



August 20th, 2025

RELEASING POWER -

Helping Executives and their teams Prosper & Grow as Individuals and Organizations.



A Unique Language

- You communicate in a way that is unique to you...
- So does everyone else
- Understanding their words is not the same as understanding their message



Translating "Languages"

- Awareness of differences
- Accepting those differences as valid
- Appreciating what different styles bring to the team
- Adaptability learning how to speak another's "language"

Habits









Continuums





DISC-Behaviors

- Decisive ("D" Factor) How you handle problems and make decisions
- •Interactive ("I" Factor) How you deal with people and influence others
- Stabilizing ("S" Factor) How you pace yourself and handle change
- Cautious ("C" Factor) How you handle rules and procedures set by others



DISC-Behaviors

- 1. DISC is the doorway to communication. The uniqueness of each person extends far beyond the DISC model. Therefore, behavioral models should NOT be referred to as *Personality Tests*
- 2. The use of a behavioral model is to create win/win relationships, not in any way to manipulate, "pigeonhole", or label a person
- 3. Every person has the potential to be a winner. We all win in different ways. One behavioral design is NOT a better leader than another
- 4. Your behavior design is the combination of the Highs and Lows of all four factors (DISC)
- 5. Everybody has the ability and can adapt to any profile.
 Adapting does require increased energy. How long a person can adapt is unique and different to each person. The DISC model identifies your natural tendencies and gives you the knowledge to CONSCIOUSLY adapt as the situation requires



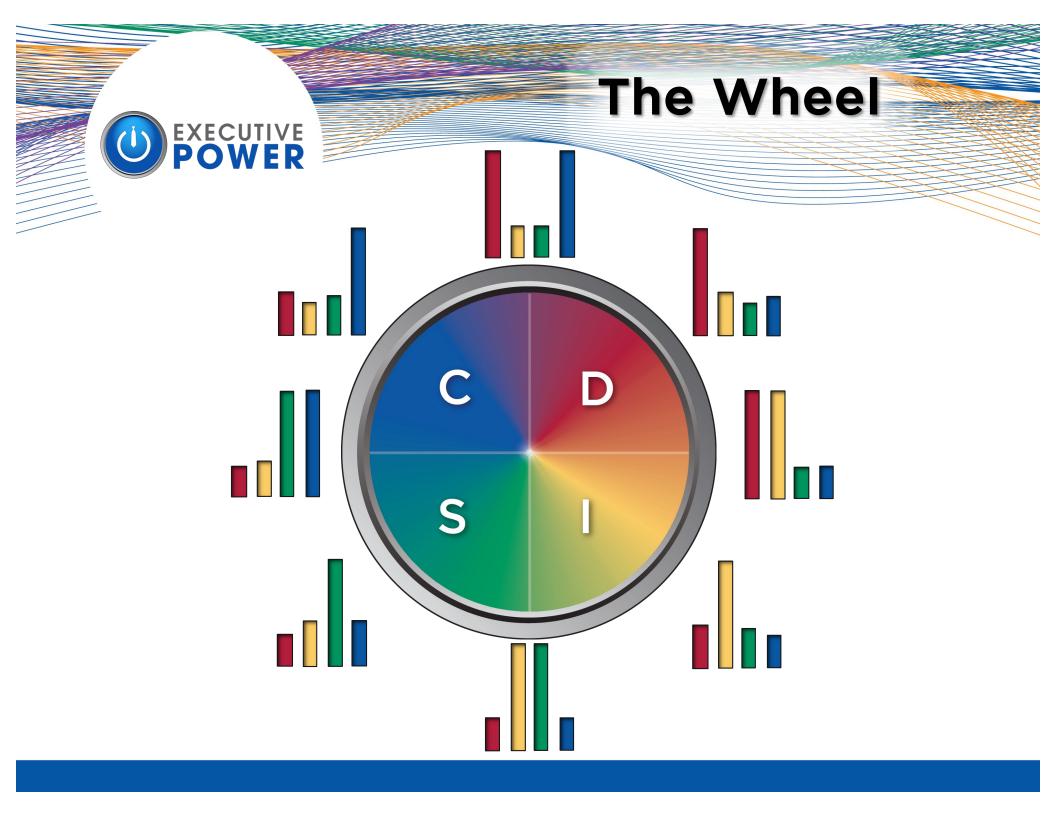
We see the world not as it is, but as we are

