

DiSC Assessment – Sharon Rich – 4/4/16

A person is not their DiSC dot. We are not a label, but we may operate from a certain energy more of the time. And, our DiSC preference should not be used as an excuse. We can all flex into any style.

DiSC describes different energies. It helps us understand our priorities, fears, wants, needs and emotions and those of others.

We all use all of the energies at different times.

As an example, Sharon operates on a normal day in Di. If she is doing something that requires to her to be something else, like C, she moves into that energy.

When you interact with people, you need to meet me in their energy, whether it's their overriding energy or whether they are in another energy.

As Coaches, we want to help our clients flex the muscles of the other energies in a situational manner, when it is useful.

We want people to leverage the energy they are most comfortable with, but not be married to it. We want our clients to be able to be flexible.

In interacting with others that know the DiSC styles, we can ask them what style they believe they are operating in at the moment.

And, in order to identify what energy someone is using, we can ask ourselves these two questions:

1. Is this person more outspoken and fast paced or are they more cautious and reflective?
2. Are they warm or accepting or are they more questioning and skeptical?

The pair of both of these answers can be translated into type. The following show the 4 possible pairs and how they match the 4 DiSC styles.

- D – Outspoken and fast paced and questioning & skeptical
- I – Outspoken and fast paced and warm and accepting
- S - Cautious reflective and more warm and accepting
- C – Cautious and reflective and questioning and skeptical

Every style has an associated need, want, fear and emotion. A good place to discuss this is on page 7.

When discussing DiSC styles, give real life examples where possible or have the client identify real life examples.

DiSC Style Needs, Wants, Fears & Emotions

Type	Need	Want	Fear	Emotion
D (Outspoken and fast paced and questioning & skeptical)	To be in control – (Approach: give them a few choices. They don't like to be directed.)	Forward movement & results	Being taken advantage of (I spent 2 hours with this person, and now they are doing "x")	Anger
Type	Need	Want	Fear	Emotion
I (Outspoken and fast paced and warm and accepting)	To articulate (They think aloud – this is where they are misunderstood, people think they have decided, can appear indecisive, but they are just processing. Approach: Clarify before you leave the conversation. They may have been verbally processing. Make a connection first, then go to business.)	To feel connected	Rejection	Optimism, Enthusiasm
S (Cautious reflective and more warm and accepting)	Safety, security, stability, support, not chaotic (Approach: Increase their sense of safety and their awareness of stability and security. This isn't that different than what we've done before. Planning can make change safe. Control your emotions. Will seem calm).	Safety, security, stability, support, not chaotic	Loss of safety, security, support	Controlled emotions, Containment of Emotion (especially under stress)
C (Cautious and reflective and questioning and skeptical)	Get it right. Display detail oriented energy. (Approach: Don't give them guesses, give them facts. Stick to it. But sometimes they stick to the task too long and can waste time and money. Help them understand what level of quality is needed for the situation. Also, have them self- assess before assessing them).	Proof, facts, data, and evidence	Criticism of their work (experience criticism of their work as criticism of them)	See the world in what could go wrong

We want to honor people's style where possible, but in a business environment where we're trying to move toward results, if we are too focused on honoring everyone's style, it can get in the way of results. To get business results, we may have to sacrifice part of our energy or operate in another's energy to achieve results.

Our style is a reflection of who we are in a specific set of circumstances and our preferences to certain energies. Should our circumstances change which require us to use different energies, then this could impact our DiSC scores.

But we all have a preference that we operate from most of the time and will return to often in our lives (this is my thought, not Sharon's).

In Coaching, use questions like:

- For a person that you are finding to be a challenge, what is it they need (based on your understanding of their DiSC style)? What is their want? How does this inform how you interact with them?
- How do you need to adapt when people are using certain energies?
- How can you flex into a different style while minimizing your stressors for yourself