

Understanding DiSC



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The Color Code

Red

Blue

White

Gold



Personality Plus

Phlegmatic

Sanguine

Melancholy

Choleric



The Four Temperaments

Phlegmatic

Sanguine

Melancholy

Choleric



It's Just My Nature by Carol Tuttle

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2

3

4



The DiSC Personality Assessment

An assessment that has gotten a lot of traction in the workplace.



The DiSC Assessment

- No one, or no organization, owns DiSC**
- There are multiple versions based on DiSC**
- Different ways it can be administered**
- Different ways results can be interpreted**



The DiSC Assessment

Dominance

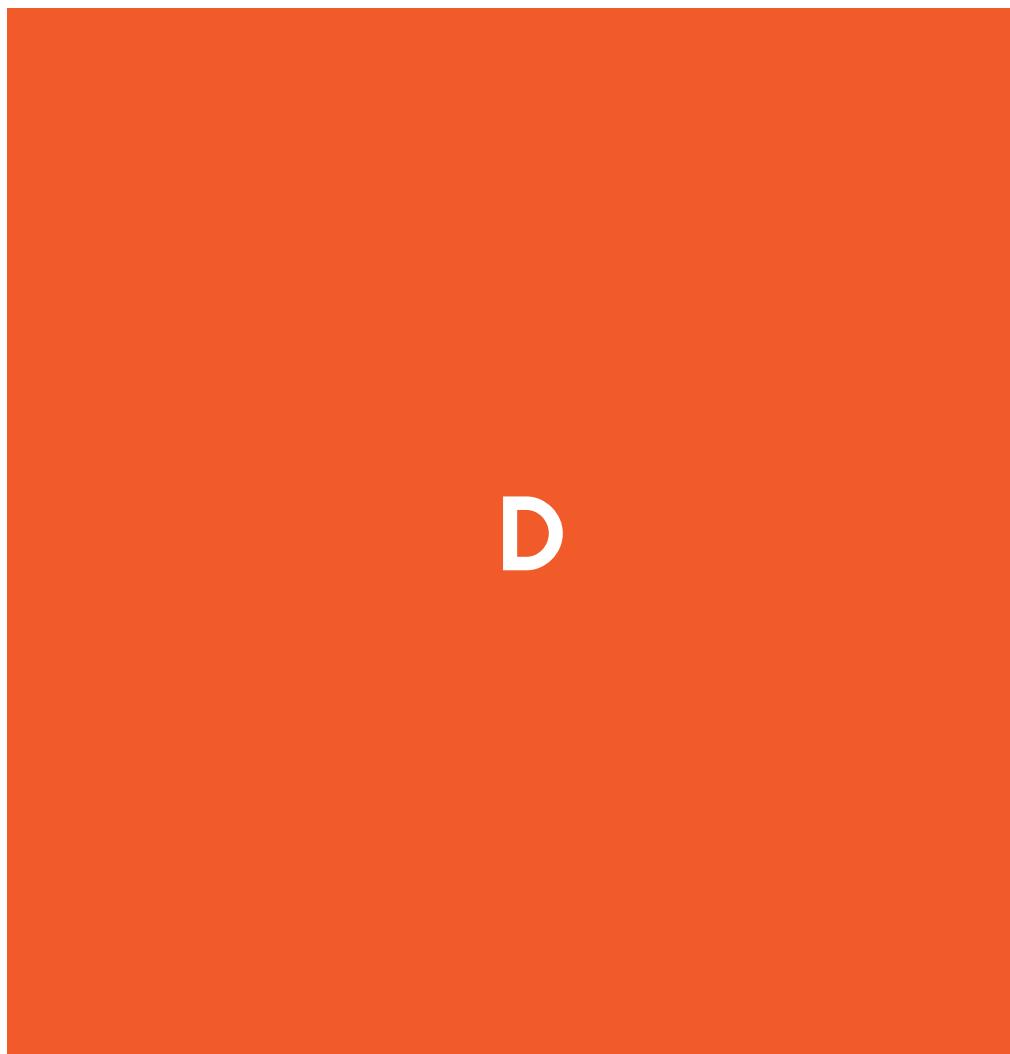
Influence

Steadiness

Conscientious



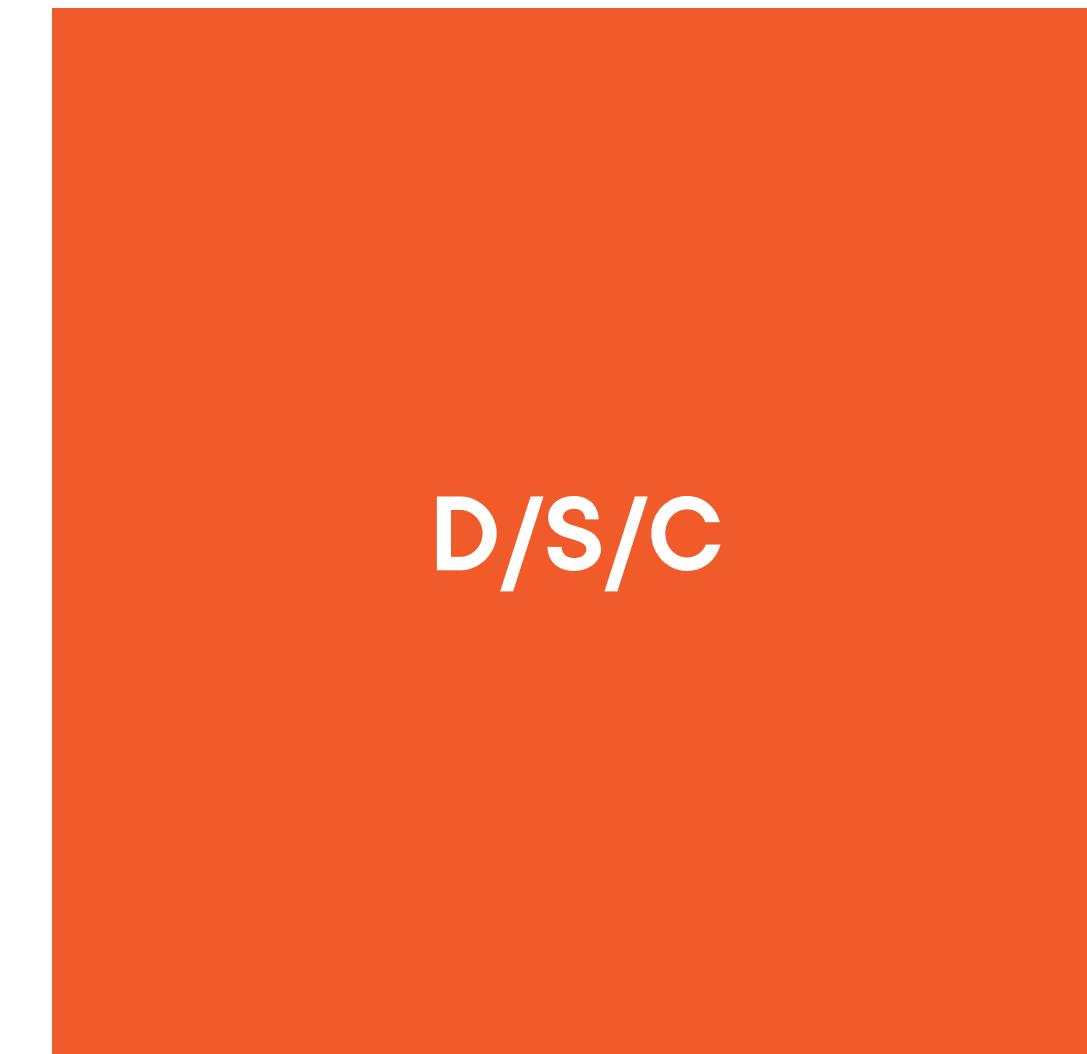
Typical DiSC Results



D



D/S



D/S/C



Dominance

Wants to win

Seems bossy

Needs to win

Creates a winning team

Seems to not care about others



Influence

- Brings people together
- Influence and persuade others
- “Let’s do this!”
- Energy, excitement, and enthusiasm
