

Personality Types

When it comes to communication, we only make up half the conversation.

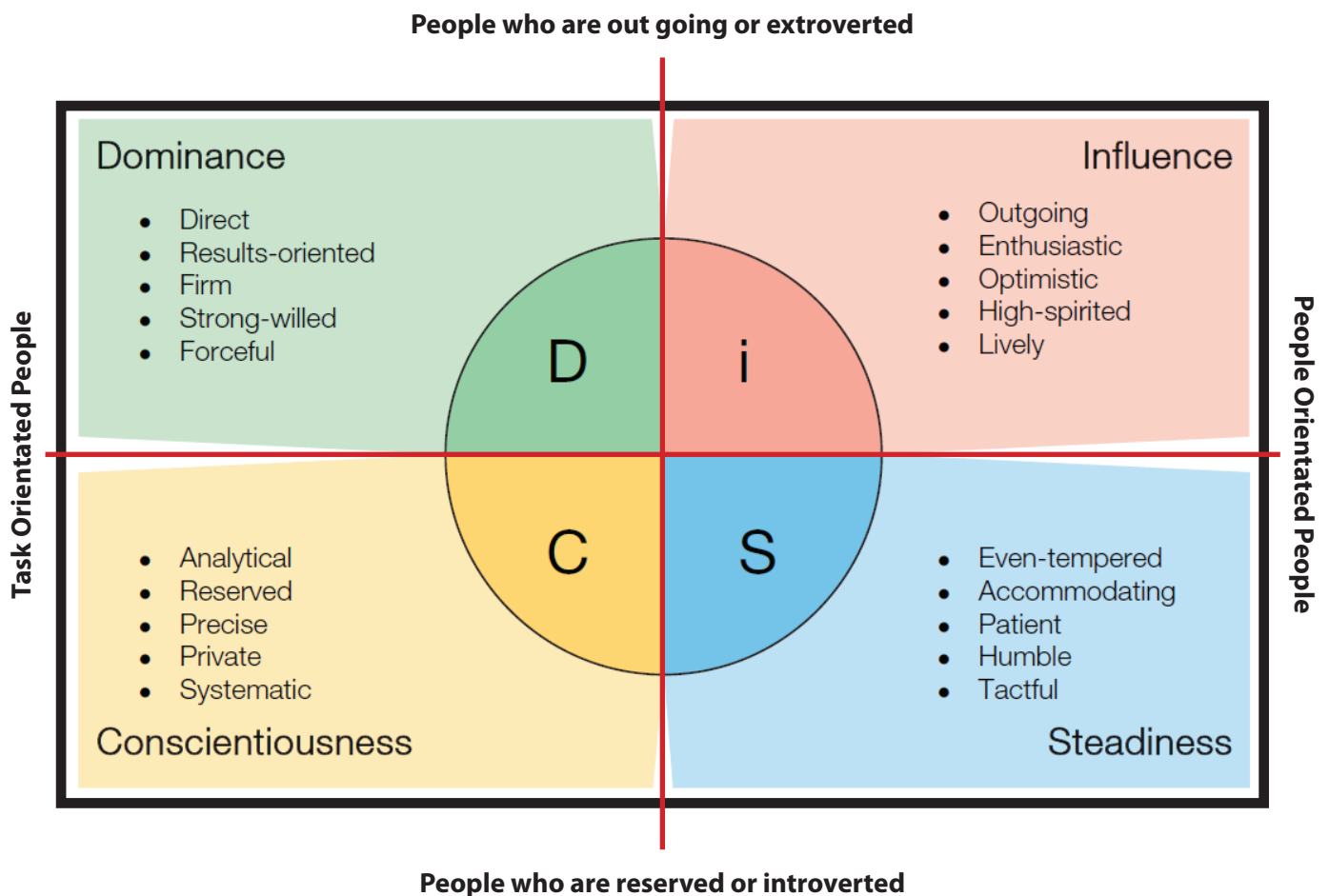
Ever notice how different your family or friend can be from you?

Have you ever said the same thing to two different people and got two totally different reactions?

Different personalities respond to different styles of communication.

When we introduce personality and style differences things get significantly harder.

Disc is designed to highlight behavioural differences to improve communication, teamwork, efficiency and self-knowledge.



Top half: Outgoing/Extroverted
 Bottom half: Reserved/Introverted

Left half: Task Orientated
 Right half: People Orientated

Different is _____, it's just different!

The "D" Personality Type: _____, _____, _____

IF YOU ARE A "D" PERSONALITY TYPE, YOU ARE CONCERNED ABOUT RESULTS.

HOW TO RECOGNIZE A "D" PERSONALITY TYPE...

- They tend to be active, extroverted, and often in a rush.
- They speak loudly, interrupt others, and come right to the point in conversation.
- They like to take charge of meetings and to set the agenda and make the rules.
- They can be aggressive, blunt, and impatient.

