



# DISC Graph Reading and Application

[www.DISCPersonalityTesting.com](http://www.DISCPersonalityTesting.com)



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# Understanding Behavior Styles



# Understanding Behavior Styles

**Two Drives to Consider**

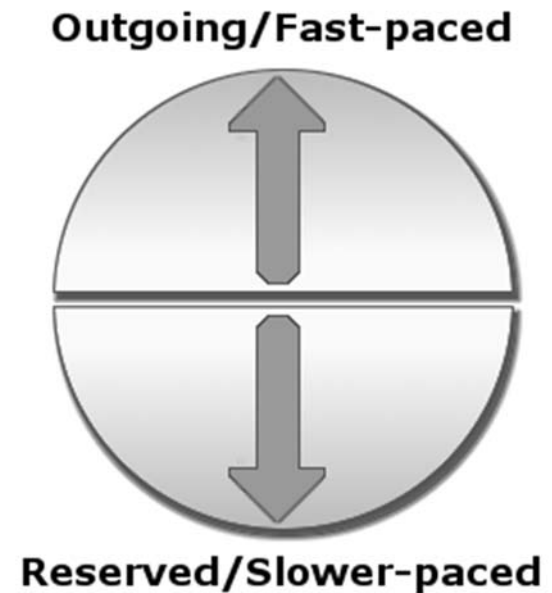
*Pace & Priority*

# The DISC Model

## Two Drives to Consider

### 1. Pace (or Motor)

- ✓ Relates to...
  - Speed
  - Intensity
  - Engagement
- ✓ Outgoing: **Faster** Pace
- ✓ Reserved: **Slower** Pace

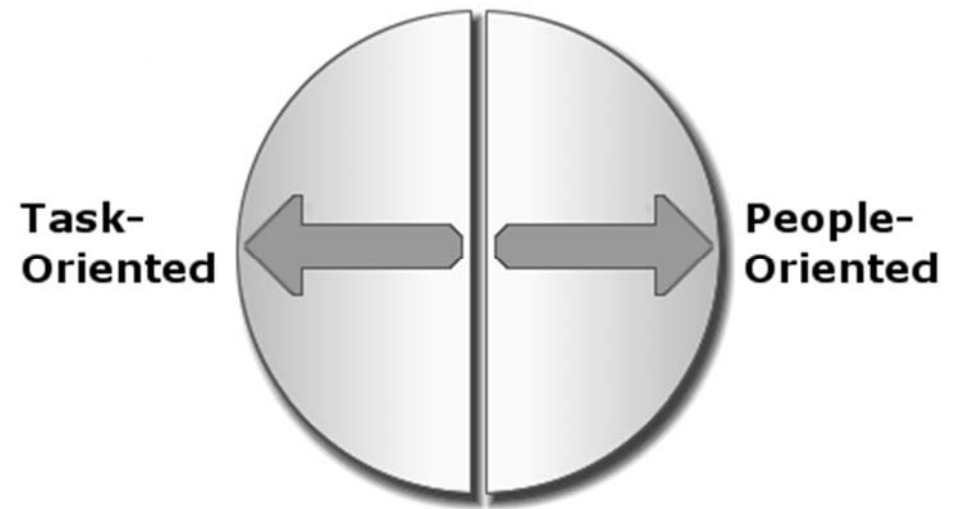


# The DISC Model

Two Drives to Consider

## 2. Priority (or Compass)

- ✓ Relates to...
  - Direction
  - Focus
- ✓ Task-oriented
  - [Data](#)
  - [Results](#)
- ✓ People-oriented
  - [Emotions](#)
  - [Relationships](#)

