

ASSESSING PEOPLE'S DISC STYLES

Directions: For each activity, determine which description fits a high D, I, S, and C style person. Write the letter in the blank.

GETTING ON AN ELEVATOR ON A BUSINESS MORNING:

- _____ Waits in line, but if it's too crowded takes the stairs.
- _____ Holds the elevator to let others in; says "always room for one more."
- _____ Walks up, gets on the elevator, pushes button to close door.
- _____ Counts the number of people on the elevator and if it exceeds the limit, makes someone get off.

SHOPPING FOR GROCERIES:

- _____ Shops without lists; tends to leave checkout line to get forgotten items.
- _____ Brings coupons and calculator to be sure of getting best deal.
- _____ Is prepared with a detailed list.
- _____ Enjoys telling you where everything is in the store.

ON THE GOLF COURSE:

- _____ Is a great scorekeeper, plays strictly by the rules, cleans the clubs frequently.
- _____ Plays golf the same day, the same time, the same place every week and has an umbrella in case of rain.
- _____ Spends more time in the clubhouse talking to people.
- _____ Drives golf cart aggressively; tends to play through groups of other golfers.

GARDENING:

- _____ Belongs to garden clubs.
- _____ Grows vegetables and has a 3-year supply of canned corn.
- _____ Does not allow weeds on own lawn and notifies neighbors upon seeing weeds on their lawns.
- _____ Hires someone to mow lawn.

ASSESSING PEOPLE'S DISC STYLES

Directions: For each activity, determine which description fits a high D, I,S and C style person. Write the letter in the blank.

GETTING ON AN ELEVATOR ON A BUSINESS MORNING:

- S Waits in line, but if it's too crowded takes the stairs.
- I Holds the elevator to let others in; says "always room for one more."
- D Walks up, gets on the elevator, pushes button to close door.
- C Counts the number of people on the elevator and if it exceeds the limit, makes someone get off.

SHOPPING FOR GROCERIES:

- D Shops without lists; tends to leave checkout line to get forgotten items.
- C Brings coupons and calculator to be sure of getting best deal.
- S Is prepared with a detailed list.
- I Enjoys telling you where everything is in the store.

ON THE GOLF COURSE:

- C Is a great scorekeeper, plays strictly by the rules, cleans the clubs frequently.
- S Plays golf the same day, the same time, the same place every week and has an umbrella in case of rain.
- I Spends more time in the clubhouse talking to people.
- D Drives golf cart aggressively; tends to play through groups of other golfers.

GARDENING:

- I Belongs to garden clubs.
- S Grows vegetables and has a 3-year supply of canned corn.
- C Does not allow weeds on own lawn and notifies neighbors upon seeing weeds on their lawns.
- D Hires someone to mow lawn.

APPRECIATING OTHERS

This activity has been designed to increase your understanding and appreciation of others. Brainstorm answers to the following questions.

What do you appreciate most about the **D** style:

What do you appreciate most about the **I** style:

What do you appreciate most about the **S** style:

What do you appreciate most about the **C** style:

APPROACHES TO PROBLEM SOLVING EXERCISE

Brainstorm two positive and two negative characteristics of each style as they participate in a problem-solving meeting.

Positive Characteristics	Positive Characteristics
<hr/>	<hr/>
<hr/>	<hr/>
Negative Characteristics	Negative Characteristics
<hr/>	<hr/>
<hr/>	<hr/>
D	I
C	S
Positive Characteristics	Positive Characteristics
<hr/>	<hr/>
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Negative Characteristics	Negative Characteristics
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ACTION PLAN

1. Record three of your greatest strengths and how they help you on your job.

2. Record one or two of your limitations and how they hinder your job effectiveness.

3. Record two or three of your strongest motivators. Are they currently in your environment?

4. Record one thing you could do at work to be more effective.

5. What specifically will I do to achieve a more collaborative working relationship with coworkers who display ***Dominance*** behavioral tendencies?

6. What specifically will I do to achieve a more collaborative working relationship with coworkers who display ***Influence*** behavioral tendencies?