Stephen Covey



	Decisive	Interactive	Stabilizing	Cautious
	Problems:	People:	Pace:	Procedures:
	How you tend to approach problems and make decisions	How you tend to interact with others and share opinions	How you tend to pace things in your environment	Your preference for established protocol/ standards
	Anger High D	Trust High I	Non-Emotion High S	Fear High C
100 —				
	Demanding	Gregarious	Patient	Cautious
	Driving	Persuasive	Predictable	Perfectionist
	Forceful	Inspiring	Passive	Systematic
	Daring	Enthusiastic	Complacent	Careful
	Determined	Sociable	Stable	Analytical
50 —	Competitive	Poised	Consistent	Orderly
U —	Responsible	Charming	Steady	Neat
	Inquisitive	Convincing	Outgoing	Balanced
	Conservative	Reflective	Restless	Independent
	Mild	Matter-of-fact	Active	Rebellious
	Agreeable	Reserved	Chaotic	Careless
0	Deliberate	Introspective	Spontaneous	Challenging
0 —	Low D	Low I	Low S	Low C





Group Time



- 1. What is your group slogan?
- 2. What cartoon character best represents your group? Why?
- 3. What is your group's theme song? Why?
- 4. What type of person do you struggle with the most? Why?







Precise
Accurate
High Concern for Quality
Critical Listener
Non-Verbal
Communicator
Attention to Detail

Process-Oriented Slow to Change Self-Disciplined Pessimistic

Accommodating
Dislikes Confrontation
Persistent
Controls Emotion
Flexible - Adaptable
Good Listener

Creative
Slow Start / Fast Finish
Vacillating
Temperamental

C D

Supportive Team Player Persistent Cooperative

Sensitive to Others' Feelings

Competitive
Direct
Aggressive
Results-Oriented
Sense of Urgency
Change Agent

Product-Oriented Quick to Change Independent Optimistic

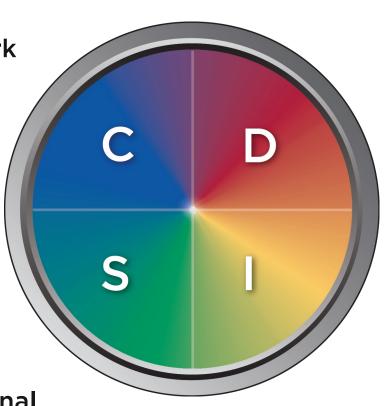
High Trust Level
Not Fearful of Change
Contactability
Good Verbal Skills
Rather Talk than Listen
Projects Self-Confidence

Emotions



BLUE Emotion: Fear

Fear: Criticism of Work



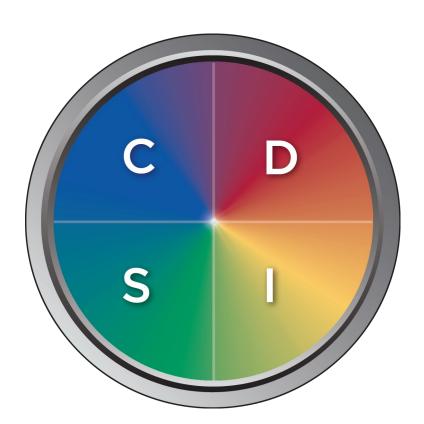
RED Emotion: Anger Fear: Being Taken Advantage Of

GREEN Emotion: Non-Emotional Fear: Loss of Security YELLOW Emotion: Optimism Fear: Social Rejection





