

Career Happiness and Wealth are Blessings from God

- Ecc 5:19 Work hard or toil and labor on the things you can control and trust God to bless you!
- What is your dream or vision for career happiness and personal wealth?
- Where would you love to be one year from now?

Two Steps to your Dream

1) Work Hard on Yourself

Book *Grit* by Angela Duckworth – Power of Passion, Perseverance and feedback/coaching

Book *The Obstacle is the Way* by Ryan Holiday – The Art of Turning Trials into Triumph

2) Work Well with Others

Matthew 22:15 Jesus overcomes obstacles and difficult people! Your one year plan is amazing, but what are your doubts and insecurities?

Book *Successful Mindset* by PhD Shannon Irvine (who specializes in Neuro-Psychology)

- What are the stories you tell yourself
- Brain and the Reticular Activating System
- RAS #1 job is to provide evidence for what you feed it.
- Buy something and then notice it everywhere!
- Neutral so no matter what you feed it, confidence or failure, it will get to work
- Thoughts-Emotion/Motivation-Action
- Phil 4:8 Whatever is true, noble (write new story)

The High Stakes Conversations

- Matthew 22:15
- What would trigger, side track or distract you?
- He doesn't have the past baggage like us but plenty of pressure for the savior of the world.
- After we train ourselves to be "neutral" how can we have relevant conversations like Jesus?

Four different communication styles

- Look at the DISC Table 1
- Are you Outgoing or Reserved? (Circle one) Are you Task or People oriented? (Circle one)
- Now circle the letter in your quadrant

