

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

Understanding Ourselves & Others

Dr. David Jones



Who's David Jones ????



So where do we begin???

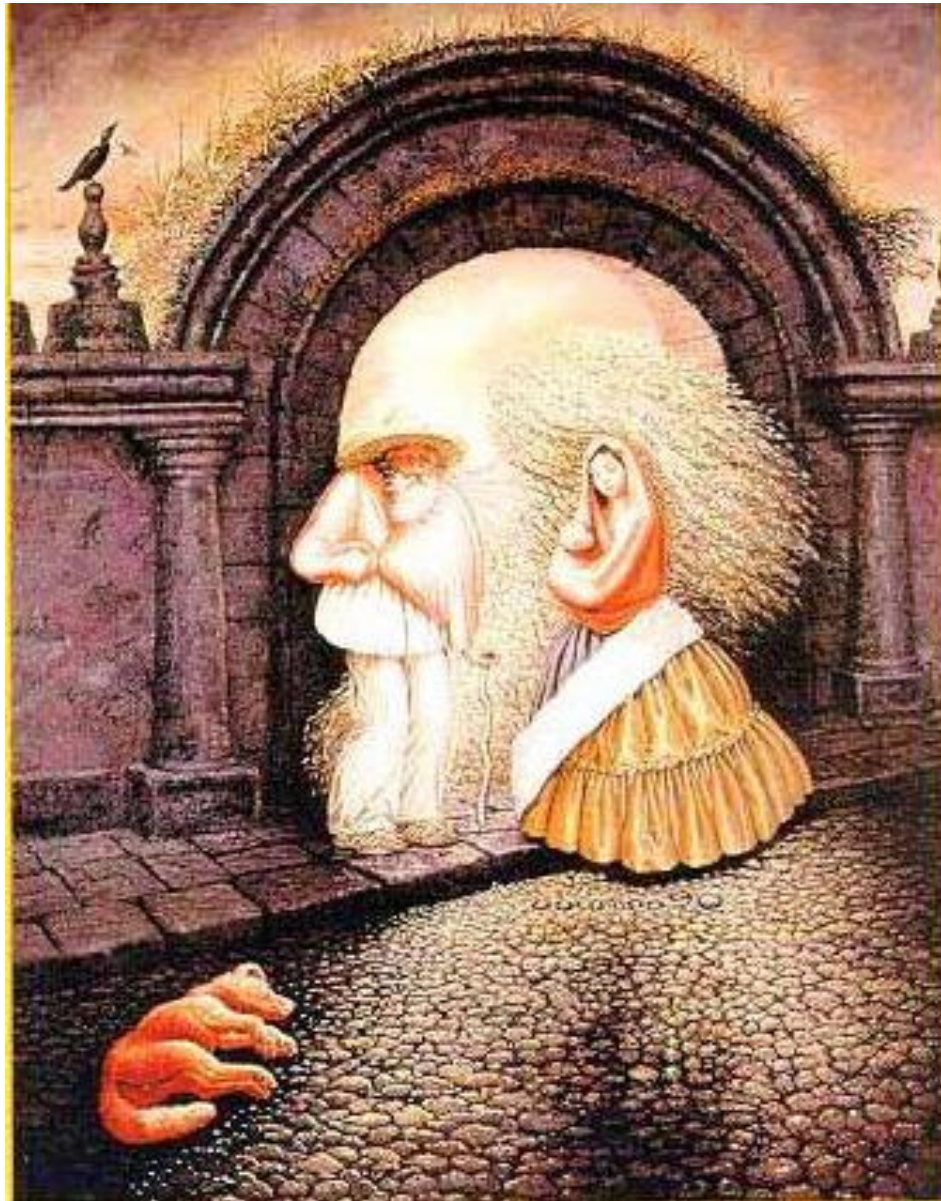


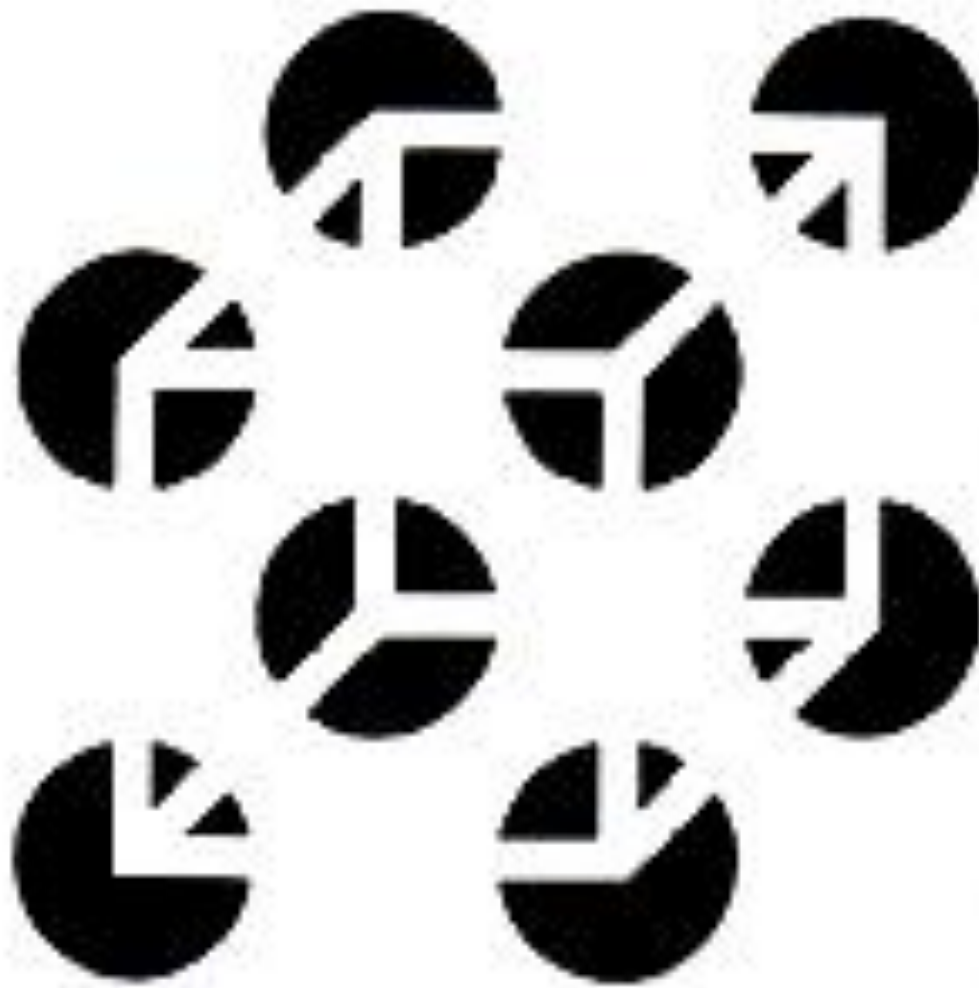
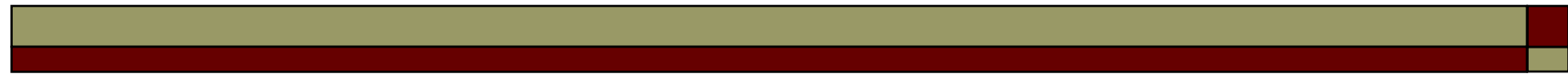
