You Mean I Have To Work With These People?!?!

Understanding Ourselves & Others

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Who’s David Jones ????
So where do we begin???

It’s all about RELATIONSHIPS!!!
I LOVE PARIS IN THE SPRINGTIME
My role
Your role
Personality Profile

Instructions:

- Draw a picture of a “PIG”
- Just a basic “PIG”
- Don’t spend all day – you have 30 seconds
Personality Profile

➢ If you drew the pig:
  ■ Toward the top – you are positive & optimistic
  ■ Toward the middle – you are a realist
  ■ Toward the bottom – you are pessimistic and have a tendency to be negative
Personality Profile

➢ If you drew the pig:

• Facing left – you believe in tradition, and are friendly
• Facing right – you are innovative and active
• Facing front – you are direct, enjoy playing devil’s advocate and neither fear nor avoid discussions
Personality Profile

➢ If you drew the pig:
  ▪ With many details - you are analytical, cautious and distrustful.
  ▪ With few details - you are emotional and naïve, you care little for details and are a risk taker.
Personality Profile

➢ If you drew the pig:

▪ With less than 4 legs – you are insecure or are living through a period of major change.

▪ With 4 legs – you are secure, stubborn, and stick to your ideals.

▪ With more than 4 legs – you need to be attending a whole different presentation.
Personality Profile

The size of the ears are important, ears indicate how good a listener you are

The bigger the better!
Personality Profile

The size of the tail indicates your love life.

again

The bigger the better!

OK…Who didn’t draw a tail?
What do you think?
What matters most is how you see yourself.
Remember, there’s more beneath the surface....
My Personality Style
**D.I.S.C.**

The DISC is a popular system of determining preferred personality styles. It originated in the 1920’s and has been used extensively for decades.

Select a time and place YOU are YOU. Not at school, not at work, where you are just you. Maybe it’s with your friends or family. Maybe it’s sitting around the house on a Saturday afternoon. Get into the mind set of that particular time. Score the following thinking of yourself at that particular time and location. Use your first impression...Go Fast.

Score each set of four words in each row.
Put a (4) in front of the descriptive word that is most like you.
Put a (3) in front of the descriptive word next most like you.
Put a (2) in front of the descriptive word next most like you.
Put a (1) in front of the descriptive word that is least like you.

**Example:**

<table>
<thead>
<tr>
<th></th>
<th>Nervous</th>
<th>Happy</th>
<th>Angry</th>
<th>Excited</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Determined</td>
<td>Enthusiastic</td>
<td>Agreeable</td>
<td>Logical</td>
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<tr>
<td></td>
<td>Outspoken</td>
<td>Confident</td>
<td>Personal</td>
<td>Organized</td>
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<td></td>
<td>Traditional</td>
<td>Opportunity</td>
<td>Harmony</td>
<td>Conscientious</td>
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<td></td>
<td>Demanding</td>
<td>Discovery</td>
<td>Feeling</td>
<td>Evaluating</td>
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<td></td>
<td>Strong-willed</td>
<td>Outgoing</td>
<td>Emotional</td>
<td>Reserved</td>
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<td></td>
<td>Practical</td>
<td>Adventurer</td>
<td>Loyal</td>
<td>Careful</td>
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<td>Argues</td>
<td>Daring</td>
<td>Tender</td>
<td>Tactful</td>
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<td></td>
<td>Decisive</td>
<td>Impulsive</td>
<td>Good-natured</td>
<td>Insightful</td>
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<td></td>
<td>Factual</td>
<td>Fun</td>
<td>Gentle</td>
<td>Serious</td>
</tr>
<tr>
<td></td>
<td>Realistic</td>
<td>Playful</td>
<td>Even-temper</td>
<td>Accurate</td>
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<tr>
<td></td>
<td>Competitive</td>
<td>Talkative</td>
<td>Easy going</td>
<td>Neat</td>
</tr>
<tr>
<td></td>
<td>Aggressive</td>
<td>Good mixer</td>
<td>Affectionate</td>
<td>Controlled</td>
</tr>
<tr>
<td></td>
<td>Direct</td>
<td>Cheerful</td>
<td>Warm</td>
<td>Cautious</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Total</th>
<th>Total</th>
<th>Total</th>
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<td>D</td>
<td>1</td>
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<td>I</td>
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Now, total the columns. The highest column score indicates your primary or greatest tendency. The lowest column score represents the tendency you least prefer.
Design the Perfect Vacation

➢ Using the paper and pens provided – design the perfect vacation.
➢ $10 thousand dollars
➢ What would your perfect vacation include?
Style: Task-oriented /Outgoing

**Description:** Doers, Drivers, Dominant, Demanding, Directing, Doers, Decisive

**Symbol:** Exclamation point - emphatic in everything they do

**Focus:** Get the job done - just do it! Overcome opposition and achieve your goals! Winners never quit... quitters never win!

