

**SIEMENS**

# Floor Leadership Essentials Program

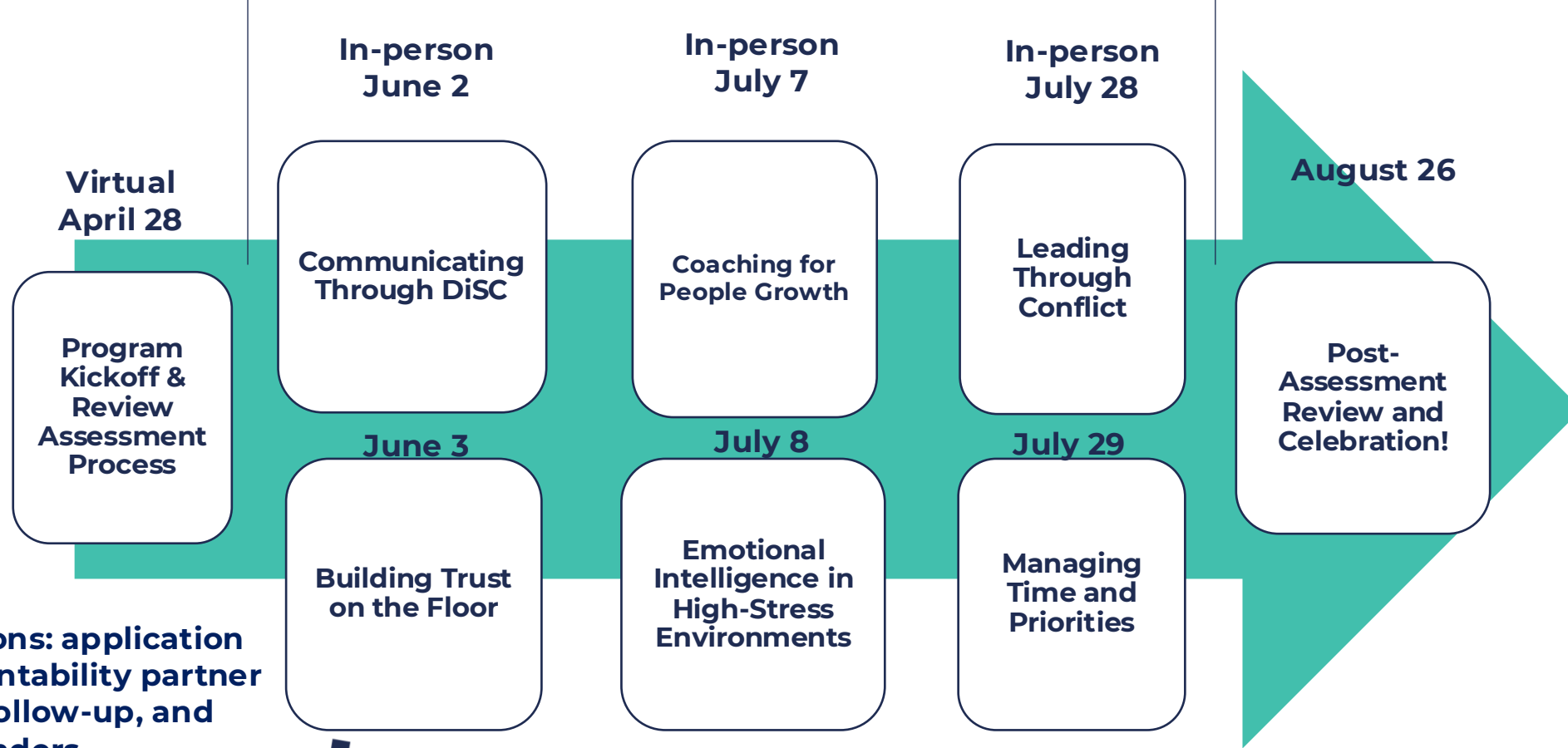
**DISC**

# Floor-Leadership Essentials: Growth Experience

All sessions will be 10 am – 12 pm

## Pre-Self Assessment & DISC

## Post-Self Assessment



Between Sessions: application exercises, accountability partner connection, follow-up, and reminders

# Icebreaker



# Today's Objectives

- Identify your behavioral style and the impact your style has on others.
- Understand how your behaviors affect business performance.
- Strengthen your people IQ.
- Improve interactions with others through:
  - Knowledge of your behaviors
  - Knowledge of others' behaviors
  - Strategies to effectively modify behaviors

# DISC Principles

**DISC** is the universal language of **behavior** and **emotions**. It categorizes how we act (behavior).



Every DISC style is **valuable**.



