Personality and Communication

What is your favourite job category?

- Business/Systems Analysts
- Computer Operators
- Consultants
- Database Development & Administration
- Developers/Programmers
- Engineering - Hardware
- Engineering - Network
- Engineering - Software
- Help Desk & IT Support
- Management
- Networks & Systems Administration
- Product Management & Development
- Program & Project Management
- Sales – Pre- & Post- Security Specialist
- Team Leaders
- Technical Writing
- Telecommunications
- Testing & Quality Assurance
- Web Development & Production

Personality and Communication

- What is your personality?

Person places on emphasis on or results, the bottom confidenceopenness,

Dominant
- Direct
- Decisive
- Doer

- Domineering
- Demanding

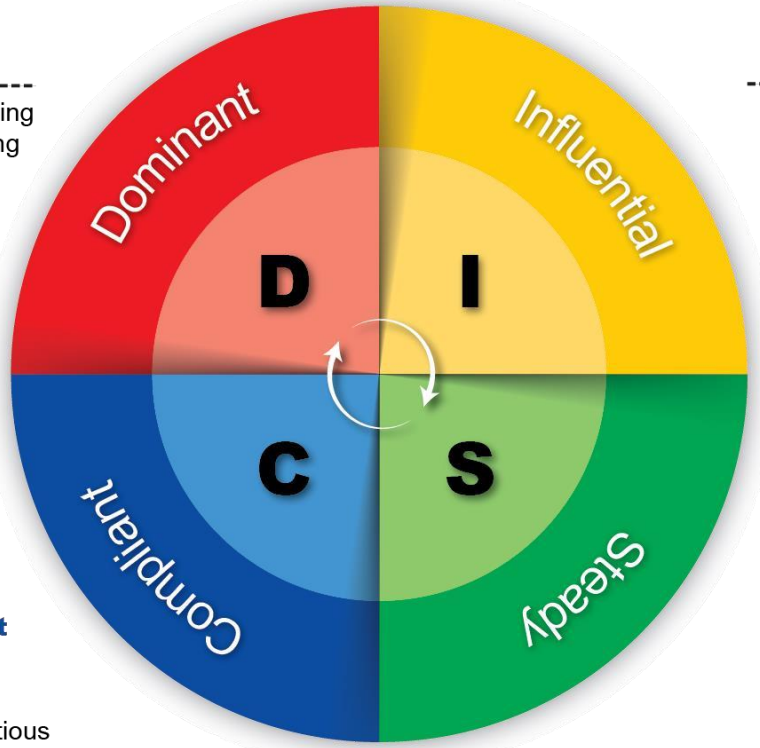
Active

Influential
- Inspirational
- Interactive
- Interesting

- Impulsive
- Irritating

Person places emphasis accomplishing influencing

persuading others, line, relationships



Person places on emphasis on accuracy, sincerity, expertise, competency

Compliant
- Cautious
- Careful
- Conscientious

- Calculating
- Condescending

Reflective

Steady
- Stable
- Supportive
- Sincere

- Slow
- Sensitive

Person places emphasis quality and cooperation,

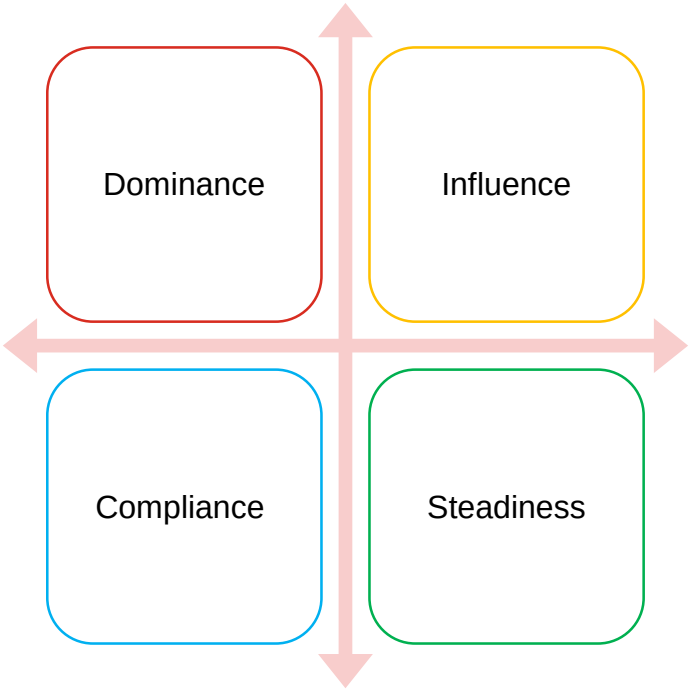
dependability

http://thesalesevangelist.com/how-disc-profiling-can-help-you-sell/

Personality and Communication

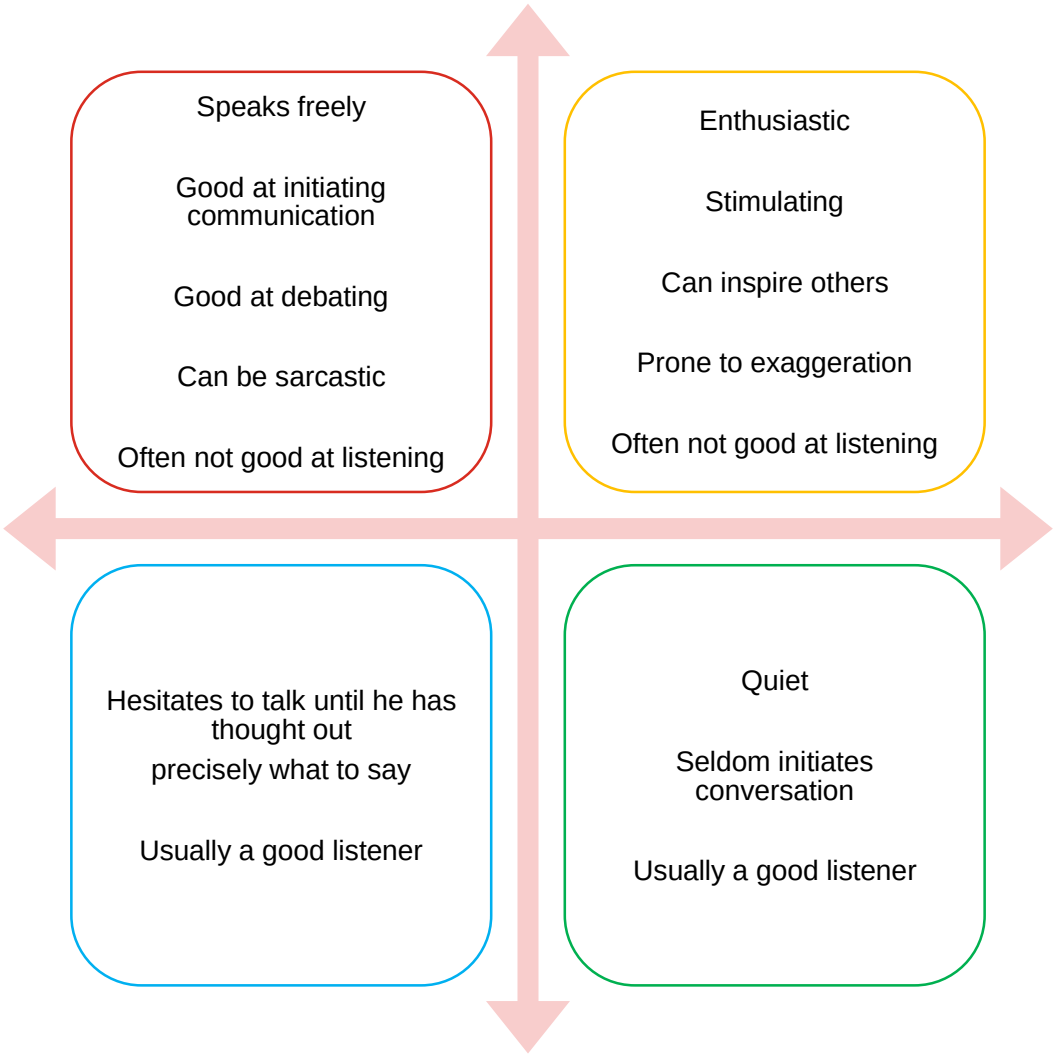
- **DISC** is a behavioural assessment tool
- Initial theory by Dr William Marston (PhD from Harvard University)

- Widely used by recruiters to screen potential employees in several countries
- Help you to increase your self-knowledge
- Commonly used to solve team conflicts
- There are many questionnaires and commercial tools based on the theory with different accuracy and application