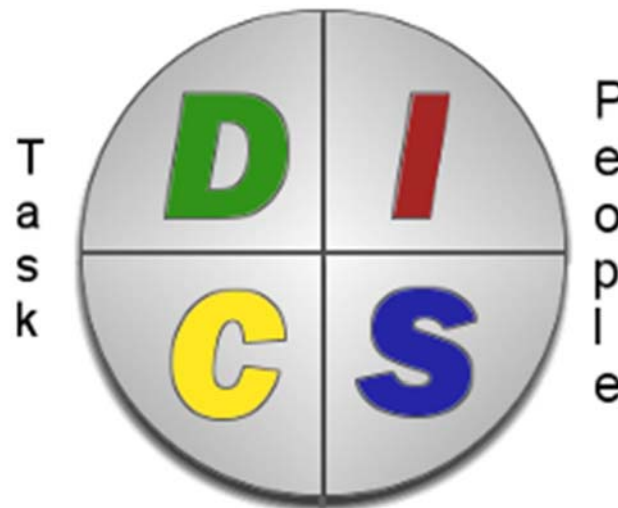


# DISC Model Key Words

***Dominant***  
***Direct***  
***Decisive***

Outgoing/Faster Pace

***Inspiring***  
***Interactive***  
***Influencing***



***Cautious***  
***Careful***  
***Consistent***

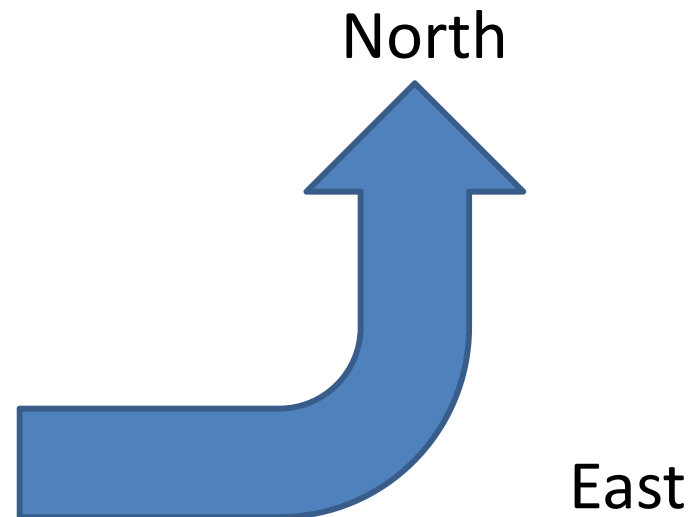
Reserved/Slower Pace

***Supportive***  
***Steady***  
***Sensitive***

# Interpreting Your DISC Report

## Relative vs. Absolute Measurement

- Turn left is *relative*.
- Turn north is *absolute*.



# Interpreting Your DISC Report

## *Relative vs. Absolute Measurement*

- A big house is big *relative* to other houses.



Big

relative to...



Small



# Interpreting Your DISC Report

## *Relative vs. Absolute Measurement*

- A house with 4000 square feet is an *absolute* measurement.



100 ft x 20 ft x 2 levels

=

4000 sq. ft.

# Interpreting Your DISC Report

*It's Relative, not Absolute!*

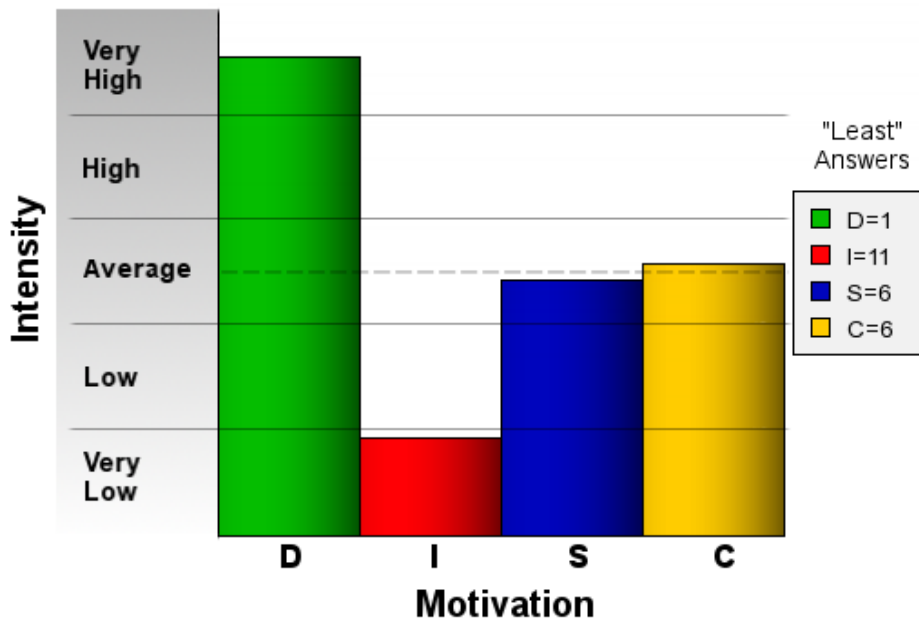
- A high or low trait is high or low ***compared to other people who took the same assessment.***
- There is ***no absolute standard*** of DISC behaviors/perspectives/drives.