Strengths:

- Focuses on immediate results
- Accepting of new challenges
- Make quick decisions
- Questions the status quo
- Authoritative
- Good in a crisis
- Good at solving problems
- Quick to try to fix, change or control things

They are motivated by _____ and _____.

Limitations:

- Dislike routine.
- Can be argumentative
- Can overstep authority
- Reluctant to delegate
- Can be bossy

Often their biggest fear is a _____ of _____.

AT YOUR BEST YOU CAN BE A PIONEER, A CRUSADER, A LEADER.

How do we communicate with a "D"?

When communicating with the "D" style individuals, give them the bottom line, be brief, focus your discussion narrowly, avoid making generalisations, refrain from repeating yourself and focus on solutions rather than problems.

The "I" Personality Type: _____, _____, _____

IF YOU ARE AN "I" PERSONALITY TYPE, YOU ARE CONCERNED ABOUT COMMUNICATION AND PEOPLE.

HOW TO RECOGNIZE AN "I" PERSONALITY TYPE...

- They tend to be extroverted, friendly, and charming.
- They speak with animation (using gestures and facial expressions), tell stories, and laugh.
- They like to make gatherings (meetings, sales presentations, etc.) into social events.
- They enjoy working with people, often trying to include others in their projects.

Strengths:

- Creative thinkers
- Great encouragers
- Motivators
- 'People people'
- Often make excellent sales people
- Great story tellers

They love _____ and _____.

Limitations:

- Inattentive to detail
- Short attention span
- Can be more concerned with popularity than tangible results
- Often impulsive
- Tend to ignore the rules
- Can lack follow through, rarely finishing what they begin

Often their biggest fear is _____.

AT YOUR BEST YOU CAN BE A VISIONARY, A MOTIVATOR, A CATALYST

How do we communicate with "I"s?

When communicating with the "I" style individual, share your experiences, allow the "I" style person time to ask questions and talk themselves, focus on the positives. Avoid overloading them with details and don't interrupt them.

The "S" Personality Type: _____, _____, _____

IF YOU ARE AN "S" PERSONALITY TYPE, YOU ARE CONCERNED ABOUT RELATIONSHIPS AND PROCESS...

HOW TO RECOGNIZE AN "S" PERSONALITY TYPE...

- They tend to be quiet and indirect and casual. They don't show their emotions.
- They speak slowly and in a relaxed pace, as if they have nowhere important to go.
- They are good listeners. They encourage others to talk about themselves.
- They prefer to follow, not to lead. They like working with others in small groups.

Strengths:

- Often reliable and dependable
- Loyal, humble and respect authority
- Patient and a great listener
- Valuable team players
- Good people skills

They're motivated by _____ and _____.

Limitations:

- Often resistant to change
- Often sensitive to criticism and confrontation
- Can lack decisiveness
- May sacrifice results for harmony with others

Often their biggest fear is _____.

AT YOUR BEST YOU CAN BE A PEACEMAKER, A RECONCILER, A CALMING INFLUENCE

How do we communicate with "S"s?

When communicating with the "S" Style individuals, be personal and amiable, express your interest in them and what you expect from them, take time to provide clarification, be polite and avoid being confrontational, overly aggressive or rude.

The "C" Personality Type: _____, _____, _____

IF YOU ARE A "C" PERSONALITY TYPE YOU ARE CONCERNED ABOUT QUALITY AND ACCURACY.

HOW TO RECOGNIZE A "C" PERSONALITY TYPE...

- They tend to be quiet and indirect and formal. They appear cautious.
- They speak slowly and matter-of-factly, trying to avoid mistakes.
- They rarely speak up at meetings.
- They prefer to go off by themselves and to collect data and make plans.
- Their offices are neat

Strengths:

- Realists/Even tempered
- Thorough in all activities
- Great at gathering, analyzing and testing
- Strong ability to organize
- Often the planners and long term goal setters

They're motivated by _____ and _____.

Limitations:

- Often prefer not to verbalise feelings
- Can get bogged down in detail
- Can find themselves bound by policy or procedure
- Remembers negatives, suspicious of others

Often their biggest fear is _____.

AT YOUR BEST YOU CAN BE A CLEAR THINKER, AN ANALYST, A DIPLOMAT.

How do we communicate with "C"s?:

When communicating with the "C" style individual, focus on facts and details; minimise "pep talk" or emotional language, be patient, persistent and diplomatic.

Great leaders recognise diversity as a strength

Recruit your weakness and empower through clear communication.

QUESTIONS:

1. What are your 'Highs' and 'Lows'?
2. Are there limitations to your personality you would like to develop?
3. How could you use this to develop a relationship you have been struggling with?