Video

Personality and Communication



Personalities

- **DC – challenge, results, accuracy**
  - Goals: Independence, personal accomplishment
  - Fears: Failure to achieve to their own standards
- **D – results, action, challenge**
  - Goals: Bottom-line results, victory
  - Fears: Being taken advantage of or appearing weak
- **DI – action, results, enthusiasm**
  - Goals: Quick action, new opportunities
  - Fears: Loss of power
- **ID – action, enthusiasm, results**
  - Goals: Exciting breakthroughs
  - Fears: Fixed environments, loss of approval or attention
- **I – enthusiasm, action, collaboration**
  - Goals: Popularity, approval, excitement
  - Fears: Rejection, not being heard
- **IS – collaboration, enthusiasm, support** –
  Goals: Friendship
  - Fears: Pressuring others, being disliked
- **SI – collaboration, support, enthusiasm** –
  Goals: Acceptance, close relationships
  - Fears: forced to pressure others, facing aggression
- **S – support, stability, collaboration**
  Goals: Harmony, stability
  - Fears: Letting people down, rapid change
- **SC – stability, support, accuracy**
  Goals: Calm environments, fixed objectives, steady
  - Fears: Time pressure, uncertainty, chaos
- **CS – stability, accuracy, support**
  - Goals: Stability, reliable outcomes
  - Fears: Emotionally charged situations, ambiguity
- **C – accuracy, stability, challenge**
  - Goals: Accuracy, objective processes
  - Fears: Being wrong, strong displays of emotion
- **CD – challenge, accuracy, results**
  - Goals: Efficient results, rational decisions
  - Fears: Failure, lack of control

Personality and Communication

Is your favourite job category compatible with your personality?
If not, can you change your personality?

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