**We are a blend of all styles** – no style lives in isolation.



DISC **does not measure** intelligence, character, or education skills.



Focus is on the Platinum rule: **Treat others the way they wish to be treated**.



We all have blind spots. **Self-awareness** brings **clarity** and **drives change**.



Different **behaviors** = different **outcomes**.

# Historical Context

## William Moulton Marston

- Harvard Ph.D.
- American Psychologist
- Lawyer
- Inventor
- Comic Book Writer

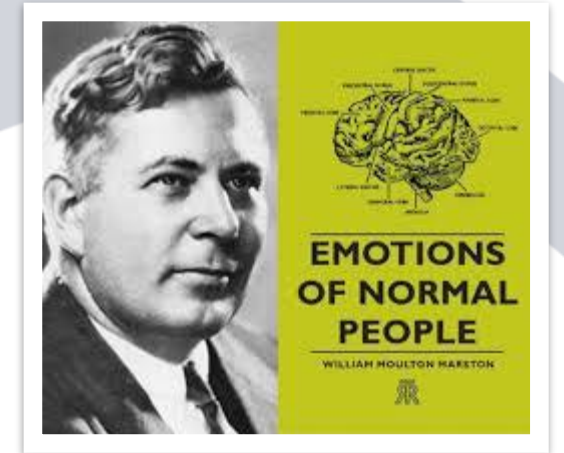
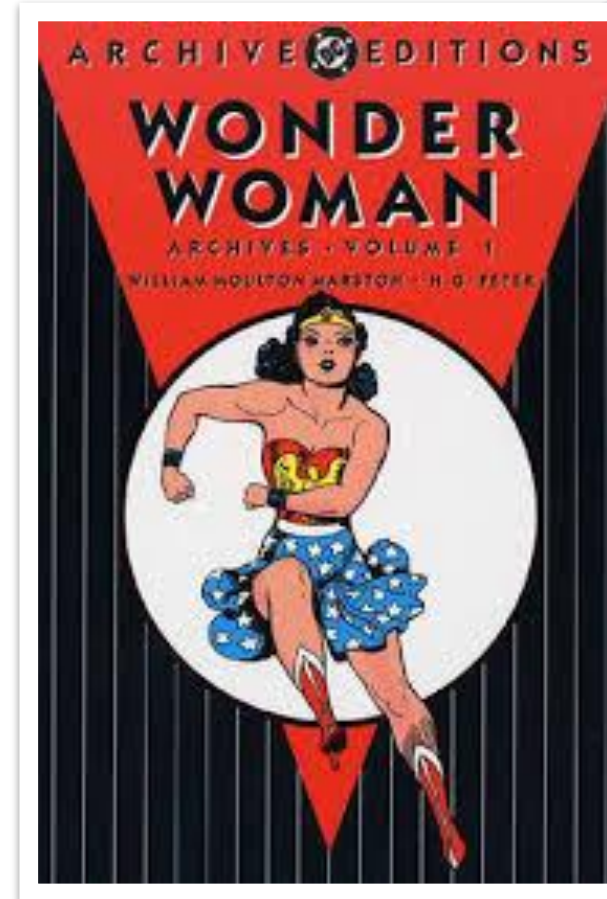
## Original DISC styles:

D: Dominance

I: Inducement

S: Submission

C: Compliance



# DISC Model



## Compliance

**Procedures:**  
Your preference for  
established  
rules/procedures

## Dominance

**Problems:**  
How you tend to  
approach problems and  
challenges

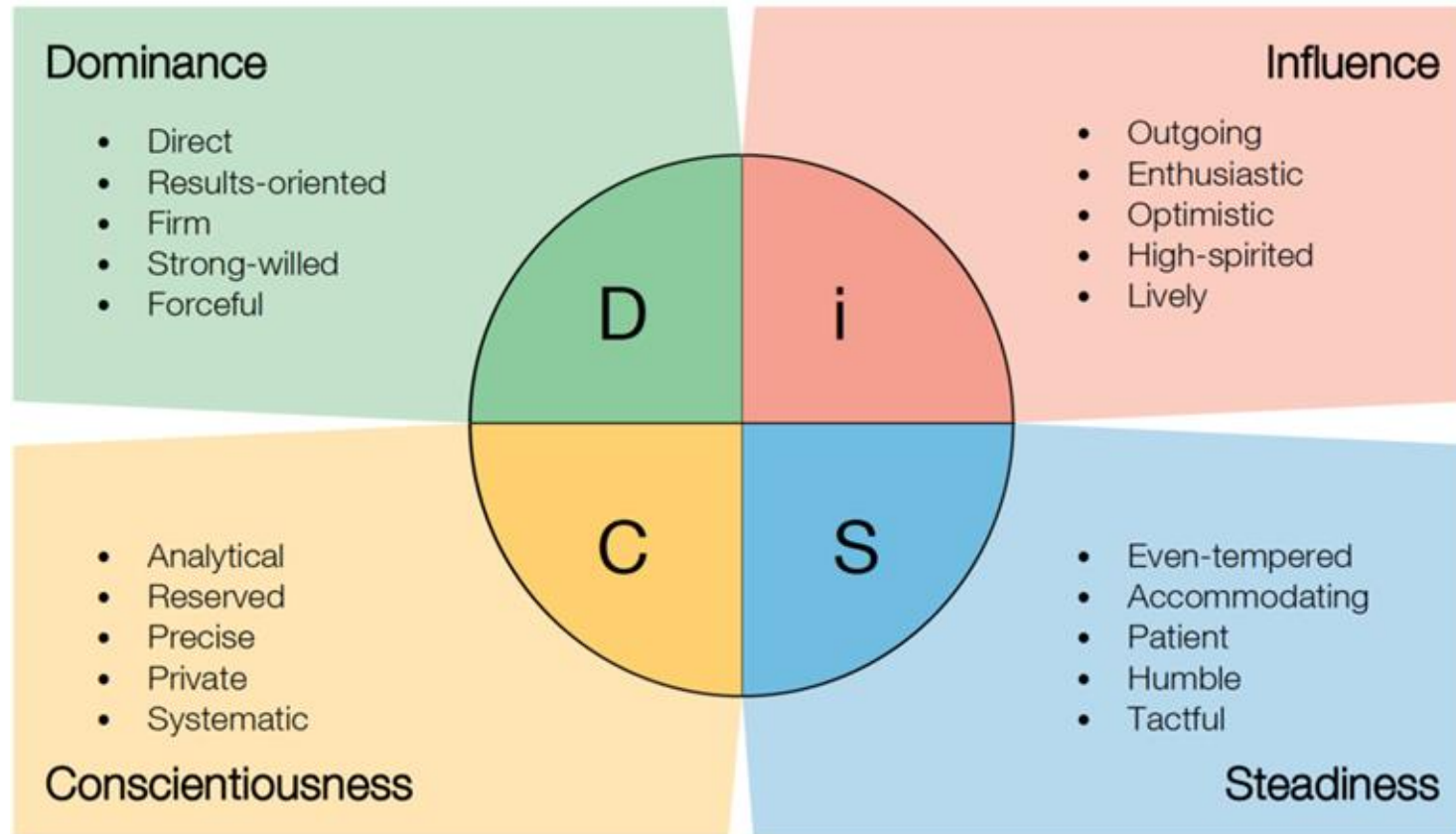
## Steadiness

**Pace:**  
How you prefer to pace  
things and handle  
change

## Influence

**People:**  
How you tend to  
interact/influence  
others and build  
relationships

# DISC Wheel



# DISC Style D - Dominance

Emphasis on RESULTS

CORE TRAITS	MOTIVATED BY	POSSIBLE BLIND SPOTS	WORKING WITH D STYLE
<ul style="list-style-type: none"><li>• Direct</li><li>• Decisive</li><li>• Results-focused</li><li>• Competitive</li><li>• Confident</li></ul>	<ul style="list-style-type: none"><li>• Challenges and goals</li><li>• Authority and control</li><li>• Winning and achievement</li><li>• Quick results</li></ul>	<ul style="list-style-type: none"><li>• May appear impatient or blunt</li><li>• Can overlook details</li><li>• May resist input from others</li><li>• Tends to dominate discussions</li></ul>	<ul style="list-style-type: none"><li>• Be direct and to the point</li><li>• Focus on the results and efficiency</li><li>• Avoid small talk – get to the “what” and “why”</li><li>• Give them control or choices when possible</li></ul>

