



Your Di Style

YOUR DOT TELLS A STORY

Because you have a Di style, Pamela, you're probably very active and push yourself to reach ambitious goals. You like to maintain a fast pace, and you have little patience for things that stand in the way of progress. Sitting still may be agonizing for you. Since you have a strong need for variety, you're often eager to seize new opportunities, even if it means changing directions quickly.

Most likely, you want to have the freedom to set your own course. While you're probably quite collaborative at times, you want to reserve the right to decide how to spend your time and energy. You tend to be frustrated by situations that require you to jump through a lot of hoops, and you dislike policies and procedures that get in the way of creativity and flexibility.

Because you have grand ambitions for your life, you're probably attracted to high-profile assignments that will allow you to maximize your talents. You're often happy to accept responsibility, and you probably enjoy opportunities to be in charge. While you have the ability to create forward momentum in a group, you avoid getting bogged down in the details and may prefer to delegate more in-depth responsibilities to others.

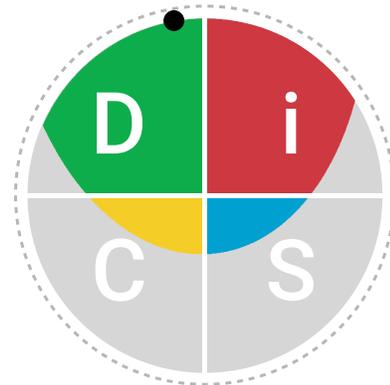
You tend to be bold and adventurous. Because you embrace the unexpected and like being spontaneous, you probably struggle with situations that require you to be more methodical or systematic. You're open to taking risks, and you're willing to make decisions based on your gut instinct when necessary. As a result, you may find your goals and decisions challenged by more analytical colleagues who stress objectivity.

Like others with the Di style, you probably make the connections you need to get results. Your persuasive powers allow you to work toward your goals by gaining the buy-in of others. Most likely, you're quite candid and self-confident, and other people may often look to you for leadership. You may have discovered that tapping into other people's ideas brings a better chance of success, so you often look for brainstorming opportunities.

When conflict arises, you probably approach it proactively in an attempt to resolve it quickly. However, when put under a great deal of pressure, you may become combative or belligerent, lashing out at others with little concern for the consequences. While unleashing your anger may seem cathartic, you may underestimate the impact that this intensity can have on others.

Because you want to be heard, you tend to become frustrated when you feel that your opinions are overlooked or marginalized. You may even run the risk of becoming too insistent if you feel your ideas aren't appreciated or accepted. You expect some public acknowledgement of your accomplishments, but you don't require a lot of gushing praise. And because you value recognition yourself, you're often generous with your compliments to others.

Pamela, like others with the Di style, your most valuable contributions to the workplace may include your high energy, your drive to achieve, and your ability to inspire others. In fact, these are probably some of the qualities that others admire most about you.



Your dot location determines your shading, which indicates your comfort zone. Activities associated with your comfort zone may come more naturally to you, while those outside may take more energy.

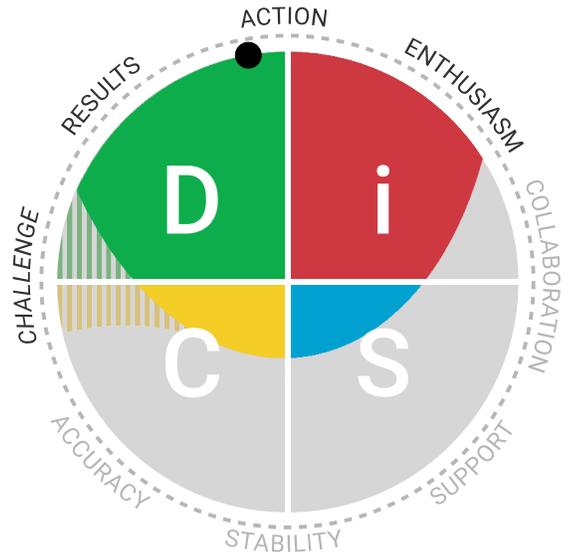


Your DiSC® Style at Work

WORKPLACE PRIORITIES

The eight words around the Everything DiSC® map are what we call priorities, or the primary areas where people focus their energy in the workplace. Your shading shows your comfort zone and the priorities that tend to shape your workplace experience. The closer your comfort zone shading comes to a priority, the more likely you are to focus your energy on that area. Everyone has at least three priorities, and sometimes people have four or five. Having five priorities is no better than having three, and vice versa.