# Dangers of Using the DISC Model

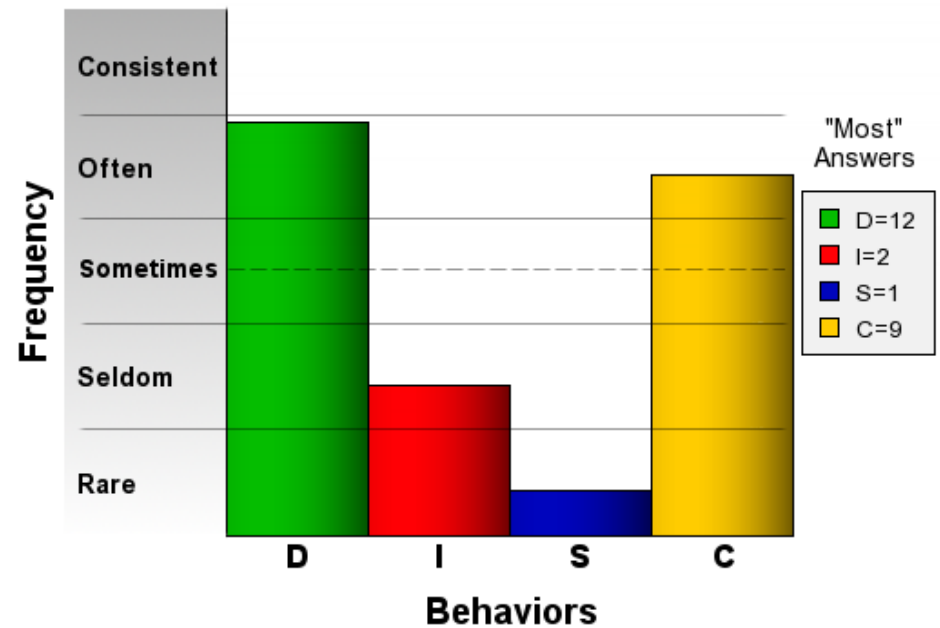
- Labeling vs. Observing
  - ✓ “John is a Dominant person” labels John.
  - ✓ “John has many dominant behaviors” and “John seems to have a Dominant perspective” are observations.
- Assuming it tells you everything.

