

# Money & You® Access To Cash

## DISCovering the Greatness of You and Your Team Members!

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In each of our **Money & You®** programs, world-wide, we include an individual DISC Personal Style Questionnaire and Report for each participant, plus introduce one of the ways you can use it to learn more about others through a game we play in the program. This investment in the report and almost 90 minutes in a game comes because of how important we know it is for any type of leader or entrepreneur to see and understand their own style first – including their primary tendencies or strengths, as well as what limits us if we are not aware of it.

Through the games included in the program, and particularly in the DISC session, participants learn the emotions, needs and fears that are typical of the four major style patterns.

In our game, participants get into groups with similar style strengths and are given a challenge that many businesses have had to face. Given just a few minutes, they have to agree on how to best meet that challenge and present their answers to the class. There is no ONE RIGHT answer, of course, but how differently each of the primary styles of DISC instinctively thinks and responds is illustrated in just this one exercise! All four styles demonstrate the rich diversity and tapestry of thought that’s available to the leader who already has insight on each of the team members’ styles and can bless each team with differences of thought.

Most people think that everyone else thinks just like they do, yet this game demonstrates that the better we know ourselves and the thinking our teammates bring to each situation, the better our chances are for creative solutions. It is ideal when each member of any team understands themselves and each other from their first meeting because leaders love the opportunity for strategic thinking, but certainly not “drama.”

When leaders can ask, “What do I know about myself, and how much do I know about the teams I am on?” they are really saying, “Behavioral patterns are predictable and each style sees solutions differently” which begs the answer to “Which patterns of thinking, feeling and responding are running the show for you and your teams?” There are four major personal style patterns that make up sixteen or more combined behavioral patterns.

Not many people could write a personal descriptive “white paper” to give their employers or team leaders a “manual for how to get the most out of me!” Could you? And this is where the DISC Personal Style Report comes in...

**it is very good news that there’s a way anyone can learn to understand style and what makes different people “tick.” It makes a huge difference in teams that function harmoniously and those that do not.**

Bottom line, success in business (or lack thereof) has always been a function of how effective its leaders are in two areas of business – getting the right people doing the tasks or projects they LOVE doing. It also is the same challenge when choosing who to put on which team. And even something as simple as the equipment you provide for them to do their jobs. If they are in the “wrong” or “highly uncomfortable job” for them, it becomes clear very quickly that the ancient maxim, “*Know Thyself*” is truly one of the first steps on the road to success!

**After completing the DISC questionnaire, the DISC Report is a great way to quickly get an objective view of your natural strengths.** It is also any easy-to-swallow way to be able to see which of your stronger traits can help you the most to get you the things you want. Also did you know that your strengths can also become weaknesses, if over used in certain situations! We call these your “blind spots”.

For example, my natural talkativeness and interest in many different things might drive people crazy whose style patterns are totally opposite to mine! They wish I would stop talking and let them get back to work! Or, when a leader who’s strength is to be able to quickly take authority and delegate tasks, takes over a project, saying “*Just get it done now and don’t worry if it is perfect,*” will be very off-putting to people whose highest values are accuracy, precision, and excellence!

**The report paints a picture of your strengths...** and weaker traits or the opposite qualities become obvious – but not out of reach. This way, you can self-correct when you want to get different results... at least for a while! We don’t recommend trying to completely change from one style to another... just be content with learning how to adapt your style to any of the others when you want or need to!

**Note how many places in your life mastering this self-understanding leading to behavioral flexibility capability would be useful!**

**A DISC report is a scientifically validated and highly effective instrument that identifies the gifts you bring to the team.** It enables you to quickly see what others on your team bring too. This comes when everyone feels they can safely and authentically share about their own style and start to see how each differs from others. When you can see yourself as other people see you, there is nothing to be self-conscious about! Self confidence becomes the result – and the norm – not to mention happier relationships all around! And the good news is, to make changes in anything aspect of your style that isn’t working as well as you like is simply a matter of awareness - and practice!

People-skills are needed everywhere, and to be effective with anyone *else*, we have to know what makes up each of the DISC style-types and what runs each unique *needs, emotions* and *fears*. These are the motivators we are not always aware of... until we see them neatly spelled out in our report!

**DISC makes available being People-Literate:** DISC is an acronym for the four primary behavioral style types: ***Dominance, Influence, Steadiness,*** and ***Compliance.*** The most common points of difference is their *speed* and *focus*. When we say a person is a:

- **High D’s**, we know they are **FAST PACED** and **TASK FOCUSED**...
- **High I’s** are **FAST PACED** and **PEOPLE FOCUSED**...
- **High S’s** are **SLOWER PACED** and **PEOPLE FOCUSED**, and...
- **High C’s** tend to be **SLOWER PACED** and **TASK FOCUSED**.

In summary, the *needs, emotions and fears* that drive each primary style to be the way they are, we find:

- **High D's** need big-picture challenges or **PROBLEMS** to *Dominate*...
  - They “fear” being taken advantage of, so they quickly make sure everyone knows that *they* have authority and are in charge!
- **High I's** need **PEOPLE** to *Influence*...
  - Their fear is that you won't like them, so they are friendly, talkative, and do what it takes to get everyone working with them!
- **High S's** need anything that brings *Steadiness* to the **PACE** of the environment...
  - Their need is to feel secure and know that the team is able to work with predictability, peace and serenity... no sudden changes!
- **High C's** need to know the facts and focus on *Compliance* to rules and **PROCEDURES**...
  - Their fear is being criticized for making a mistake or being blamed when others don't follow the rules.

**This understood, it is easy to see how each style “sorts” things in terms of their inner priorities** because everyone is operating from what is most important, and easy to do... for them! When we have assignments that are natural for us to *be* and thus *do* things the way we like, we do a great job!