Evaluating Investigating Planning Critical



Reacting Efficient Decisive Harsh

Observing Reflecting Applying Avoiding

Supporting Trusting Experimenting Appeasing



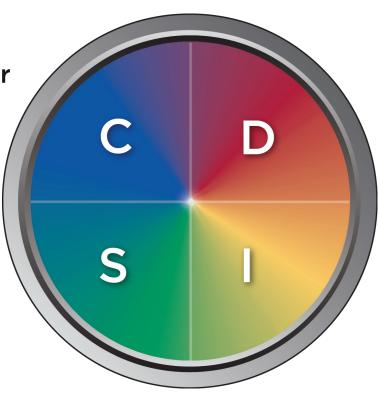
Key Strengths

Thinking and Implementing Creative Ideas

Connecting the Plan Together

Implementing and Fine-Tuning the Plan

Implementing the Plan



Getting Results

Getting Results through People

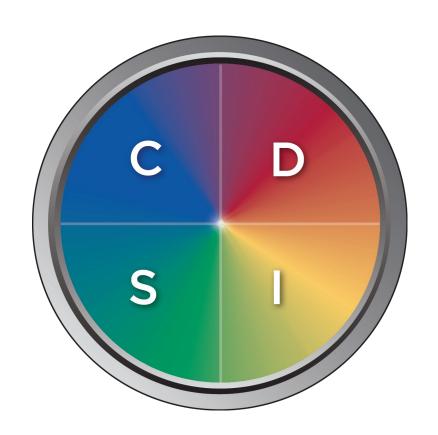
Promoting Ideas

Promoting and Implementing Ideas



Over-Extensions

QUESTIONS TOO MUCH



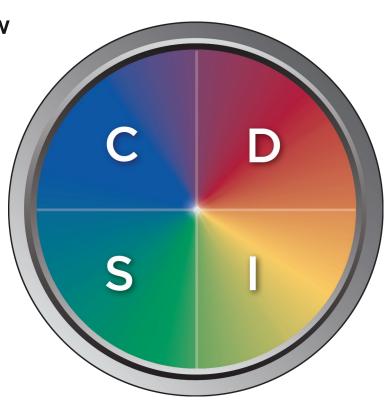
DIRECTS TOO MUCH

AGREES TOO MUCH TALKS TOO MUCH



Needs

High need to follow rules and policies



High need for control

High need to accommodate

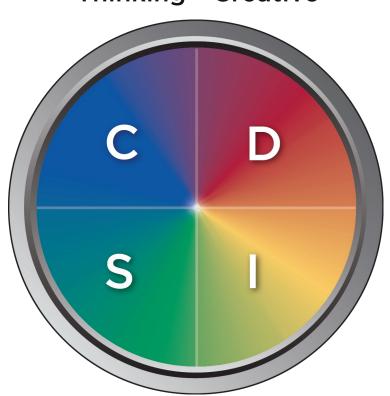
High need to verbalize ideas



Reading Others

Task-Oriented
Cool / Distant
Precise About Use of Time
Thinking - Creative

Slow Acting Low Risk Introverted Inquires Sensing Logical



Fast Acting
High Risk
Direct
Extroverted
Task Through People
Intuitive

People-Oriented
Warm / Close
Imprecise About Use of Time
Feelings



Thinking & Acting

Slow Start - Fast Finish All about business

All about relationships Supportive Thinks out-loud Fast decision making

Thinks internally Takes time to evaluate

Recognizing Others



Tone of Voice:

Monotone, precise, cool, aloof

Volume:

Quiet volume, deliberate

Body Language:

Very few, if any hand gestures, direct eye contact, controlled

Tone of Voice:

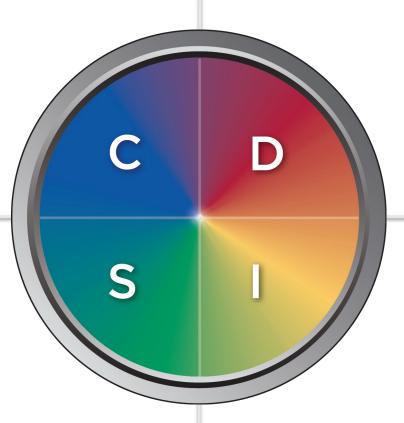
Low voice tone, warm Detail-oriented

Volume:

Soft Volume, methodical

Body Language:

Small hand gestures, relaxed, non-emotional



Tone of Voice: Strong, clear, confident, fast-paced

> Volume: Loudest, forceful

Body Language:
Uses direct eye contact,
points finger,
leans toward you

Tone of Voice: Animated, friendly,

rambling explanations

Volume:

Fairly loud, casual

Body Language:

Smiles a lot, uses expressive gestures



Understanding Others

Voice:

Slow pace, competent

Communicating:

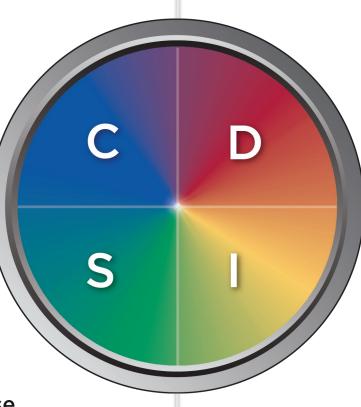
Expect them to want a lot of information
Do respond logically
Don't be too personal or informal
Don't be disorganized

Voice:

Slower pace, warm

Communicating:

Expect them to be calm and methodical Do listen attentively Don't force a quick response Don't interrupt them



Voice: Rapid pace, limit emotion

Communicating:

Do get to the point
Don't ramble or chitchat
Don't waste time
Don't offer assurances
you can't deliver

Voice: Rapid pace, friendly

Communicating:

Do be empathetic
Don't be curt, cold or
too businesslike
Don't be impersonal



Communication Tips

Do

Prepare your case in advance Stick to business Be accurate and realistic

Don't

Be giddy, casual, informal, loud Push too hard with unrealistic deadlines Be disorganized or messy

<u>Do</u>

Begin with a personal comment to break the ice Present your case softly, non-threateningly Ask "How" type questions to draw out their opinions

Don't

Rush headlong into business Be domineering or demanding Force them to respond to quickly to your objectives

Be clear, specific & to the point

Stick to business
Be prepared with support material
in a well-organized package

Don't

Leave things hanging in the air Talk about irrelevant things Appear disorganized

<u>Do</u>

Provide a warm, friendly
environment
Talk ideas, not details
Ask "Feeling" type questions to
draw out their opinions

Don't

Be curt, cold or tight-lipped Control the conversation Drive on facts and figures

Diverse Group Time



Go to page 19 in your report and circle the three most important from each list.

Share with your group where you are on the wheel and share your 3 Do's and 3 Don'ts.