Operative Word =  
What

Primary Emotion =  
Anger

Renewal Strategy =  
Physical Time

# DISC Style I - Influence

Emphasis on PERSUADING

CORE TRAITS	MOTIVATED BY	POSSIBLE BLIND SPOTS	WORKING WITH I STYLE
<ul style="list-style-type: none"><li>• Outgoing</li><li>• Optimistic</li><li>• Enthusiastic</li><li>• Persuasive</li><li>• People-oriented</li></ul>	<ul style="list-style-type: none"><li>• Social recognition</li><li>• Group activities and teamwork</li><li>• Verbal approval and praise</li><li>• Freedom of expression</li></ul>	<ul style="list-style-type: none"><li>• May overpromise or lack follow-through</li><li>• Gets distracted easily</li><li>• Can be disorganized</li><li>• May avoid conflict</li></ul>	<ul style="list-style-type: none"><li>• Be warm and friendly</li><li>• Give them opportunities to talk and collaborate</li><li>• Recognize their efforts publicly</li><li>• Keep things upbeat and positive</li></ul>

Operative Word =  
Who

Primary Emotion =  
Optimism

Renewal Strategy =  
People Time

# DISC Style S - Steadiness

Emphasis on COOPERATE

CORE TRAITS	MOTIVATED BY	POSSIBLE BLIND SPOTS	WORKING WITH S STYLE
<ul style="list-style-type: none"><li>• Calm</li><li>• Loyal</li><li>• Supportive</li><li>• Patient</li><li>• Consistent</li></ul>	<ul style="list-style-type: none"><li>• Stability and predictability</li><li>• Harmony and relationships</li><li>• Feeling appreciated</li><li>• Clear expectations</li></ul>	<ul style="list-style-type: none"><li>• May resist change</li><li>• Can avoid conflict</li><li>• Hesitates with quick decisions</li><li>• Tends to say “yes” even when overloaded</li></ul>	<ul style="list-style-type: none"><li>• Be patient and respectful</li><li>• Provide clear structure and timelines</li><li>• Show appreciation regularly</li><li>• Avoid rushing or pressuring them</li></ul>

Operative Word =  
How

Primary Emotion =  
Non emotional

Renewal Strategy =  
Nothing Time



# DISC Style C - Compliance

Emphasis on ACCURACY

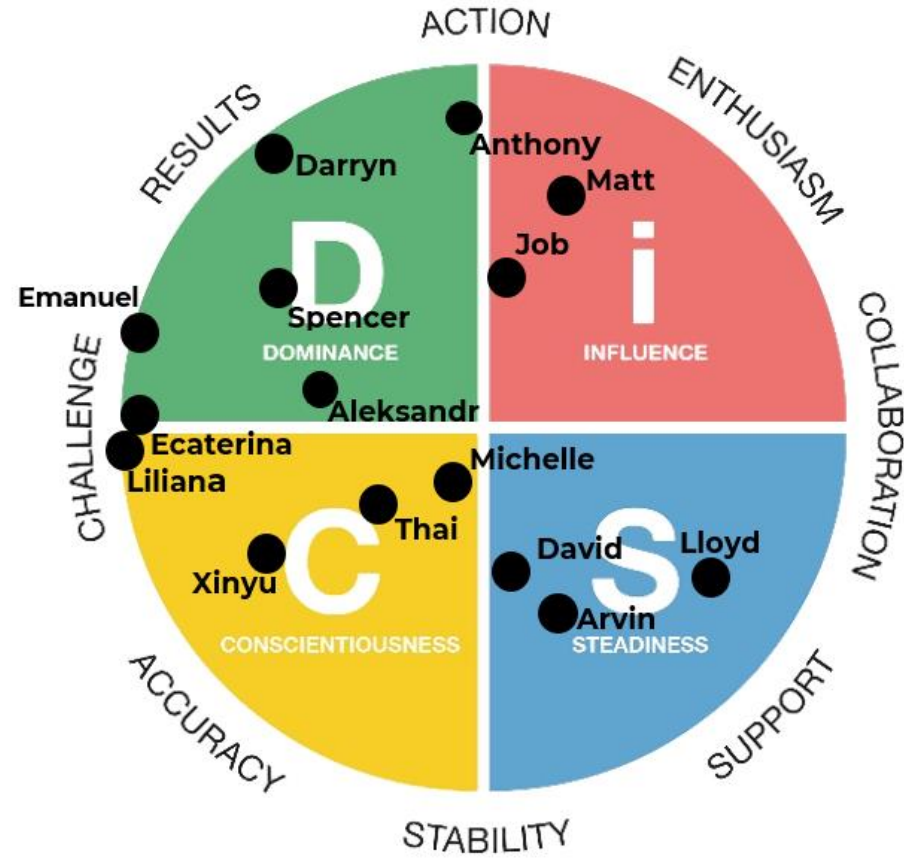
CORE TRAITS	MOTIVATED BY	POSSIBLE BLIND SPOTS	WORKING WITH C STYLE
<ul style="list-style-type: none"><li>• Accurate</li><li>• Analytical</li><li>• Systematic</li><li>• Detail-oriented</li><li>• Cautious</li></ul>	<ul style="list-style-type: none"><li>• Structure and rules</li><li>• Quality and correctness</li><li>• Clear standards and expectations</li><li>• Logical reasoning</li></ul>	<ul style="list-style-type: none"><li>• May overanalyze or delay decisions</li><li>• Can be critical or perfectionistic</li><li>• Struggles with ambiguity</li><li>• May avoid social interactions</li></ul>	<ul style="list-style-type: none"><li>• Be precise and well-prepared</li><li>• Provide facts and logic</li><li>• Respect their need for accuracy</li><li>• Avoid rushing their process</li></ul>