It's all about RELATIONSHIPS!!!













I

LOVE

PARIS IN THE

THE SPRINGTIME

My role



Your role

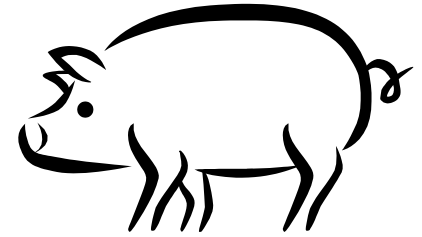


Personality Profile

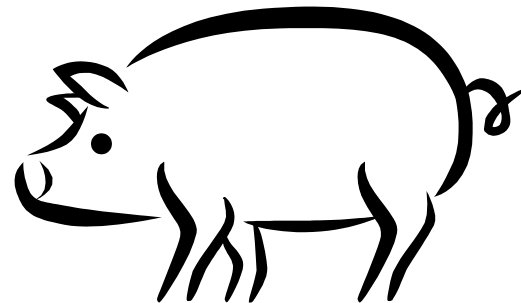
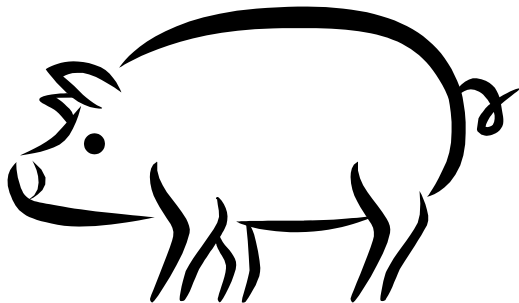
➤ Instructions:

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

Personality Profile



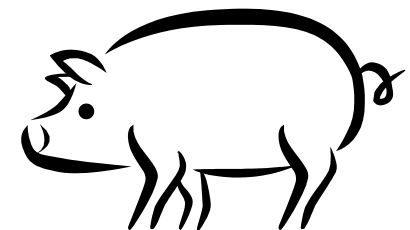
- If you drew the pig:
 - Toward the top – you are positive & optimistic
 - Toward the middle – you are a realist
 - Toward the bottom – you are pessimistic and have a tendency to be negative



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

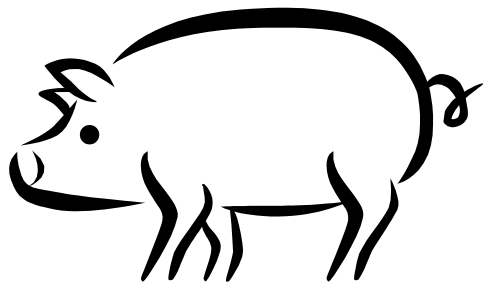
- If you drew the pig:
 - With many details - you are analytical, cautious and distrustful.
 - With few details - you are emotional and naïve, you care little for details and are a risk taker.



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?

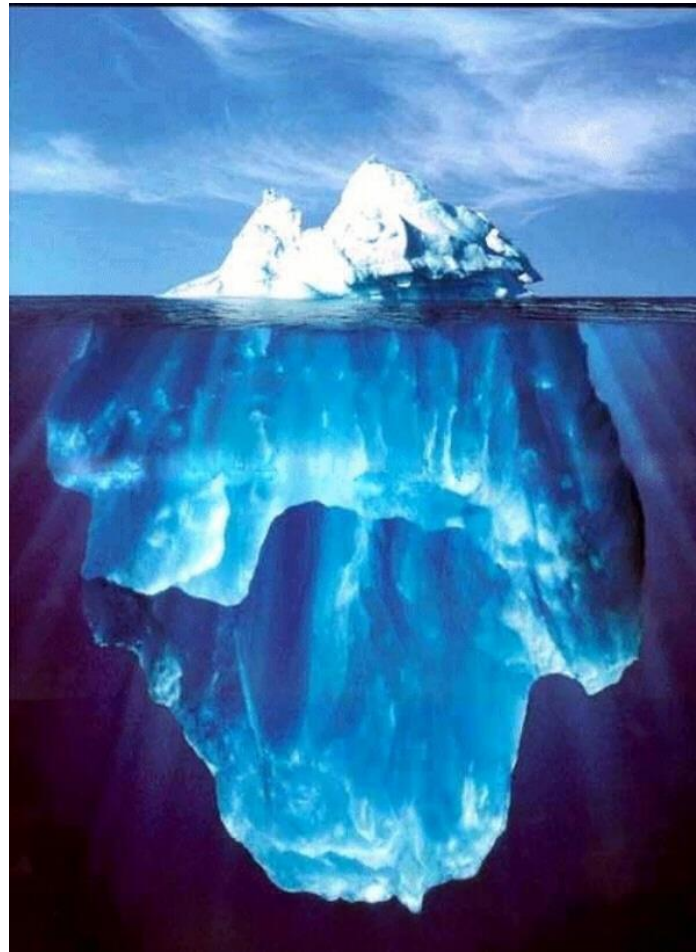


What do you think?

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.