# Graph Reading

## Natural Style

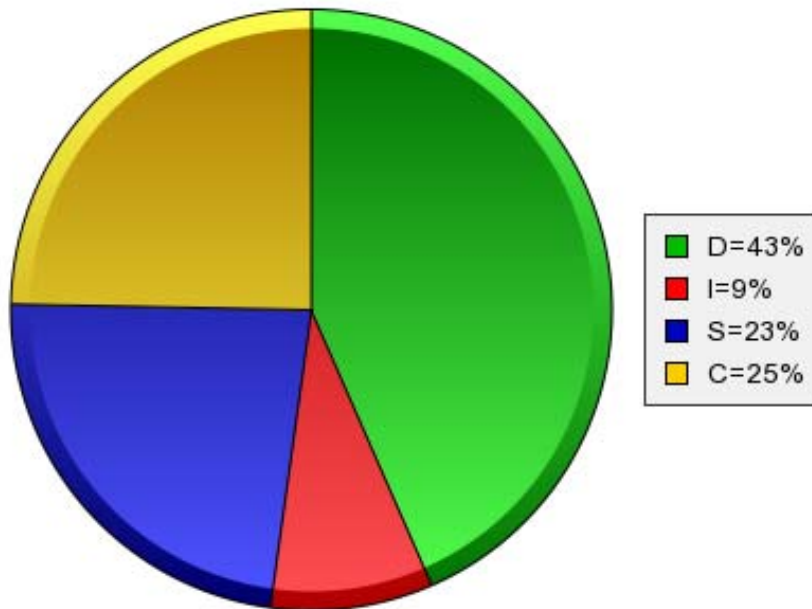


## Adapted Style

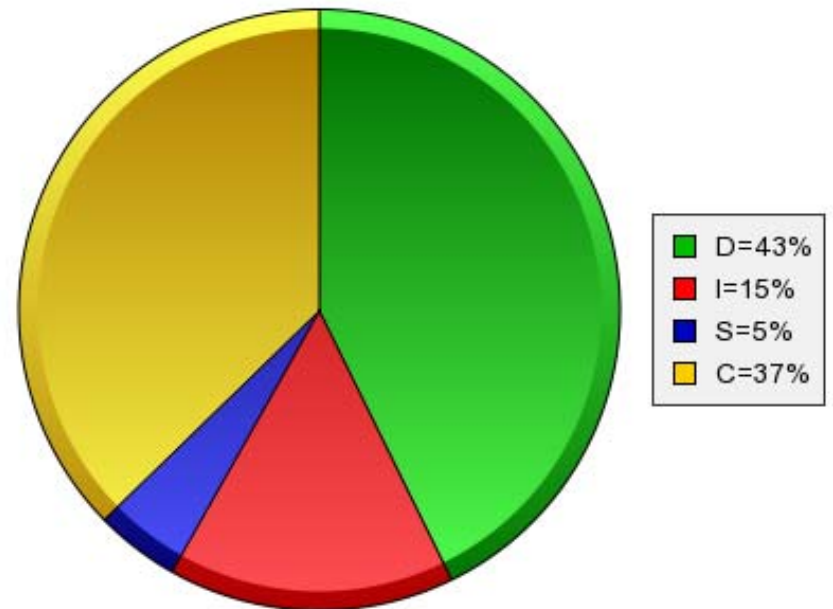


# Graph Reading

## Natural Style

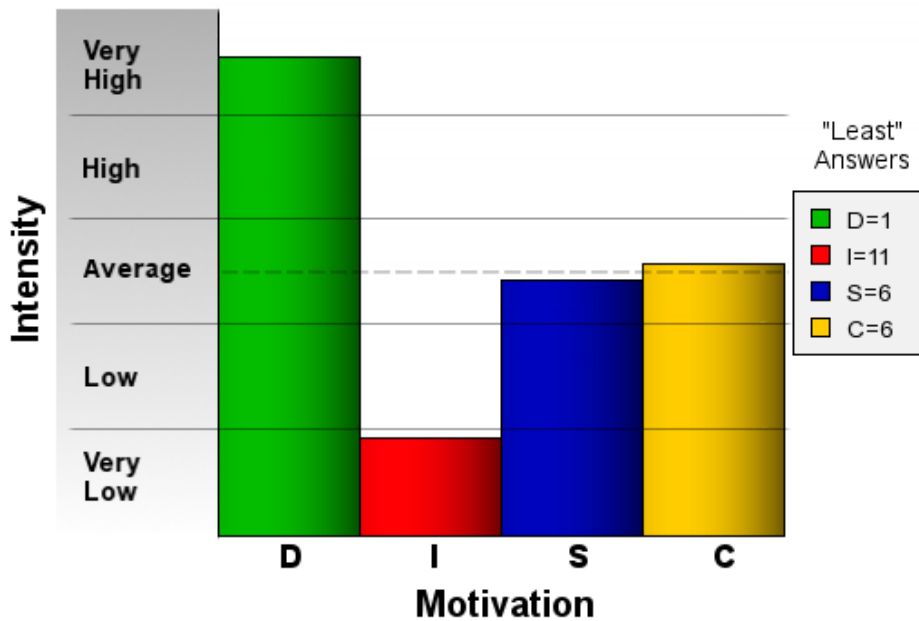


## Adapted Style

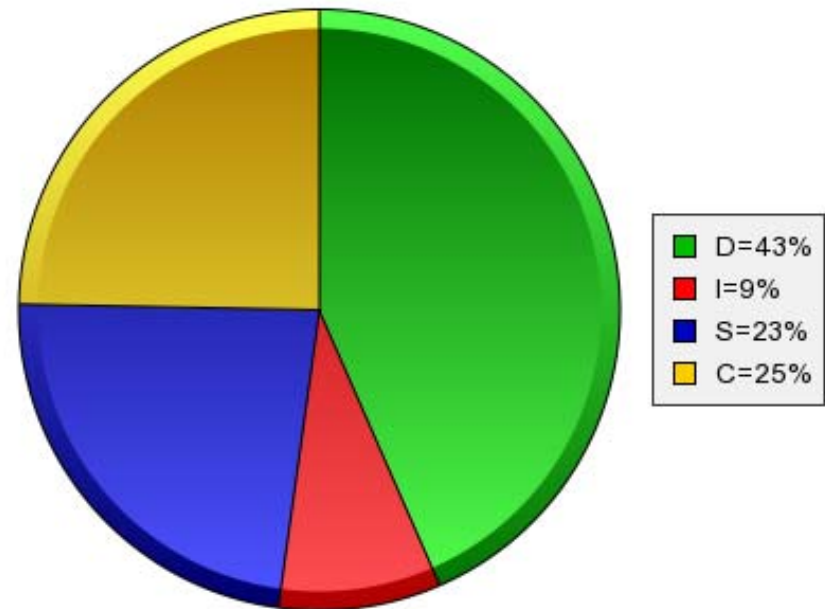


# Graph Reading

## Natural Style Bar Chart

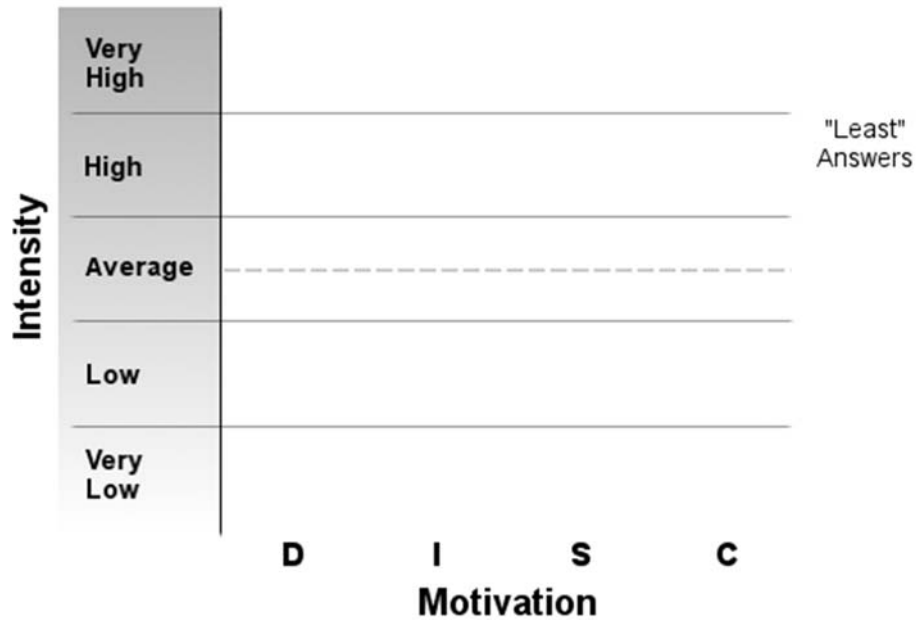


