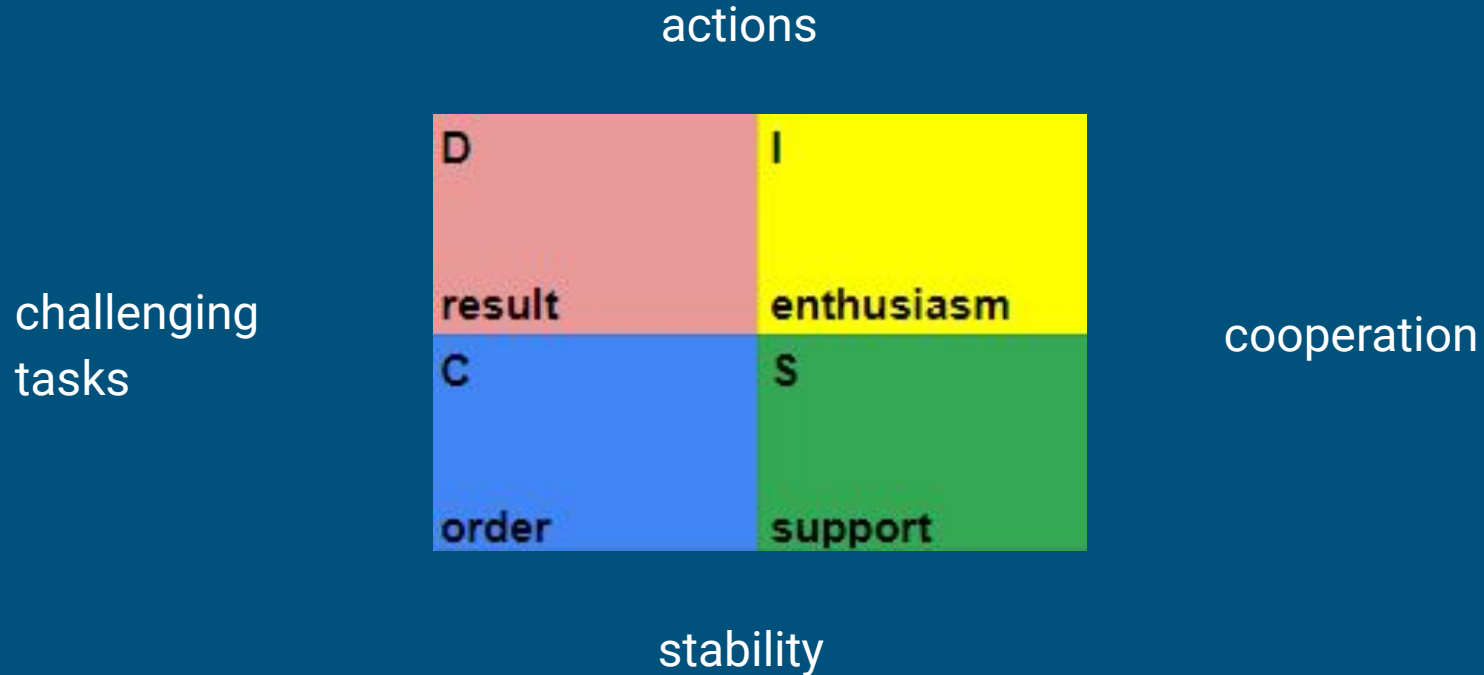


observers

How to define

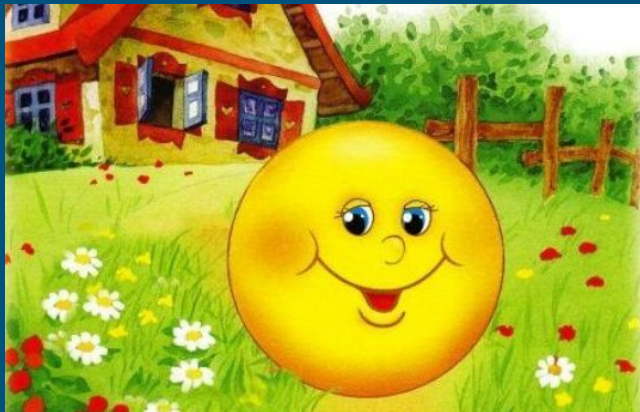
- posture - straight or not
- gestures - broken, rigid or open, fleshy, smoothing
- speech patterns
- define by a reversal - he/she is definitely not..

