

PERSONAL GROWTH LAB

2021

IIIT, Sri City
Online Session 4 for UG 3 & 4
Behaviour Styles using DISC

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Goals

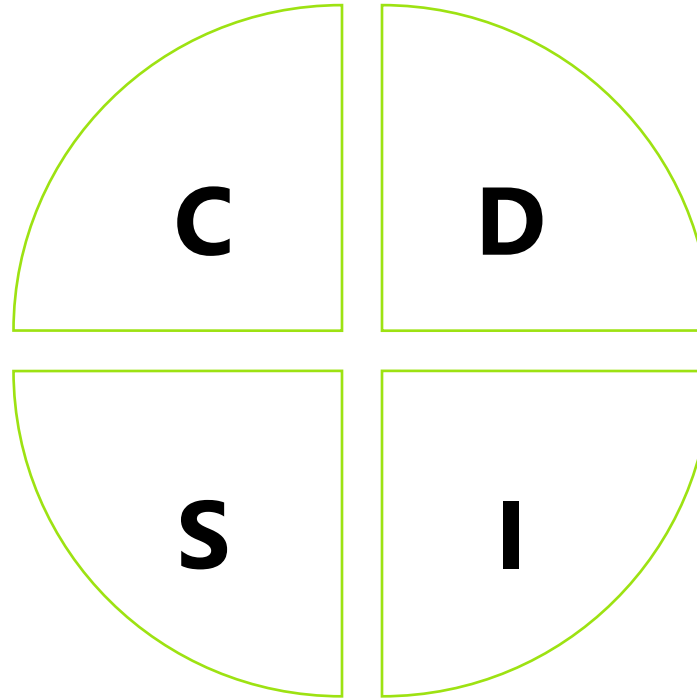
- Understand your own behavioural design, strengths and development areas
- DISC framework and experience the styles
- Know the benefits of applying a behavioural model.

Theories Governing Behaviour

- Gene Theory – I am made that way
- Make me feel theory – You make me feel
- You-owe me theory – If only you change
- Subconscious theory – Suddenly you got hold of me and I could do nothing.
- The fate theory – It was willed by Him

4 Dimensions of Normal Behavior

COMPLIANCE (“C” FACTOR)
How you handle rules and
procedures set by others



DOMINANCE (“D” FACTOR)
How you handle problems and
challenges

STEADINESS (“S” FACTOR)
How you handle change and
pace yourself

INFLUENCE (“I” FACTOR)
How you handle people and
influence others

D Characteristics

Dominance -
Problems and
Challenges

High D

Ambitious, Forceful,
Decisive, Direct,
Independent, Challenging

Low D

Peaceful,
Unassuming, Docile,
Slow

EMOTION

Quick
To Anger

High D > 50

- Challenge oriented
- Self starter
- Needs freedom from controls
- Innovative environment
- Not detail oriented

Low D < 50

EMOTION

Slow to Anger

- Relaxed & stable environment
- Low sense of urgency
- Very logical about what can be done
- Soft spoken & diplomatic
- A planning person

D Characteristics

POTENTIAL “D” STRENGTHS

- Takes a firm stand
- Problem-solver
- Likes challenging assignments
- Drive for results
- Positive, likes confrontation

POTENTIAL “D” WEAKNESSES

- Oversteps authority
- Argumentative attitude
- Fails to weigh pros and cons
- Insensitive to others' opinions/feelings

I Characteristics

Influence

People and Contacts

High I

Expressive, Enthusiastic,
Friendly, Demonstrative,

EMOTION

Optimistic

High I > 50

- Optimistic & enthusiastic
- Creative problem solving
- Motivates others towards goal
- Team player
- Very good communicator

Low I < 50

Low I

Detached, Reflective,
Analytical, Critical,

EMOTION

Pessimistic

- Will move away from people - prefers to be disconnected
- Will focus & be rational / objective in evaluating people
- Will be skeptical of people & have very few relationships

I Characteristics

POTENTIAL “I” STRENGTHS

- Socially and verbally aggressive
- Very optimistic
- Good at persuading people
- Can see the "big dream" and communicate it

POTENTIAL “I” WEAKNESSES

- May be careless
- In disciplined
- Overlooks rules
- Not time conscious

S Characteristics

Steadiness

Pace and
Consistency

High S

Methodical, Systematic,
Reliable, Steady, Relaxed,

EMOTION

Non
Emotional

High S > 50

- Dependable team player/loyal
- Works for a leader & cause
- Patient & empathetic
- Logical step-wise thinker
- Likes a stable & predictable environment

Low S

Intense, Pressured,
Impulsive, Excited,

EMOTION

Emotional

Low S < 50

- Has no problem in a chaotic environment
- Freedom from restrictive rules
- Can get hyper tense if things do not happen
- Multi-tasker
- Likes diverse situations

S Characteristics

POTENTIAL “S” STRENGTHS

- Loyal to those they identify with
- Good listener
- Patient and empathetic
- Likes to have team environment
- Long service is deemed important

POTENTIAL “S” WEAKNESSES

- Resists unwarranted change
- Takes time to adjust to change
- Not comfortable taking a firm stand
- Reluctant to express

C Characteristics

Compliance

Procedures and Constraints

High C

Analytical, Contemplative,
Conservative, Exacting, Careful,

EMOTION

Fear

High C > 50

- Critical thinker
- Maintains high standards
- Conscientious & steady
- Defines, clarifies gets information & tests
- Comprehensive problem solver

Low C

Free, Radical, Fearless, Free
Spirited, Uninhibited,

EMOTION

Fearless

Low C < 50

- Nothing bothers him
- Radical, unbending, goes by what he feels is right
- Can be arbitrary at times
- Careless with details may pick up only some key data

C Characteristics

POTENTIAL “C” STRENGTHS

- Critical thinker
- High standards for self and subordinates
- Well disciplined
- Maintain high standards

POTENTIAL “C” WEAKNESSES

- Not inspiring
- Avoids risks
- Analysis paralysis
- Needs to loosen/lighten up

My Insights and Actions

According to you what are your effective and ineffective behaviors?

Sl. No.	Effective Behaviors	Ineffective Behaviors
1		
2		

If your classmates were asked to do identify your effective & ineffective behaviors, would they tell the same about you?

My Insights and Actions

1. What are my strengths that I can offer to others?
2. What areas do I seek support from others, based on my style that are challenge areas?
3. How do I adapt support other styles that are very much required for working together?
4. To communicate effectively with others what should I need to do ?

Thank You

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