



People-Reading Made Easy: A Simple Framework for Building Effective Workplace Relationships






MARY GORMANDY WHITE, M.A., SPHR, SHRM-SCP
 EVERYTHING DISC CERTIFIED TRAINER
MGWHITE@MTIBUSINESS.COM

What if People Had Their Needs Written All Over Them?

Basic Fact: Personality style impacts how people approach work and prefer to interact with others.

- Wouldn't your professional life be less stressful if you had a simple way to "decode" your coworkers?
- Wouldn't it be great if you knew how to use that information to communicate most effectively to get the results you need?



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What if People Had Their Needs Written All Over Them?

People reading is easy!

- That's exactly what you'll learn how to do in this session!
- We'll provide you with a simple, two-question framework
- We'll send you home with a cheat sheet!

Get ready to master the art of people reading!

- **Starting point:** Determining your style
- **Application:** Using what you learned to "read" other people
- **Goal:** Building better workplace relationships!

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Applying the Principles of People Reading

What are the two questions?

- Is the person fast-paced & outspoken or cautious & reflective?
- Is the person questioning & skeptical or warm & accepting?

Fast-Paced/Outspoken	Questioning & Skeptical	Dominance
Fast-Paced/Outspoken	Warm & Accepting	influence
Cautious & Reflective	Warm & Accepting	Steadiness
Cautious & Reflective	Questioning & Skeptical	Conscientiousness

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People Reading in Motion

Which best describes you? Are you ...

- Fast paced and outspoken?
- Cautious and reflective?

Hint:

- Not sure?
- If you need to think about it before you decide, then you are cautious and reflective. ☺



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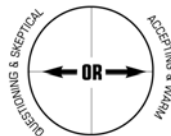
People Reading in Motion

Which best describes you? Are you...

- Questioning and skeptical?
- Accepting and warm?

Hint:

- Not quite sure?
- Hmm... I'll bet that means that you are questioning and skeptical!



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Here's Your Style



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What Does Your "Letter" Mean?

DiSC isn't about labeling people.

- You are not "a D" or "an I" or an "S" or a "C"
- It isn't *who you are*; it is simply a way of understanding your natural tendencies.
- The letter represents a way of describing your personality style – but that is all.

DiSC is a tool for conversation, understanding and improving relationships.

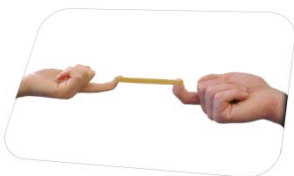
- It is NOT about pigeonholing people.
- It is NOT meant to provide an excuse for behavior.
- It has nothing to do with aptitude or capabilities.
- Everyone can learn to "flex" or "adapt" tendencies to different situations and people.

DiSC *is* a powerful starting tool for building effective workplace relationships.

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Flexing to Meet the Needs of Others

Stretch your rubber band!



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Basic DiSC Styles: D (Dominance)

- Priorities – action, immediate results, challenging self & others
- Motivated by – success, power, authority, winning, competition
- Fears – loss of control, vulnerability, being taken advantage of
- Focus Area – concern for other people, impatient, insensitivity
- Comes Across as – self-confidence, directness, risk-taking, forcefulness

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Basic DiSC Styles: i (Influence)

- Priorities – expressing enthusiasm, taking action, encouraging, collaboration
- Motivated by – social recognition, group activities, friendly relationships
- Fears – social rejection, disapproval, loss of influence, being ignored
- Focus Area – impulsiveness, disorganization, lack of follow-through
- Comes Across as – charm, enthusiasm, social nature, talkative nature

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Basic DiSC Styles: S (Steadiness)

- Priorities – giving support, maintaining stability, enjoying collaboration
- Motivated by – stable environments, sincere appreciation, cooperating, opportunities to help
- Fears – change, loss of stability, harmony, offending others
- Focus Area – overly accommodating, tendency to avoid change, indecisiveness
- Comes Across as – patience, team player, calm approach, good listener, humility

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Basic DiSC Styles: C (Conscientiousness)

Priorities – ensuring accuracy, maintaining stability, challenging assumptions

Motivated by – opportunities to use expertise or gain knowledge, attention to quality

Fears – criticism, slipshod methods, being wrong

Focus Area– overly critical, tendency to overanalyze, isolates self

Comes Across as– precision, analytical thinking, skepticism
reserved nature, quiet

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Benefits

Once you know a person's style – and what that likely means about them

Which to do that, you need to know key characteristics of each style:

- Priorities
- Motivators
- Fears
- How the style comes across
- Focus Areas

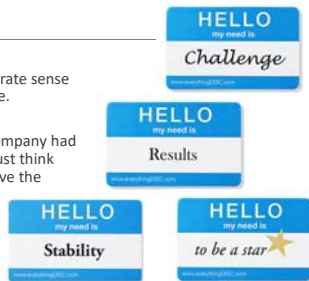
– then you can flex or adapt effectively to meet their needs and **better accomplish your goals.**

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What if People Had Their Needs Written All Over Them?

They do!

- You now know how to get a fairly accurate sense of what other people's needs really are.
- Use what you have learned.
- If everyone on your team or in your company had this ability and would actually use it, just think how much more positive and productive the work environment could be!



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People Reading and Flexing

It's up to you to:

- Get in the habit of people reading
- Mastering the art of adapting/flexing appropriately

We're making it a little easier for you:

- We are providing FREE **Everything DiSC Workplace** assessments to each attendee today.
- Just see one of us after the presentation and we'll provide you with an access code. The access code expires on _____.
- The assessment will provide you with a customized profile.
 - Your precise DiSC style.
 - Personalized guide to how to best interact with other styles based on your precise style.

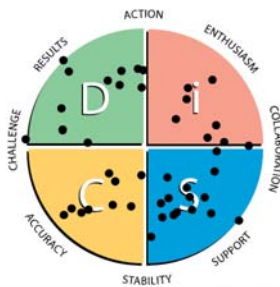
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What is Everything DiSC

- It's **NOT** just DISC
- A validated multi-use TOOL for organizational strategies and problem solving to help build a better workplace from the TOP/DOWN
- Focused on Emotional Intelligence
- Each type of assessment interprets specific "priorities" based on roles
- Can be administered in-house without third-party administration
- Can be web-based with comparison reports
- Is adaptive questioning which results in a personalized tendencies

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Group Size: 44



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Thank You For Your Time & Attention

In Closing

- Thanks for your attention and participation in today's workshop.
- Should you have additional questions feel free to visit.
- If you decide to commit to the skills and advantages of people reading...practice make perfect!

Have a Great Day!!!



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Mary Gormandy White, SHRM-SCP, SPHR

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