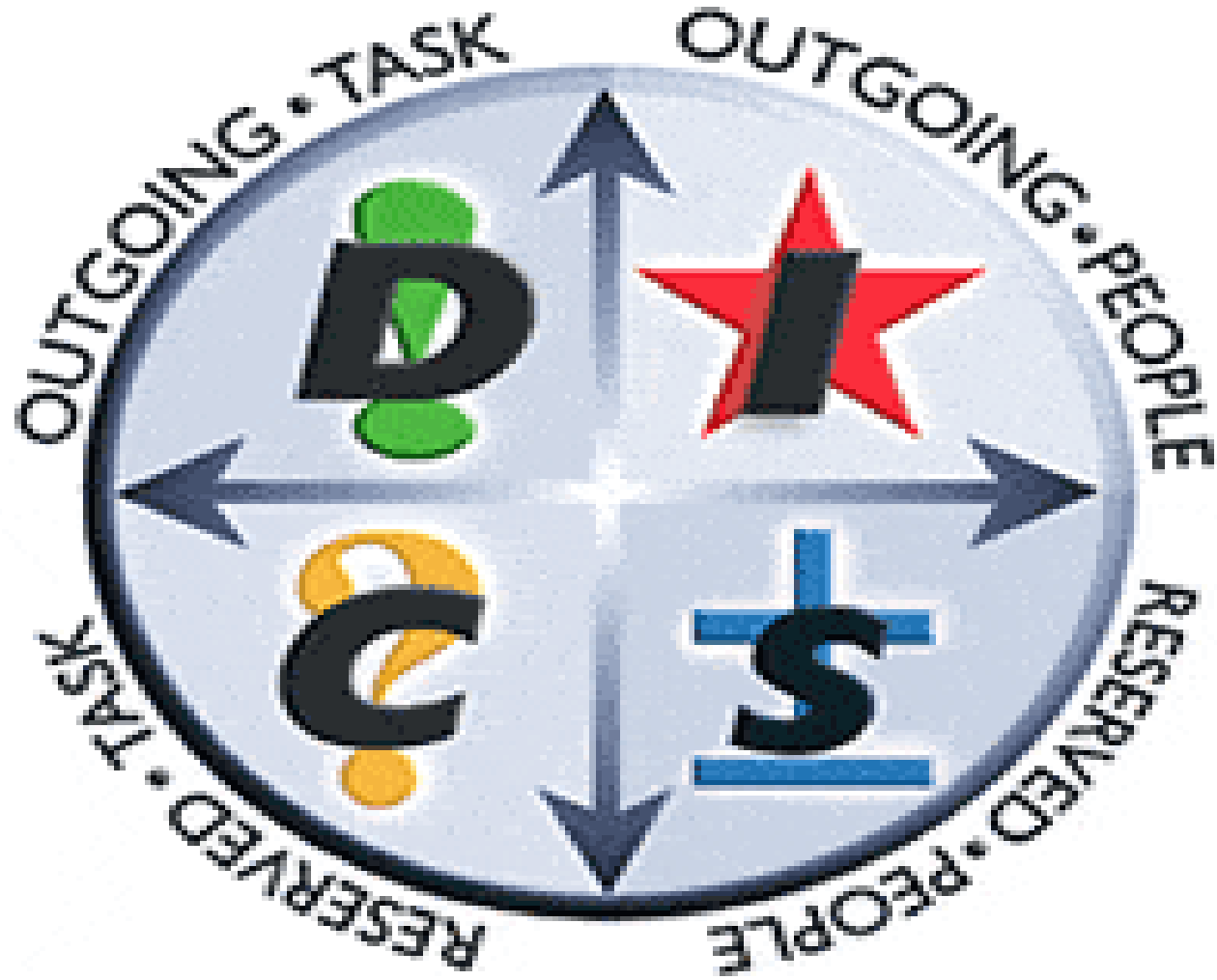
Example:

2	Nervous	4	Happy	1	Angry	3	Excited
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	Determined		Enthusiastic		Agreeable		Logical
	Outspoken		Confident		Personal		Organized
	Traditional		Opportunity		Harmony		Conscientious
	Demanding		Discovery		Feeling		Evaluating
	Strong-willed		Outgoing		Emotional		Reserved
	Practical		Adventurer		Loyal		Careful
	Argues		Daring		Tender		Tactful
	Decisive		Impulsive		Good-natured		Insightful
	Factual		Fun		Gentle		Serious
	Realistic		Playful		Even-temper		Accurate
	Competitive		Talkative		Easy going		Neat
	Aggressive		Good mixer		Affectionate		Controlled
	Direct		Cheerful		Warm		Cautious
	=Total		=Total		=Total		=Total
	D		I		S		C