Operative Word =  
Why

Primary Emotion =  
Fear

Renewal Strategy =  
Private Time

# Your Team



# Strengths to Potential Limitations

STRENGTHS	D	LIMITATIONS
<ul style="list-style-type: none"><li>• Decisive and confident</li><li>• Results-oriented and driven</li><li>• Takes initiative and leads</li></ul>		<ul style="list-style-type: none"><li>• May come across as aggressive or blunt</li><li>• Can overlook details or feelings</li><li>• May struggle with collaboration or patience</li></ul>

STRENGTHS	I	LIMITATIONS
<ul style="list-style-type: none"><li>• Enthusiastic and persuasive</li><li>• Great at building relationships</li><li>• Inspires and energizes others</li></ul>		<ul style="list-style-type: none"><li>• May be disorganized or lack follow-through</li><li>• Can avoid conflict or hard conversations</li><li>• May talk more than listen</li></ul>

STRENGTHS	C	LIMITATIONS
<ul style="list-style-type: none"><li>• Analytical and detail-oriented</li><li>• High standards and quality-focused</li><li>• Logical and objective</li></ul>		<ul style="list-style-type: none"><li>• May overthink or over analyze decisions</li><li>• Can be perfectionistic or critical</li><li>• May come off as cold or overly cautious</li></ul>

STRENGTHS	S	LIMITATIONS
<ul style="list-style-type: none"><li>• Loyal and dependable</li><li>• Calm under pressure</li><li>• Supportive and collaborative</li></ul>		<ul style="list-style-type: none"><li>• May resist change or avoid taking risks</li><li>• Can be too passive or conflict-avoidant</li><li>• May have trouble asserting needs or opinions</li></ul>

# Potential Personal Growth Areas

## D

- **Listen more actively** – Avoid jumping to conclusions or cutting people off.
- **Showing empathy and patience** – Especially when others move at a slower pace.
- **Collaborating more** – Recognize the value of team input and shared decisions.

## I

- **Following through on details** – Finish tasks and commitments thoroughly.
- **Listening more than talking** – Give others space to share ideas.
- **Accepting constructive feedback** – Learn to separate feedback from personal emotion.

## C

- **Being more flexible** – Allow room for creative or nontraditional approaches.
- **Trusting others more** – Delegate tasks and avoid micromanaging.
- **Managing perfectionism** – Don't let the pursuit of perfection delay progress.

## S

- **Speaking up with confidence** – Especially in conflict or group decision-making.
- **Becoming more open to change** – Adapt more easily to new processes.
- **Setting personal boundaries** – Avoid overcommitting to please others.

