

SIEMENS

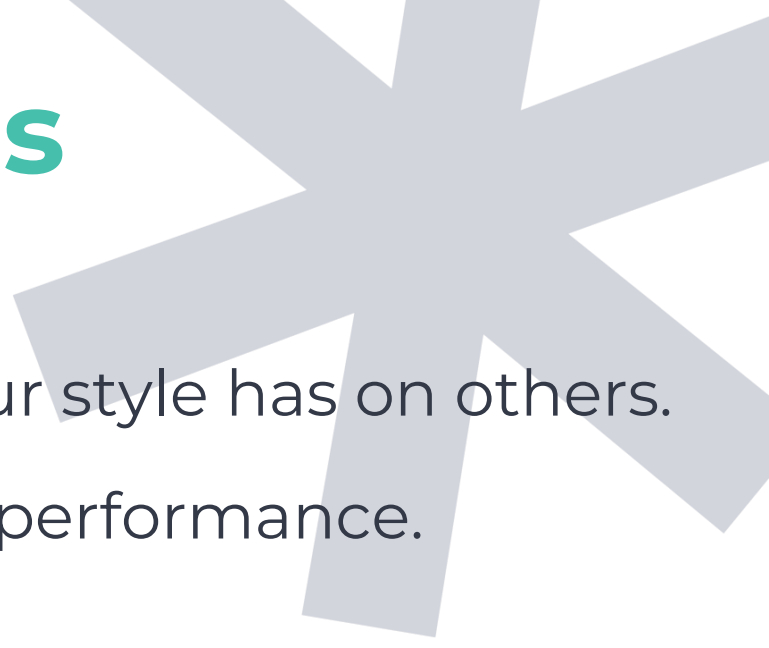
Floor Leadership Essentials Program

DISC

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**.

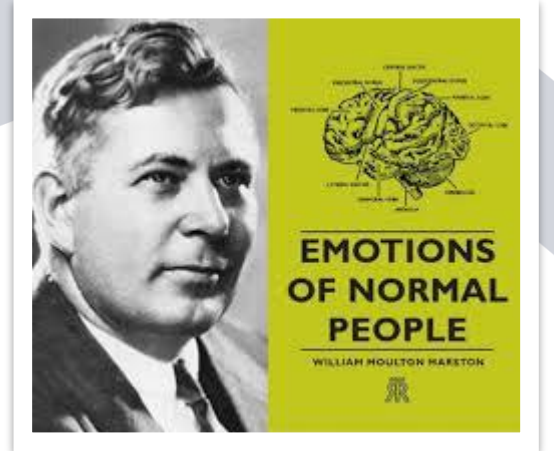
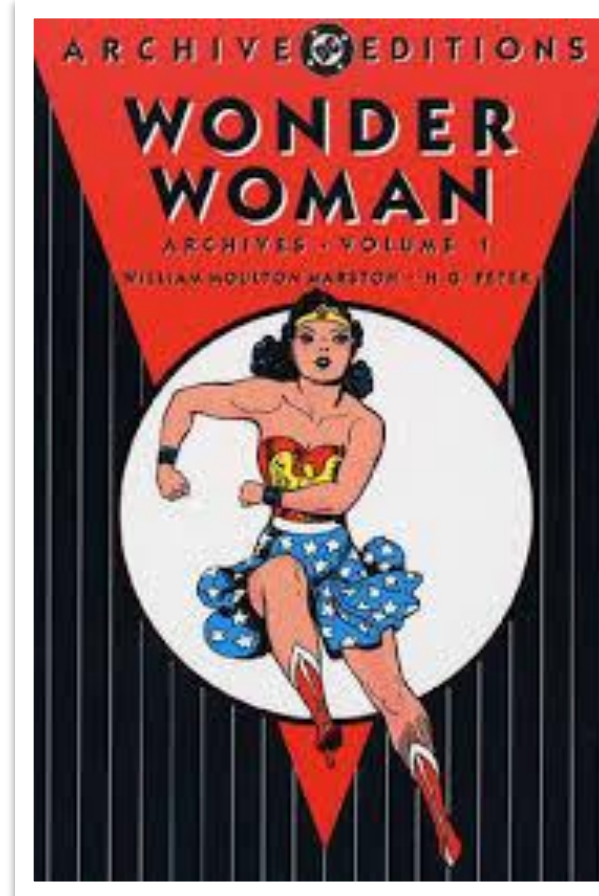
Historical Context