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

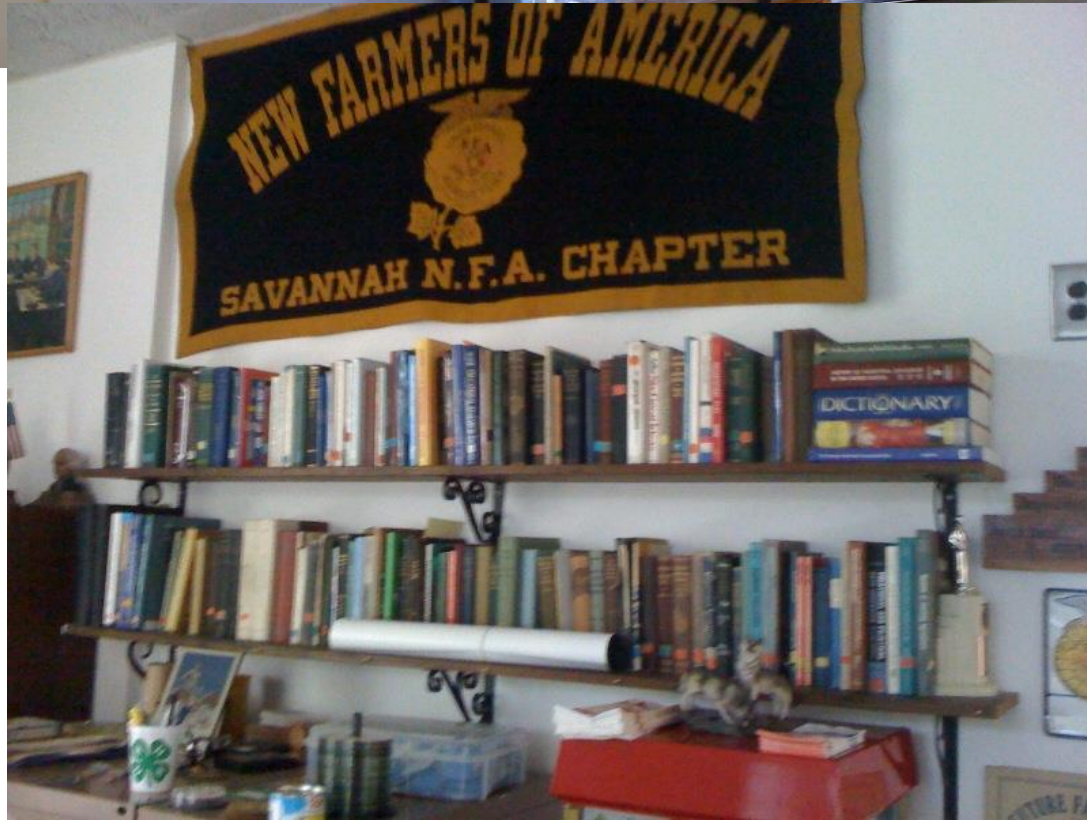
- Independent, persistent, direct
- **Energetic, busy, fearless**
- Focus on own goals rather than people
- Tell rather than ask
- Asks “what”

➤ D's are:

- Directing
- Competitive
- Experimenting
- Assertive
- Adventurous
- Original
- Decisive
- Outspoken
- Self-certain
- Restless



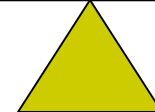
determined
takes risks
wants results



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 than ask

➤ I's are:

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

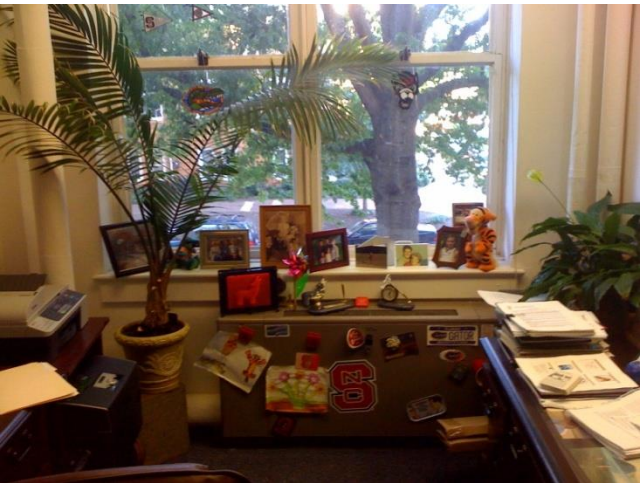


communicator

talks

laughs

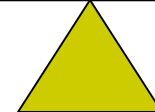
wants attention



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 than tell
- Ask “how” and “when”

➤ S's are:

- Steady
- Accommodating
- Patient
- Deliberate
- Accepting
- Gentle
- Stabilizing
- Grateful
- Sincere
- Overly-modest

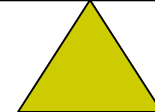


wants routine
community

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
than procedures
Confront problems
Show initiative
Express feelings





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

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.



➤ 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



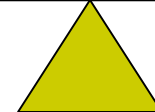
Methodical
Wants facts
Analyzes



When working with C's



Organizers
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/>