Typically, people with the Di style have shading that touches Action, Results, and Enthusiasm. Your shading stretches to include Challenge, which isn't characteristic of the Di style.



Taking Action

Pamela, you want things to happen quickly, so you usually hit the ground running. You may grow impatient if something slows your rapid pace, and you expect others to do what's necessary to keep up. Most likely, your sense of adventure allows you to make quick decisions without much worry about the consequences. Your willingness to take fast action can help the group make swift progress.

Getting Results

People with the Di style are ambitious and focused on success. Furthermore, you tend to set the bar high and won't settle for minor victories. You favor plans that will yield the biggest payoff, and you're probably energized by innovation and risk. Your drive and intensity might be intimidating for others, but you're willing to do what it takes to achieve your goals and get results.

Generating Enthusiasm

Like others with the Di style, you tend to maintain a high energy level, even in the face of adversity. Most likely, you're passionate about your ideas, and your outward expression allows others to see your vision as clearly as you do. Furthermore, your confidence often inspires people to jump on board. Because you believe shared excitement for a common goal is important, you place a high value on generating enthusiasm.

Offering Challenge

Although it's somewhat unusual for someone with the Di style, you're probably willing to ask questions and challenge assumptions when presented with new ideas. You place a high value on competency, and when you spot a flaw, you're likely to speak up about it. Furthermore, if you encounter methods that you think lack common sense or a logical basis, you probably make others aware of your discomfort.



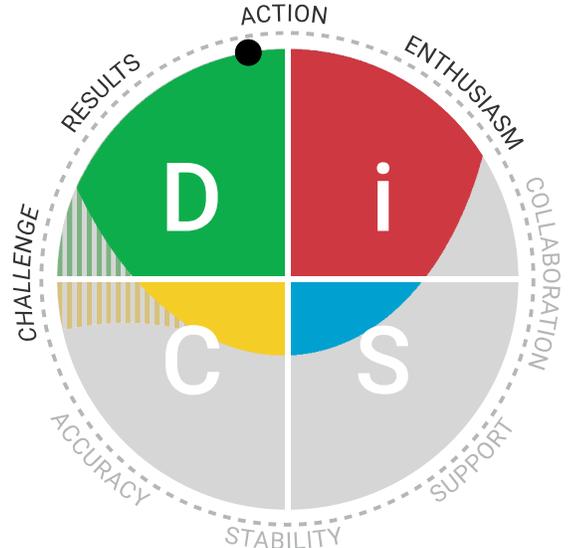
Strategies for Effectiveness

Pamela, the three key strategies below can help you apply what you've learned about your style to becoming more effective at work and positively contributing to your organization's culture.

1 CONSIDER THE IMPACT OF YOUR WORDS

You may have a matter-of-fact approach when dealing with others. At times, you may focus so intently on the topic at hand that you fail to read how others are receiving your words. Keep in mind that some people you work with may be more sensitive, and being too blunt could hurt their feelings. It's important to recognize when taking the time to exercise diplomacy would be more effective.

- Remind yourself that even if you think you're just stating the facts, others might take your message personally and shut down.
- In situations when your message seems to hurt someone, even if it's unintentional, apologize rather than brushing past their feelings.



2 GET BUY-IN BEFORE MOVING AHEAD

Because you usually have a clear vision of how you want things to be, you may charge ahead with your plans, even if there is only tepid support from your peers and partners. While you tend to have confidence in your ideas, if you fail to make sure others are on board, people will end up feeling alienated and resentful.

- Give people time to put their thoughts together rather than assuming that silence means agreement.
- Remember that many people will not share their concerns if you seem too forceful and determined.

3 GIVE OTHERS A CHANCE TO SHARE THEIR IDEAS

You may have a tendency to dominate conversations so that others don't have the opportunity to speak up. Keep in mind that not everyone is as outspoken as you tend to be, and you may end up missing out on their valuable insights. By inviting more collaboration and dialogue, you can benefit from the talents of those around you.

- Consciously seek out the opinions of those who tend to be more soft-spoken.
- Listen actively and acknowledge everyone's contributions, even if you disagree.



You and Other Styles

INTRODUCTION

Pamela, have you ever wondered why you connect well with some people, but find it harder to relate to others?

DiSC® gives you insight into your relationships by helping you appreciate where others are coming from. In this section, you'll learn about the different DiSC styles, so you can see what you and your colleagues have in common and where you differ. You'll explore how others' priorities compare to yours, and what that means for your relationships.