Motivation: what is important



aims for	power and authority	popularity and image	changes in work only after strong arguments	clear criteria of expected results
	wide area for his/her actions	public recognition of his/her skills	predictable routine	focus on quality and accuracy
	straight answers	freedom of expression	recognition for work done	business-like atmosphere
	possibility of promotion	outside work common activities	group identification	acknowledgement for real achievements
	no close control and monitoring	freedom of extensive details	no conflicts	possibility to show his/her competency
	no paperwork	possibility to offer suggestions		control over factors that influence work results
needs	challenging tasks	cooperation	be informed before changes take place	detailed planning
	periodic changes	objectivity in decision making processes	confirmation of need for them	proper rules, facts
	group membership	close management	instructions and guides for tasks	feedback
	career path	deadlines and priorities	friendly, open and honest colleagues	information arrangement
	no sit idle	entourage	information on how their work influences team results	

Practice



Practice



Zorg: "I hate warriors, too narrow-minded. I'll tell you what I do like though: a killer, a dyed-in-the-wool killer. Cold blooded, clean, methodical and thorough."



Fog: "We're sending somebody in to negotiate!"
[Korben walks into the room quickly, heads straight for the Mangalors leader and puts a bullet through his head]

Korben Dallas: "Anybody else want to negotiate?"



Leeloo: "Five hundred wars... Arms... Drugs... Money... Everything you create is used to destroy..."

Korben Dallas: "I told you not to read all that crap!"

Leeloo: "Protect life... Until death."



Ruby Rhod: "We'll find out everything there is to know about the D man: his dreams, his desires, his most intimates of intimates, and from what I'm looking at, intimate is this stud muffin's middle name! So tell me my man, are you nervous in the service?"

[points microphone at Korben]

Practice

Save



Gimli: "Legolas! Two already!"

Legolas: "I'm on seventeen!"

Gimli: "Huh? I'll have no pointy-ear outscoring me!" [kills another one]

Legolas: [shoots two more arrows] "Nineteen!"



Gimli: "Bring your pretty face to my axe."



Frodo: "Before you came along, we Bagginses were very well thought of. Never had any adventures or did anything unexpected."

Gandalf: "If you're referring to the incident with the Dragon, I was barely involved. All I did was give your uncle a little nudge out of the door."

Frodo: "Whatever you did, you've been officially labeled a disturber of the peace."



Gimli: "A merry hunt you've led us on, and now we find you... feasting and... and smoking!"

Pippin: "We are sitting on a field of victory enjoying a few well-earned comforts. The salted pork is particularly good."

A word cloud on a dark blue background. The central element is 'Q&A' in large, white, bold letters. Surrounding it are various question words in different colors and sizes: 'What?' (blue, orange, white), 'Where?' (yellow, orange, white), 'When?' (white, blue, yellow), 'How?' (yellow, white, blue), 'Who?' (green, yellow), and 'Why?' (yellow, white). The words are arranged in a circular pattern around the center, creating a dynamic and engaging visual.

Assignment

- discuss in the group chat the difference between manager and leader (you can also study the next slide or ideas)
- find a DISK test online, pass and analyse results
- define a DISC color for your relatives and friends

Pro-level

- define your team DISK profile

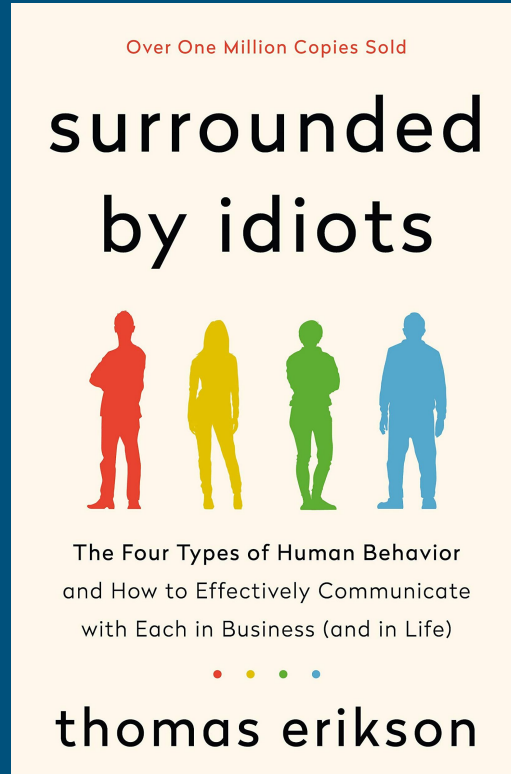
MANAGER'S PATH

DOING WHAT?

DOING IT HOW?



What to read



not the end :)