## Natural Style Pie Chart

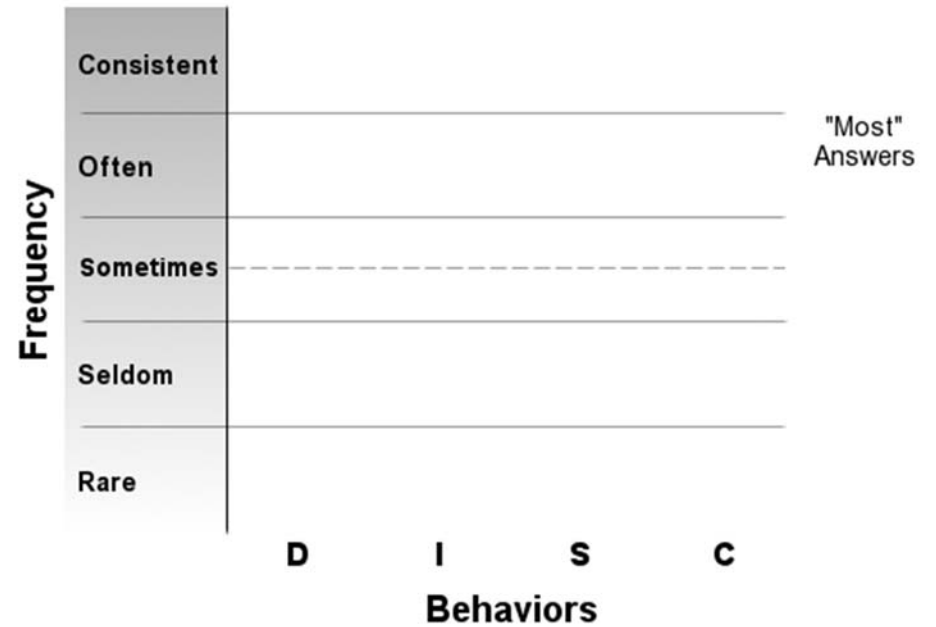


# Graph Reading

## Natural Style

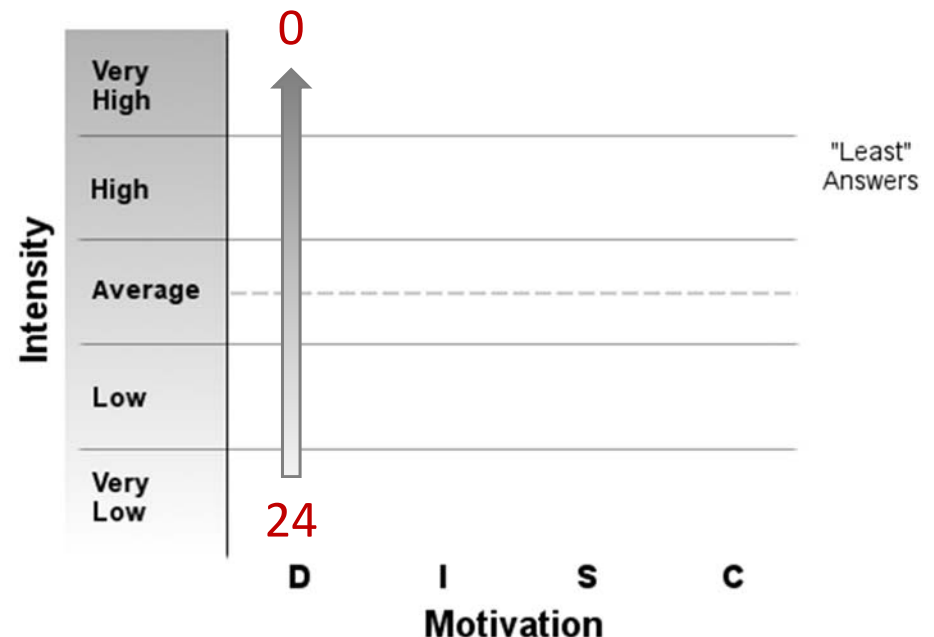


## Adapted Style



# Graph Reading – Natural Style

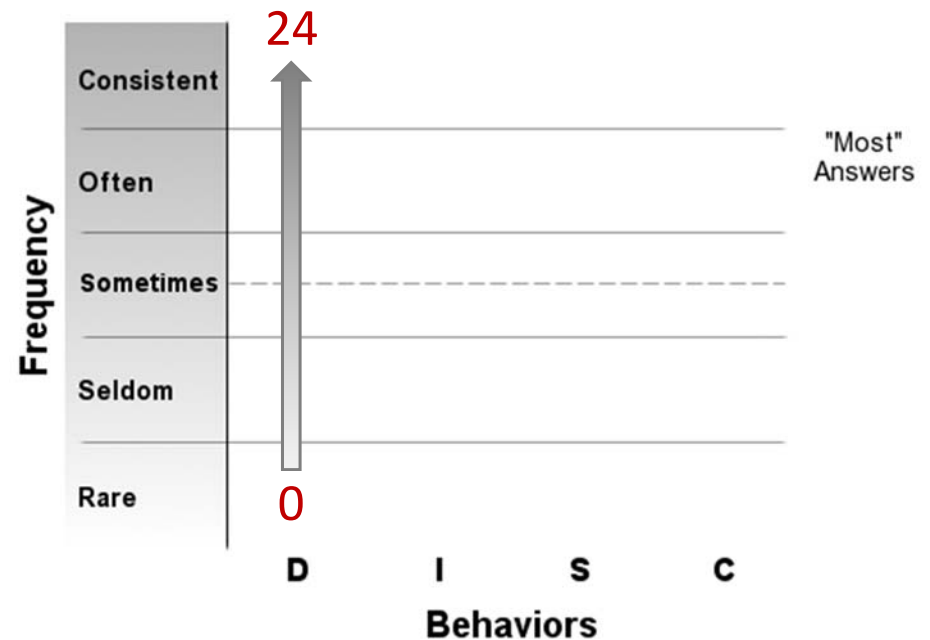
- Your *Natural* comfort zone
  - ✓ “Internal”
  - ✓ How you see the world
  - ✓ Who you “are”
  - ✓ Reflects needs
  - ✓ Typically consistent across situations
- From “Least” answers
  - ✓ 24 at bottom
  - ✓ 0 at top





# Graph Reading – Adapted Style

- How you *Adapt* to your environment
  - ✓ “External”
  - ✓ What others see
  - ✓ What you “do”
  - ✓ Reflects environment
  - ✓ Can change to fit situation
- From “Most” answers
  - ✓ 0 at bottom
  - ✓ 24 at top