Seeing these priorities for what they are—areas where work is most meaningful for each of us—creates opportunities to appreciate differences. This lays the groundwork for stronger relationships based on understanding and respect.

YOU WILL LEARN

1. The workplace priorities of other styles
2. How well you might relate to those priorities
3. Your similarities and differences



Workplace

DiSC® MODEL AND WORKPLACE PRIORITIES

The priorities around the circle show where the different styles focus their energy at work. Your dot and surrounding comfort zone (shading) are also shown. Typically, people with the Di style have shading that touches Action, Results, and Enthusiasm. Your shading stretches to include Challenge, which isn't characteristic of the Di style.

Dominance

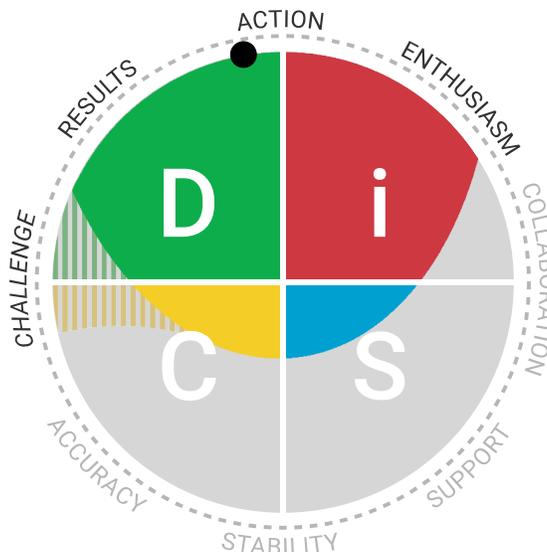
You will notice:

- Driving toward results
- Taking quick and bold action
- Challenging things that aren't working

Conscientiousness

You will notice:

- Striving for accuracy and high quality
- Taking a systematic approach to ensure stability
- Challenging flawed ideas and approaches



Influence

You will notice:

- Maintaining enthusiasm
- Taking quick action toward exciting possibilities
- Collaborating and socializing

Steadiness

You will notice:

- Being supportive and patient with others
- Collaborating and cooperating
- Being dependable and even-tempered to ensure stability



Build Better Relationships

INTRODUCTION

While everyone wants good relationships in the workplace, we may disagree on what that really means. A first step is simply understanding what that looks like for each other—how do we want to be treated?

DiSC® helps you understand the various ways people approach communication and collaboration. In this section, you'll explore how to connect with your coworkers, based on strategies that take their style and priorities into consideration as well as your own.

With this information, you can meet your coworkers where they are, leading to smoother, more effective relationships and a work culture built on respect.

YOU WILL LEARN

1. How to be more effective with each DiSC style
2. How to solve problems when working with each DiSC style
3. How to manage tension with each DiSC style



Workplace

DiSC® MODEL AND WORKPLACE PRIORITIES

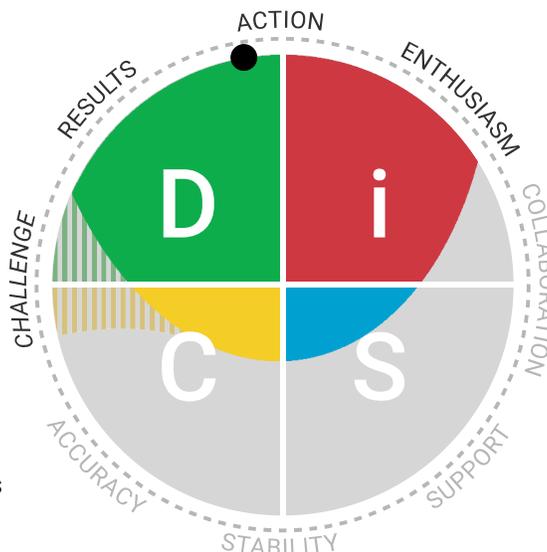
The priorities around the circle show where the different styles focus their energy at work. Your dot and surrounding comfort zone (shading) are also shown. Typically, people with the Di style have shading that touches Action, Results, and Enthusiasm. Your shading stretches to include Challenge, which isn't characteristic of the Di style.

D style responds well to:

- Directness
- Confidence
- Ability to get to the point quickly

C style responds well to:

- Facts and logic
- Calm and order
- Time and space to think things through



i style responds well to:

- Enthusiasm and excitement
- Positivity and optimism
- Warmth and openness

S style responds well to:

- Patience and calm
- Warmth and acceptance
- Diplomacy and consideration