William Moulton Marston

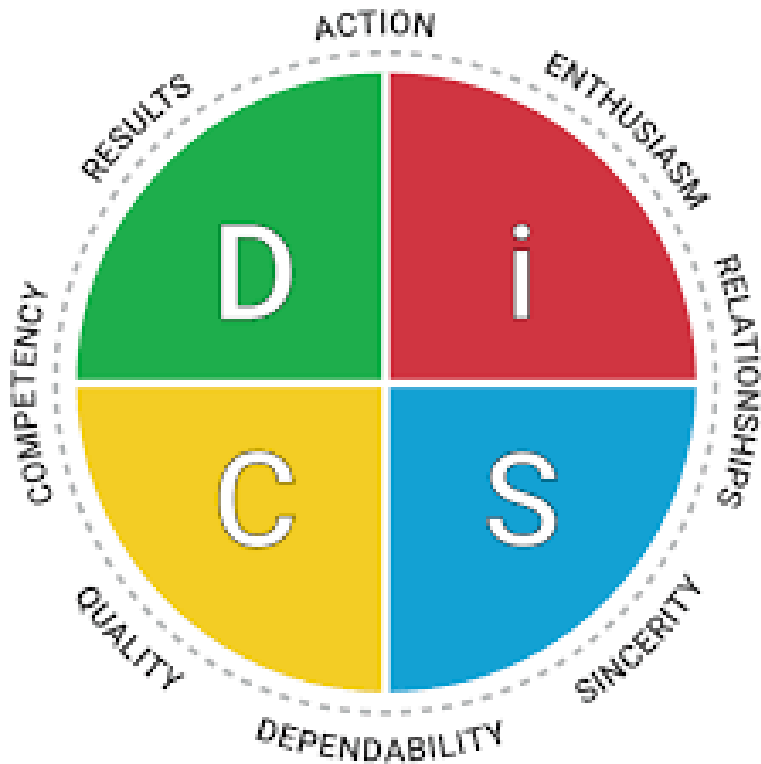
- Harvard Ph.D.
- American Psychologist
- Lawyer
- Inventor
- Comic Book Writer

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:

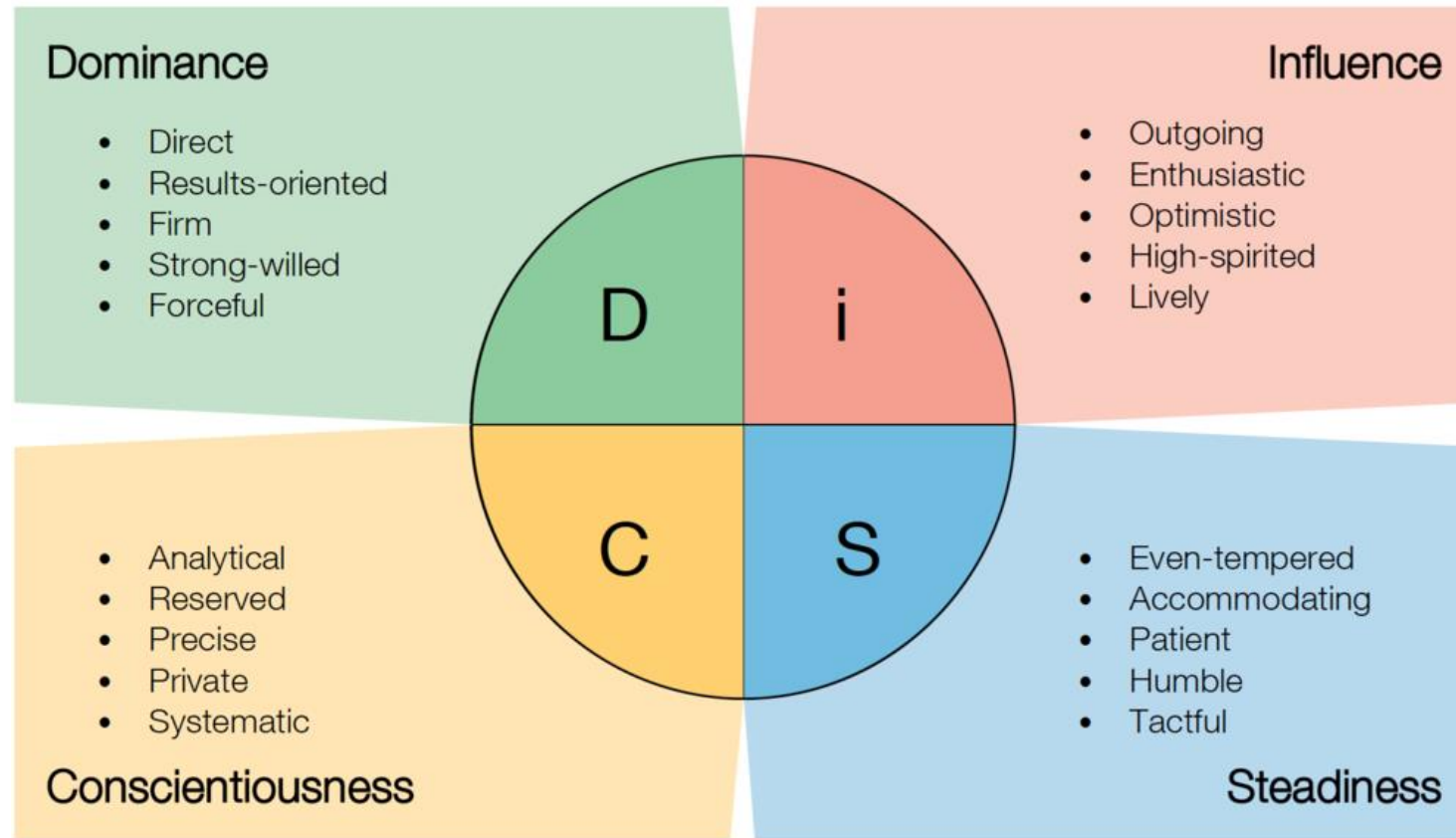
How you prefer to pace things and handle change

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
• Direct • Decisive • Results-focused • Competitive • Confident	• Challenges and goals • Authority and control • Winning and achievement • Quick results	• May appear impatient or blunt • Can overlook details • May resist input from others • Tends to dominate discussions	• Be direct and to the point • Focus on the results and efficiency • Avoid small talk – get to the “what” and “why” • Give them control or choices when possible
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
• Outgoing • Optimistic • Enthusiastic • Persuasive • People-oriented	• Social recognition • Group activities and teamwork • Verbal approval and praise • Freedom of expression	• May overpromise or lack follow-through • Gets distracted easily • Can be disorganized • May avoid conflict	• Be warm and friendly • Give them opportunities to talk and collaborate • Recognize their efforts publicly • Keep things upbeat and positive