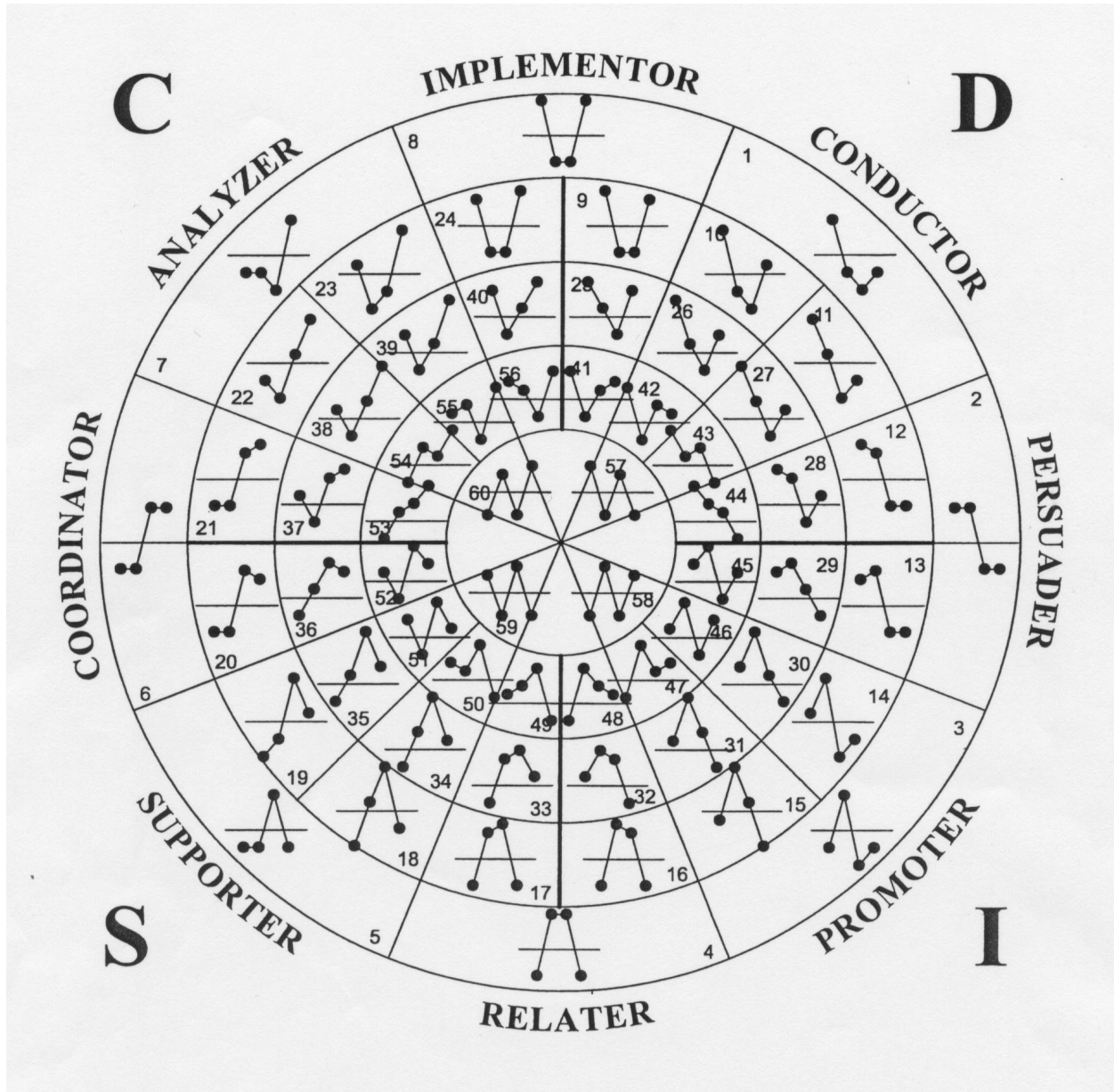
7. What specifically will I do to achieve a more collaborative working relationship with coworkers who display **Steadiness** behavioral tendencies?

8. What specifically will I do to achieve a more collaborative working relationship with coworkers who display **Compliance** behavioral tendencies?

9. What specifically will I do for my organization to increase its degree of work productivity as a result of what I've learned in this program?

10. Complete this summary learning statement:
"The most important thing I have gained from this experience is"

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