**Basic Needs:** Challenge, Control, Choices

**Outlook on Life:** To lead or be in charge

"D" types can be very self-sufficient, relying on their natural abilities and talents to get them through difficult situations. They are never satisfied with the status quo. They are constantly looking for new and better ideas and ways of doing things.
High D’s

- Independent, persistent, direct
- **Energetic, busy,** fearless
- Focus on own goals rather than people
- Tell rather than ask
- Asks “what”
D’s are:

- Directing
- Competitive
- Experimenting
- Assertive
- Adventurous
- Original
- Decisive
- Outspoken
- Self-certain
- Restless
- determined
- takes risks
- wants results
When working with D’s

+ Crisis management
Self-reliant
Highly focused
Specific
Direct
Accepts risk
Multi-tasker

Listen more
Attentive to others
Less controlling
Appreciate other opinions, feelings
Explain more, “why”
Seem friendlier
Style: People-oriented/Outgoing

Description: Inspirational, Influencing, Impulsive, Interesting, Interactive

Symbol: Star - They love recognition and being the center of attention

Focus: I am for you! If we all pull in the same direction and stay motivated, there is no end to the success… and fun… we can have.

Basic Needs: Recognition, Approval, Popularity

Outlook on Life: To persuade others to their way of thinking

High “I 's” are very friendly. They seem to talk to or wave to everyone they see. They know no strangers. After you have been with them five minutes, you feel like you have known them all your life.
High I’s

- Social, persuasive, friendly
- Energetic, busy, optimistic, distractible
- Imaginative, focus on the new and future
- Poor time managers
- Focused on people rather than the task
- Tell rather then ask
I’s are:

- Interacting
- Persuading
- Talkative
- Optimistic
- Charming
- Popular
- Flexible
- Trusting
- Jovial
- Impulsive

communicator talks

laughs

wants attention
When working with I’s

+ Communication
  Participative
  Influential, inspirational
  Motivational
  Spontaneous
  Enthusiastic
  Positive

- Slow down
  Focus
  Keep track of time
  Less impulsive
  Result oriented
  Details and facts
  Talk less, listen more
  Consider other ideas
Style: People-oriented/Reserved

Description: Steady, Stable, Supportive, Submissive, Shy, Servant, Submissive

Symbol: Plus/Minus - They bring a balance to the people equation

Focus: All for one and one for all. If we all work together, we can make a great team. Working together we can do it!

Basic Needs: Appreciation, Security, Approval

Outlook on Life: To provide necessary support to help get the job completed. Can’t we all just get along

An “S” is very orderly and efficient, preferring to know that things are running smoothly... They prefer the standard, tried and proven way of doing things...

One of their mottos is, “Working together we can do it.”
➢ High S’s

■ Consistent, like stability

■ Accommodating, peace-seeking

■ Like helping and supporting others

■ Good listeners, counselors, teachers

■ Close relationships with few friends

■ Ask, rather then tell

■ Ask “how” and “when”
S’s are:
- Steady
- Accommodating
- Patient
- Deliberate
- Accepting
- Gentle
- Stabilizing
- Grateful
- Sincere
- Overly-modest

wants routine
community
When working with S’s

Relaters
Great managers
Sincere
Focused on people
Common sense
Dependable
“team” effort
Stable

Open to change
More direct in interactions
Focus on goals rather then procedures
Confront problems
Show initiative
Express feelings
The “C” type is usually very thoughtful. They are very bright and have a high capacity for intellectual achievement. They know how to take a big project and break it down into little components.

**Style:** Task-oriented/Reserved

**Description:** Competent, Cautious, Careful, Correct, Calculating, Contemplative, Conscientious

**Symbol:** Question Mark - They want to know the “why” behind what they do

**Focus:** Make sure things are done in a correct manner. Goods and services provided with quality ensure long-standing relationships.

**Basic Needs:** Quality answers, Excellence, Value

**Outlook on Life:** To be conscientious and consistent
➢ High C’s

- Slow and critical thinkers, perfectionists
- Logical, fact-based, organized, follows rules
- Don’t show feelings
- Private, few but good friends
- Big-picture
- Asks “why” and “how”
C’s are:

- Cautious
- Assessing
- Tactful
- Precise
- Tolerant
- Diplomatic
- Logical
- Consistent
- Curious
- Detail oriented
- Methodical
- Wants facts
- Analyzes
When working with C’s

+ Organizer
  Logical
  Consistent
  Controlling of details
  Conservative
  Quality
  Share
  systematic

Do right things/not just things right
Respond quicker to TEAM goals
Build relationships
Decide quicker
Less facts more people
Ideal Environment

- Upbeat, fast, powerful
- Fun, friendly, exciting
- Structured, accuracy, quality
- Predictable, stable, harmonious
Understanding Personalities

Why Bother?

✓ Helps understand people better
✓ Value and respect the STRENGTHS of others
✓ Communicate differently
✓ Personality vs. Personal
✓ Different Goal – TASK vs. PEOPLE
Relationships are the foundation of life and Communication is the foundation of Relationships.
My Challenge to You…

“I get up every morning determined to both change the world and to have one heck of a good time.”

E. B. White
Thank you!!!

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or contact

Jen Jones
References:

- http://www.discprofile.com/
- http://changingminds.org/explanations/preferences/disc.htm
- http://www.onlinedisc.com/