**Operative Word =
Who**

**Primary Emotion =
Optimism**

**Renewal Strategy =
People Time**

DISC Style S - Steadiness

Emphasis on COOPERATE

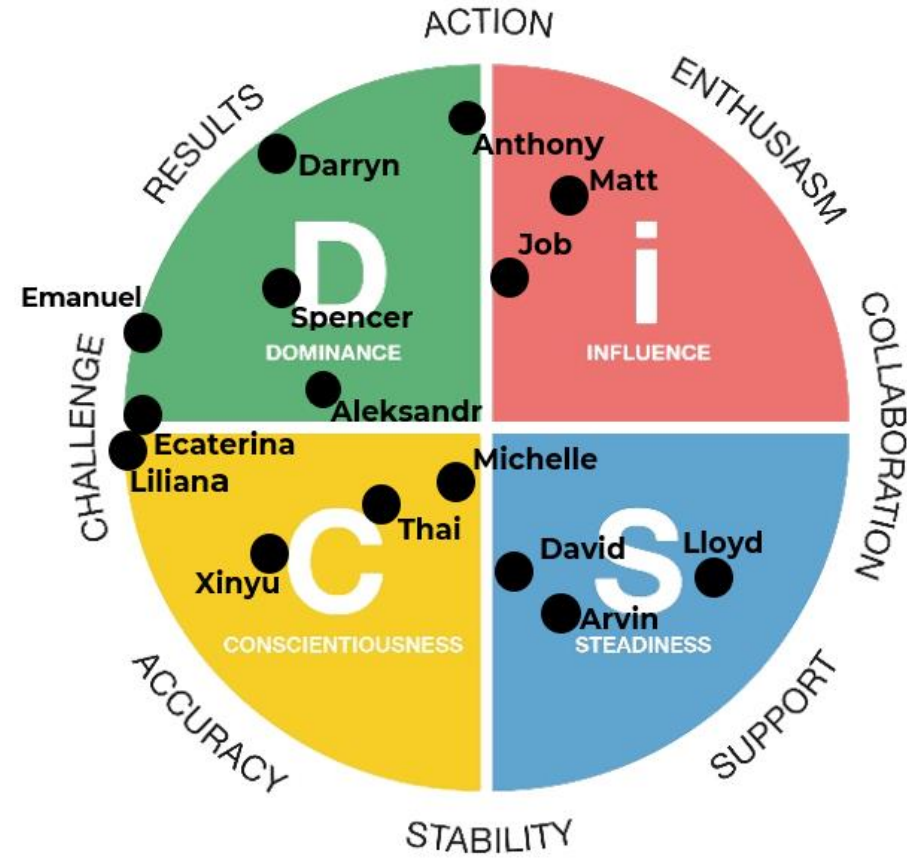
CORE TRAITS	MOTIVATED BY	POSSIBLE BLIND SPOTS	WORKING WITH S STYLE
• Calm • Loyal • Supportive • Patient • Consistent	• Stability and predictability • Harmony and relationships • Feeling appreciated • Clear expectations	• May resist change • Can avoid conflict • Hesitates with quick decisions • Tends to say “yes” even when overloaded	• Be patient and respectful • Provide clear structure and timelines • Show appreciation regularly • Avoid rushing or pressuring them
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
• Accurate • Analytical • Systematic • Detail-oriented • Cautious	• Structure and rules • Quality and correctness • Clear standards and expectations • Logical reasoning	• May overanalyze or delay decisions • Can be critical or perfectionistic • Struggles with ambiguity • May avoid social interactions	• Be precise and well-prepared • Provide facts and logic • Respect their need for accuracy • Avoid rushing their process
Operative Word = Why		Primary Emotion = Fear	Renewal Strategy = Private Time

Your Team



Strengths to Potential Limitations

STRENGTHS	D	LIMITATIONS
• Decisive and confident • Results-oriented and driven • Takes initiative and leads		• May come across as aggressive or blunt • Can overlook details or feelings • May struggle with collaboration or patience

STRENGTHS	I	LIMITATIONS
• Enthusiastic and persuasive • Great at building relationships • Inspires and energizes others		• May be disorganized or lack follow-through • Can avoid conflict or hard conversations • May talk more than listen

STRENGTHS	C	LIMITATIONS
• Analytical and detail-oriented • High standards and quality-focused • Logical and objective		• May overthink or over analyze decisions • Can be perfectionistic or critical • May come off as cold or overly cautious