- May be less organized
- Maybe light on facts and details



Steadiness

- Work to get the job done
- Reduce contention within a team
- Want harmony
- Want people to enjoy the team
- Rules, roles, and order
- “Can’t we all just get along?”



Conscientious

Likes to learn

Likes to share what they learn

Appreciates quality and accuracy

Might be seen as a perfectionist

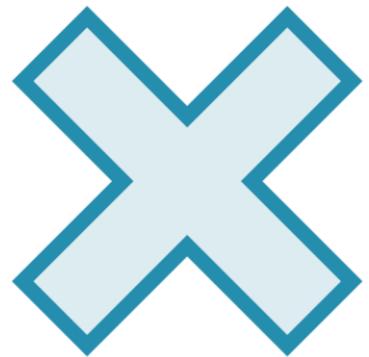






There is not right or wrong way to be.

Objective of Assessment Results



Not to become the same as others (or change yourself)



To gain an understanding of ourselves and others



Learn how we can improve relationships and communication





Observable behavior and observable emotions is a differentiator with DiSC.

Observable Behavior

When you had this situation before, how did you react?



Understanding the Questions

**Preferences and
tendencies**

Internal

**Observable
behaviors**

External







Past Behavior

Past behavior is a great indicator of future behavior.



Behavior-based assessments
may help you get more precise
results.