**Adapting Your Style.** We all wish we could have more of a different style sometimes. Usually because we have been criticized so often for the way we do things now! The questions to ask are:

- “Which style behaviors and character virtues would I like to own, develop and for myself?”
- “When or in which situations would I use them?”
- “For how long would I remain that way?”

**Remember, a behavior comes, first from a thought or belief.** This, repeated often, becomes your typical life response and behavioral patterns.

**Most of us assume that others are similarly motivated as we are.** But this couldn't be further from the truth! Knowing our own and the DISC-style of the others on our teams give us the space of freedom - to be ourselves and appreciate others. It also gives us a way of developing our empathy Virtue for creating a more compassionate team culture.

**Character Virtues:** In addition to DISC, there is one other set of words to understand and apply. These are the *character virtues* - those positive character traits (qualities) that we all have innately within us, and we may not practice some as often as others. But we can with awareness!

**Each of the four primary DISC styles has virtue strengths that show up most often within them.** These traits have been developing within from a young age and they show up most naturally in certain situations. In the table below are examples of 6 virtue strengths, often observed to be the way each of the four primary styles carries out their style of greatest strength.

There are key VIRTUES that make up the most valuable qualities others can immediately notice and benefit from in each style. Focus on developing those you would like to express more as a strength.

**CHARACTER VIRTUES THAT MATCH PRIMARY DISC STYLES**

<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>
<b>DOMINANCE</b> <i>Strength Virtue</i>	<b>INFLUENCE</b> <i>Strength Virtue</i>	<b>STEADINESS</b> <i>Strength Virtue</i>	<b>COMPLIANCE</b> <i>Strength Virtue</i>
Courage	Enthusiasm	Loyalty	Diligence
Assertiveness	Optimism	Patience	Perseverance
Determination	Trust	Peacefulness	Righteousness
Confidence	Friendliness	Tolerance	Perceptiveness
Independence	Generosity	Consideration	Integrity
Idealism	Cheerfulness	Flexibility	Conscientious

**When looking to change a behavior, practice demonstrating more of the virtues you wish you had.** Ask yourself in what situations would you need to be more of that virtue? When could you be less? Who do I know that does this well? (Notice and copy their attitude, actions, type of plans and perspectives. And if you don't know, simply ask, "Can you tell me where you are standing and looking from to come to that action or decision?")

**The more behaviorally flexible we are, the easier it is to glide gracefully when we have to "dance on the DISC."** We dance differently with people of each style type – fast dances are fun for those who like sudden, rapid change, and the slow dances appeal more to those who like connecting with people gradually – adding more talk in before agreeing to dance with a stranger!

**With practice, it becomes easier** to be so aware of our own style that we also know how to read another's style. Then we can instinctively increase or decrease the intensity of our own behavioral energy in the pursuit of one activity, outcome, or another, and practice the right Virtue for the situation and the other styles we are with. For example a High D may need to use patience when working with a High C to get the job done, or a High I might need to be more considerate when others are wanting to talk.

**As soon as we know what others need from us in order to optimize their performance,** it is easier to stay focused on the goal of the team rather than ourselves. This ability, as a group, allows a higher level of team alignment and understanding. We almost complete each other's sentences, and can quickly agree on what has to be done and how to do it – taking everyone's skills, preferences, and strengths into consideration as we go.

**As a result, work is a joy for everyone and they love to come to work every day with this team.** Is this a dream? NO! It is happening after every **Money & You®** program and even more often by entire teams who attend as a group. Bottom line, everyone gets to do what they love doing!

**We all have the need to change our behaviors from time to time** in order to work harmoniously with people with other personal style types. So we must learn to adapt. People love coming to work where they are known and feel understood by the leaders and team mates – something that happens naturally when everyone retakes their DISC report and shares it with their team mates. (It is our job to teach others how to treat us – for if we don't, who will?) It's a fact that we can gain in productivity and profitability just by making it easier to get to know others and how they like being treated.

**It took a lifetime, by the way, to develop our style.** So we can't expect to change things overnight. Over time, our needs and jobs and roles do change! We are not the same as we were were a long time ago, so the more DISC-literate you are, the better!

#### **TIPS for Making Change and “Style Shifting” easier.**

Notice those things you love doing and what you are the best at. Practice people-reading everywhere you can and get to know how flexible you need to be when working with the other style-types. Know Yourself – and be aware of the gift you bring to the team!

Adapting your style and developing character virtues is possible. It will take time, practice, and an awareness of where you are now so you can determine how to get to where you want to be!

#### **Here are some more suggestions for adapting your style and developing key character virtues:**

1. **Complete a new DISC questionnaire every six to 12 months** to see how you and your role meet the expectations of the job. Try out several different versions of DISC reports or add the Collaboration Report to learn how another person sees things the same or different from your perception of how things “are”.
2. **Notice when and with whom** you would like to be different.
3. **Keep in mind** that your behavioral patterns started and were practice over a long period of time.
4. **Based on the interpretation** you have given to everything, you may see life either optimistically as a safe place to be and *favorable*. Or, you may feel more comfortable being cautious – even skeptical - because you see life as unfavorable and sometimes *antagonistic*.
5. **If you do not make changes in the way you think**, you will eventually revert back to your natural, or “default” patterns of behavioral style. Ask for feedback from others to see how you are doing and give yourself more time. Call on the virtues of *patience* and *trust*.
6. **Become familiar with and practice** the observable behavior and language of the character virtues.
7. **Use the Word Sketch page** in your DISC report to choose behaviors that you would like to use and practice in environments that you feel safe and comfortable in at first. Then find the comparable Virtue on the chart above.