# Graph Reading

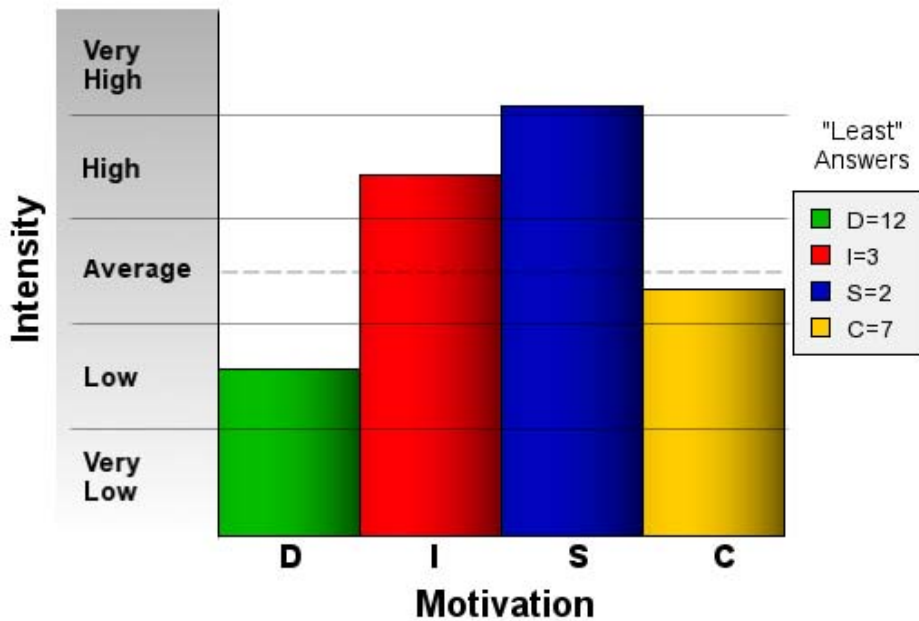
- Natural Style



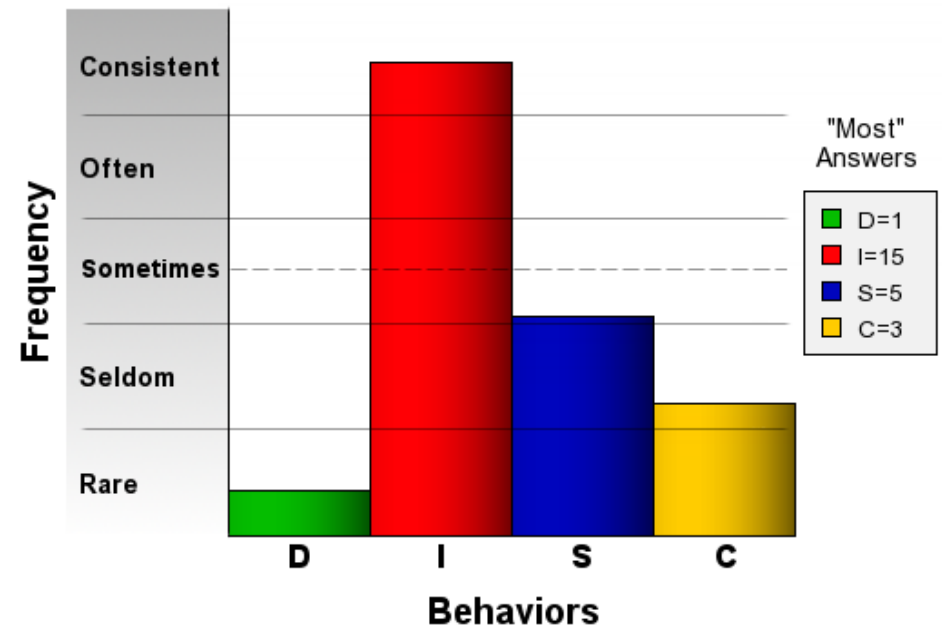
# Graph Reading

## Natural Style

### S/I Style



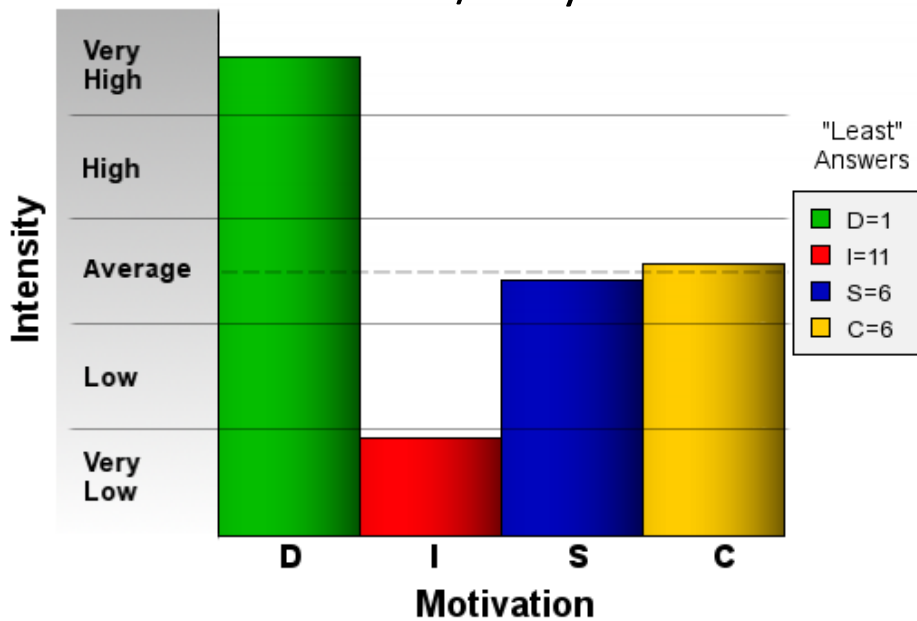
## Adapted Style



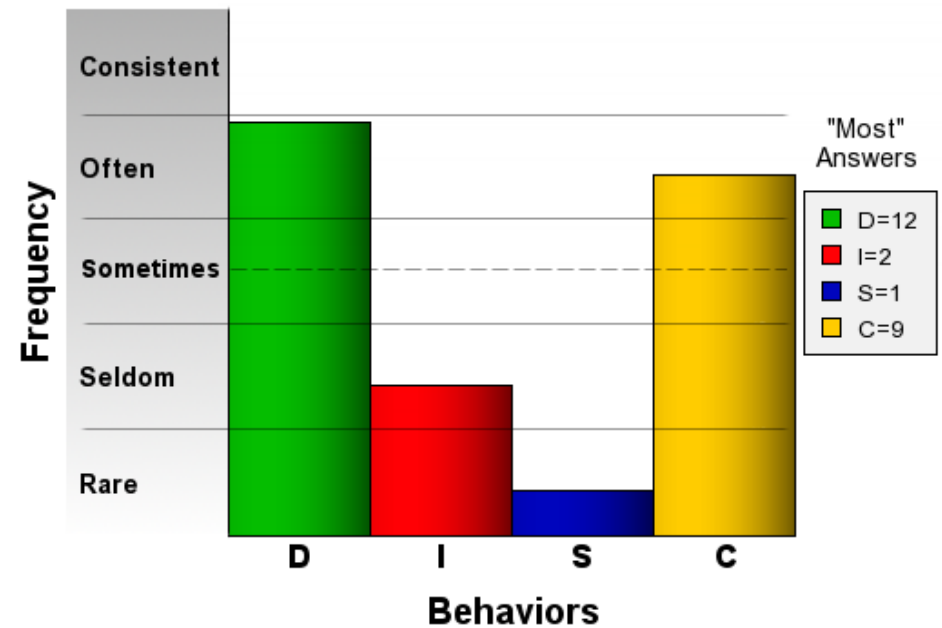
# Graph Reading

## Natural Style

D or D/C Style



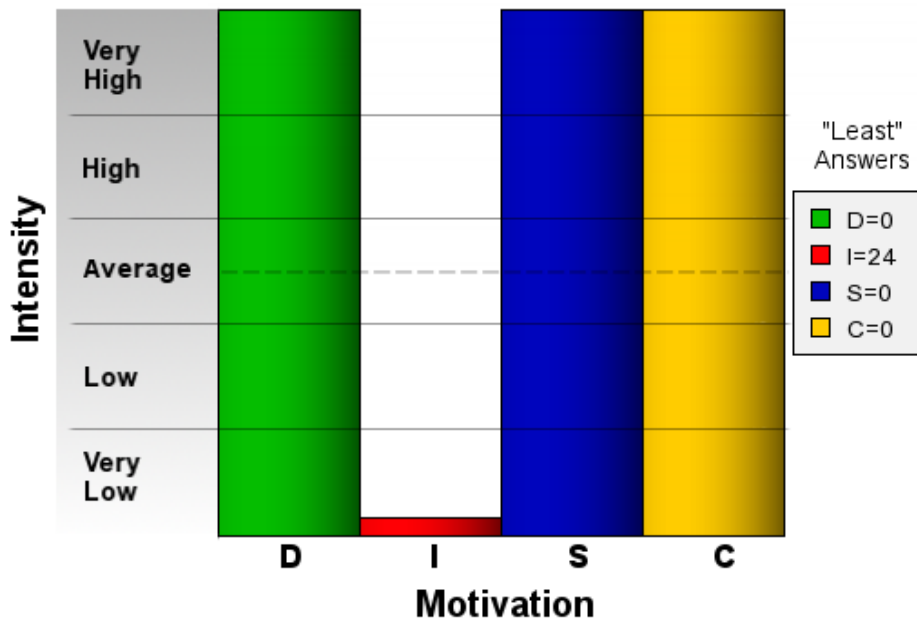
## Adapted Style



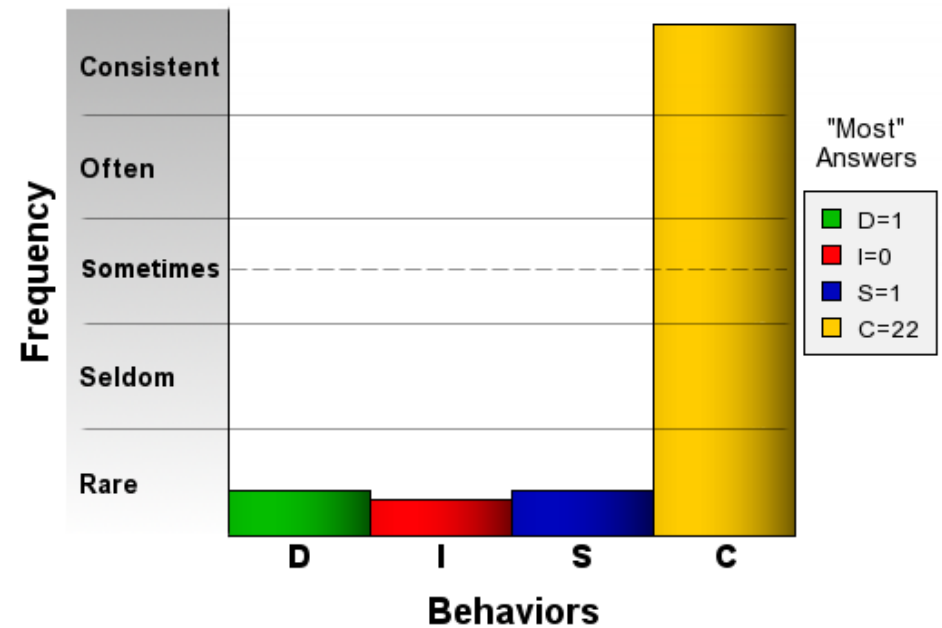
# Graph Reading

## Natural Style

C/DS or C/SD Style



## Adapted Style



# Next Steps

- ❑ Take action
- ❑ Teach concepts to a colleague
- ❑ Additional resources
  - ✓ [www.RemarkableLearning.com](http://www.RemarkableLearning.com)  
Training options
  - ✓ [www.KEIKENBERRY.COM](http://www.KEIKENBERRY.COM)  
More Training options
  - ✓ [www.RecoveringEngineer.com](http://www.RecoveringEngineer.com)  
Learning resources
  - ✓ [www.RemarkableCommunicator.com](http://www.RemarkableCommunicator.com)  
Our workshop on becoming a Remarkable Communicator