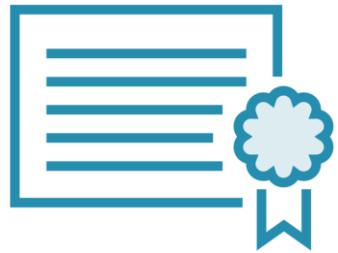
A professional photograph of a Black man with short, curly hair, wearing a light blue and white vertically striped button-down shirt. He is leaning forward over a desk, smiling broadly at the camera. His hands are visible; one is holding a white piece of paper, and the other is near a laptop keyboard. In the background, the back of a white woman's head and shoulders are visible, suggesting she is also working at the same desk. The setting appears to be a bright office or study environment.

**DiSC administrators are trained to
help you understand your results.**

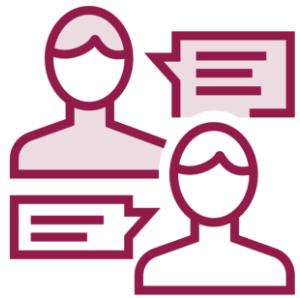
Debrief Your DiSC Results



Debriefing helps maximize learning and understanding



Look for someone qualified to help you understand



You can debrief with someone you trust



You can debrief by yourself (this can be harder)





- Set aside time**
- Remove distractions**
- Ponder assessment results**
- Think about your opportunities**
- Think about what all of this means**



Ponder This

What impact could this have on your career, your relationships, your communication, and your future?



Ponder This, Too

What could you learn about yourself that might increase job satisfaction or help you manage expectations you have about yourself?



Thoughts, Ideas, Epiphanies, and Action Items



- Could be a physical journal**
- Could be a series of emails to yourself**
- Could be a document in the cloud**
- There is power in journaling**
- Revisit the questions in this course for ideas**



Debrief any personality
assessment results for greater
insight into yourself.





A Dominant Example

- Known to be direct and forceful
- Work great when they are the only dominant
- Usually needs to be a main dominant
- Someone will need to relinquish tendencies
- Pair a D with an S to get a power partnership
- Look for complementary characteristics
- A team without complements misses out