STRENGTHS	S	LIMITATIONS
• Loyal and dependable • Calm under pressure • Supportive and collaborative		• May resist change or avoid taking risks • Can be too passive or conflict-avoidant • May have trouble asserting needs or opinions

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

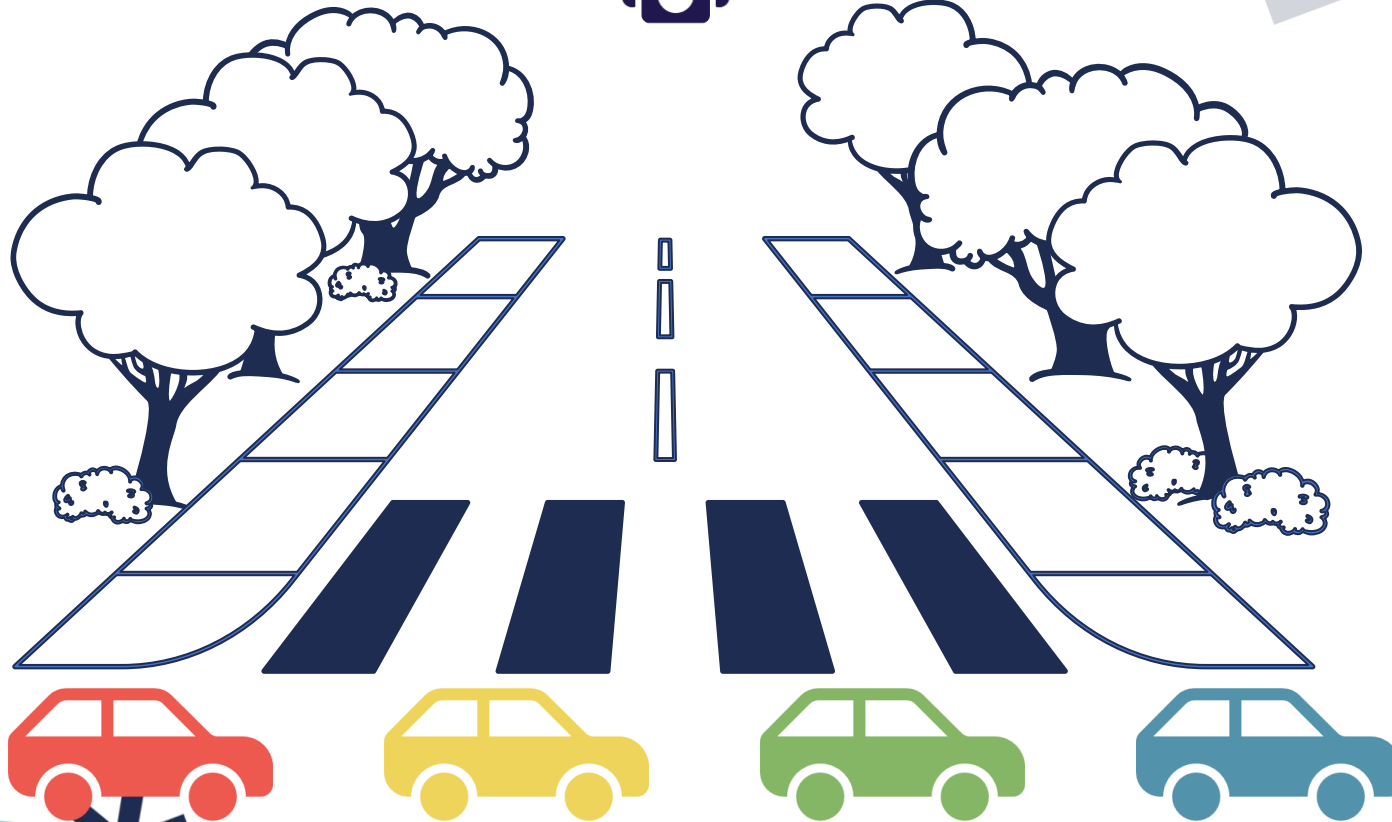
Easy going/helpful

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?