# DISC Application



# Identifying the DISC Styler of Your Driver

**D**

**Ignores GPS and follows own direction**

**Speeds up on yellow lights**

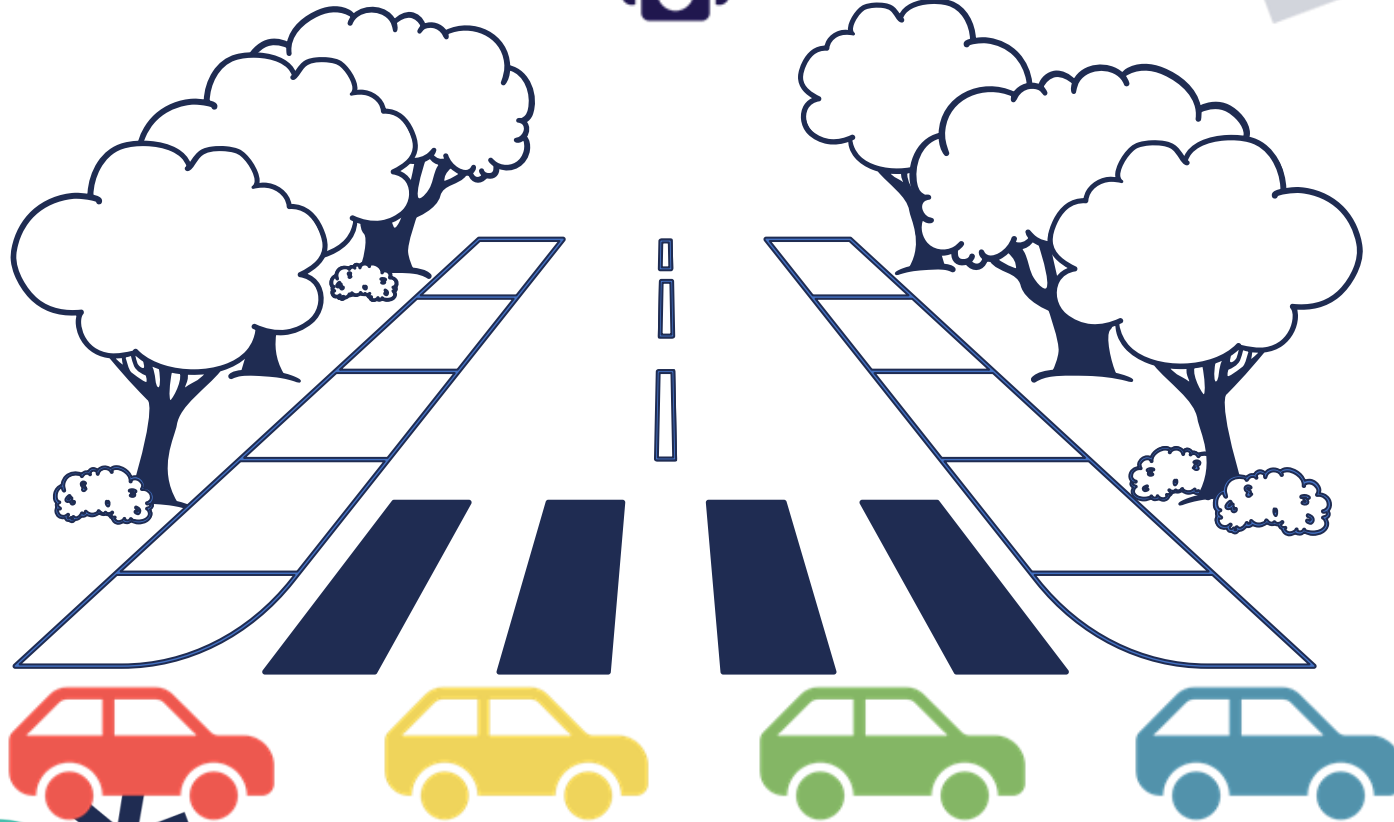
**Controls the conversation**

**I**

**Forgets to check GPS and misses a turn**

**Doesn't see the yellow light**

**Animated and loves to talk**



**S**

**Actively listens to your stories while checking GPS**

**Slows down for yellow light**

**Easy going/helpful**

**C**

**Follows GPS conscientiously**

**Stops well in advance on yellow light**

**Quiet and formal**

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# When Giving Feedback to a...

## D

- Get to the point, move quickly
- Don't spend time on non-essentials
- Provide feedback immediately
- Show clear results

## I

- Keep it simple; don't overuse data
- Allow time for interaction
- Focus more on emotion and feelings
- Remain as positive as possible

## S

- Know that head nodding does not mean they agree, but that they're listening
- Slow down and provide sincere and detailed feedback
- Provide support and time to process

## C

- Provide detailed information; in writing and ahead of time if possible
- Present feedback logically
- Give them time to process and ask questions and know they may just listen

# Styles in Action

## DISC Poetry



# ACTION ITEMS



# Questions?