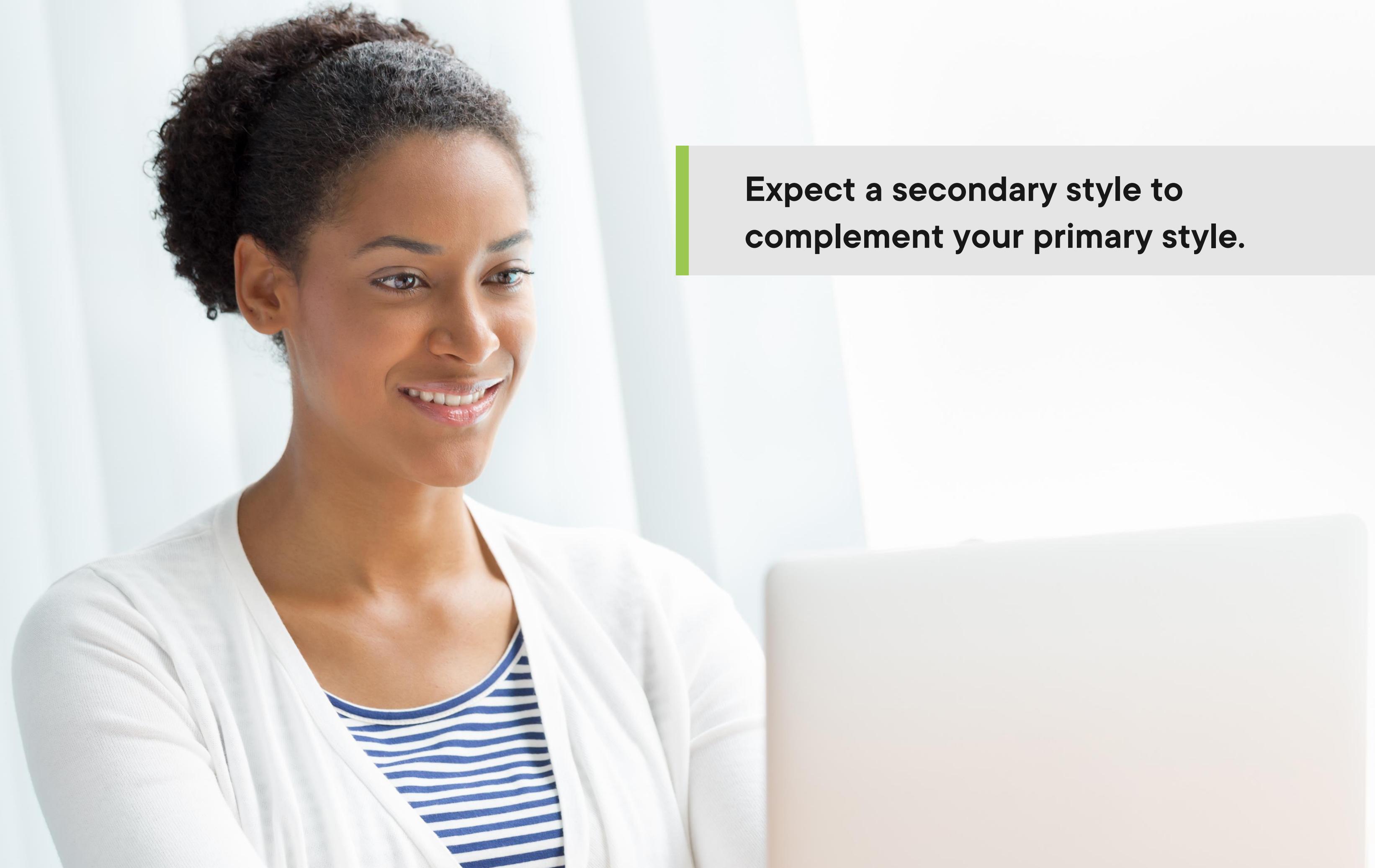




Consider personality types and styles as you build powerful teams.

Assessment results are used
to create winning teams.





Expect a secondary style to complement your primary style.

Assessment Purpose

To get a better understanding of who we are
and why we think and do things the way we do.



Assessment Purpose

To get a better understanding of who others are
and why they think and do things the way they do.







A Basic Theme

Respect the sliding scale. A dominant style, or assessment result, is not the only style or assessment result.



Allow for flexibility
when comparing
behaviors and results.



Behavioral Strengths and Soft Skills



- In my own career**
- When hiring others**
- In tense situations**
- With important relationships**
- When making sales**
- And more**



Course: Leading with Emotional Intelligence

Self-awareness

Self-regulation

Motivation

Empathy

Social skills



Course: Leading with Emotional Intelligence

Self-awareness

Self-regulation

Motivation

Empathy

Soft skills



Soft Skills



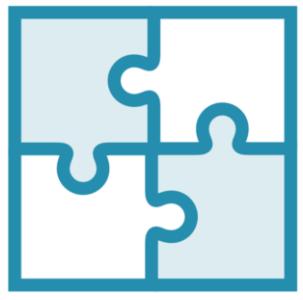
Help you communicate better



Help you understand others



Help you have richer relationships



Are an excellent complement to hard skills



Learn and Improve Your Soft Skills

**Have an
awareness**

**Learn tactics
and techniques**

**Regularly practice
these skills**



Different behavioral strengths and soft skills can be great in different situations.



Optimizing Your DiSC Results

Soft skills you inherently have and practice

- An S is probably a great natural listener
- Improve with best practices and tactics
- Become disciplined in your natural strengths
- Get the training you need
- Work towards becoming excellent

Identify skills to complement your skills







Two-fold Invitation

Naturally

**Work on these skills with
training and discipline**

Complementary

**Identify these skills and make
a plan to work on them**



I hope you have
continually growth,
especially with
your soft skills.





Course: Developing Your Personal Brand

Your Personal Branding Opportunity

To take things you've learned and use words, phrases, and ideas to craft your branding statements.



Creating Your Personal Brand

**What did you
learn from
assessment
experiences?**

**What personal
characteristics
were brought
to light?**



Where to Talk About Your Personal Brand

Interviews

Networking

Resumes

LinkedIn

Etc.



Be intentional about
what you put in
your branding
statements.



Branding Statement Example

I work best when I have lots of projects to work on.



Branding Statement Example

I excel at leading others, and I work well in stressful environments.



Branding Statement Example

I am not necessarily a good team leader, but I thrive when I have consistent work to do and the right resources.





**Beware of assumptions and stereotypes
that come with labels and generalizations.**

One of the great things about these assessment results is that we can easily categorize and group people.



One of the worst things about these assessment results is that we can easily categorize and group people.





**“I didn’t know programmers
could be public speakers!”**

Intentional Branding Overcomes Assumptions

Stereotypes can be very wrong

People already have assumptions about you

Some assumptions will not be favorable

Be intentional about your brand

Either way you'll have a brand



“I know I’m an introvert but I actually thrive in certain social situations. You can put me in front of customers, prospects, and executives and I can make a very compelling and persuasive presentation.”

Example personal branding statement





Intentionally overcome
unfair and inaccurate
stereotypes with a
personal branding
strategy.





More Information

Developing Your Personal Brand

Jason Alba



Summary



What the DiSC assessment is
Understand personality styles
How tasks are approached
At what speed people work
The importance of debriefing results
Complementary styles
Behavioral strengths are your soft skills



Up Next:
Better Relationships and Communication