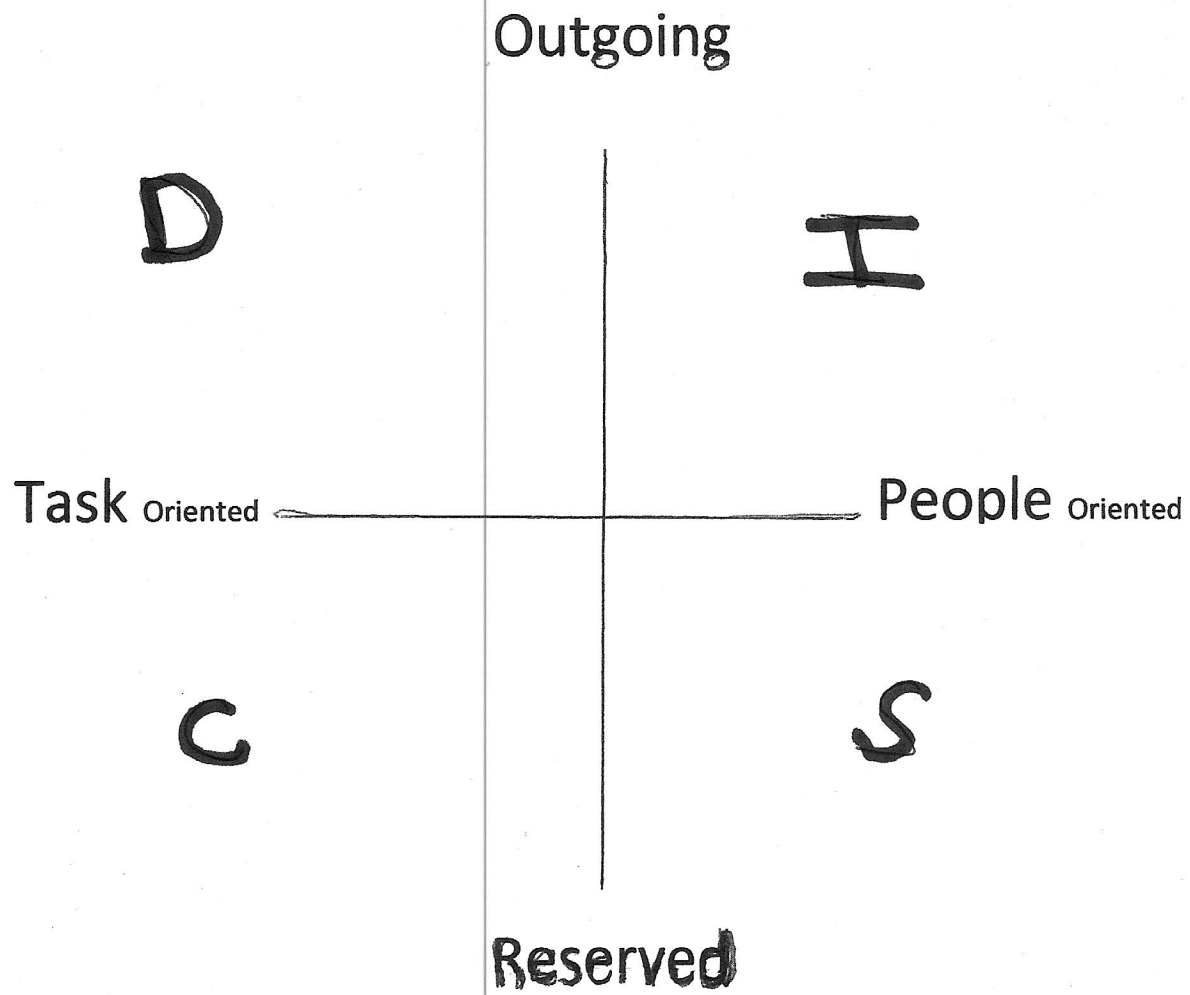


Table 1

Introduction to DISC and Your DISCcert Report Cont.

DISC Model

The DISC refers to the four core sets of behavior patterns (styles, languages); Dominant, Influence, Steady and Conscientious. The first letter of each of the patterns creates an easy to remember acronym: D I S C. The various combinations of the following four determine our own natural (native) DISC communication style (language.) No combination is better than another.

Each behavior style has a significantly different priority or orientation. Each priority denotes a specific focus that generates personal energy and motivation, and as a result there is a wide variance in the preferences to act.

Behavior Style	Priority	Preference
Dominant	Problem Solving	Prefers making quick decisions
Influence	People Involvement	Prefers to actively engage others
Steady	Plan Development	Prefers systematic approach
Conscientious	Procedures Followed	Prefers to be detailed

How to Use Your DISC Report

In the next section you will be learning about your own personal DISCcert style. You will read about your style's strengths, as well as opportunities for continuing to develop the ability to flex/stretch/adapt. As you go through your DISCcert report, it is *important* to remember that there is no 'best style'. Each style has its own unique strengths. Many make the mistake of believing that everyone else would be more effective when communicating, if they were just "more like me." Instead, highly effective communications occur when one understands the four core DISC patterns and is willing to adapt their behavior to facilitate clear communications.

Your DISCcert report is not asking you to change who you are, but rather explains how you can capitalize on your strengths as well as modify your actions, in order to meet the needs for whatever communication that is taking place.

If you take the time to truly understand and learn how to use DISC in all your communications, you will increase receptivity, credibility, and most importantly – you will gain more positive outcomes than ever before!

Communication Tips

Communication Tips with the Dominant Style

D - Behaviors

Competitive
Think logically
Want facts and highlights
Strive for results
Like personal choices
Like changes
Goal oriented
Prefer to debate
Need to be in charge

Communication Tips to Use with a D

Offer solutions
Display reasoning
Provide concise data
State Advantages
Present concrete options
Include most current, profitable trends
Get to the point quickly
Be prepared to be challenged
Recommend action plan

Communication Tips with the Influence Style

I - Behaviors

Likes recognition for job well done
Seek enthusiastic people and situations
Expresses emotions
Want to know the general expectations
Likes to be involved and included
Like changes and innovations
Look for action and stimulation
Spontaneous and demonstrative
Builds positive alliances

Communication Tips to Use with an I

Provide timely compliments and genuine appreciation
Be optimistic and provide positive comments
Acknowledge their feelings when possible
Focus on their role in the "big picture," rather than details
Include in brainstorming sessions
Offer new ideas and ask for their opinion
Keep up a fast, lively pace
Allow time for them to describe and explain
Incorporate their alliances when discussing solutions

Communication Tips Continued

Communication Tips with the Steady Style

S - Behaviors

Concerned with stability
Think systematically
Enjoy teamwork
Authentic relationships important
Prefer to know step-by-step sequence
Look for calmness and peace
Avoid risks and changes
Dislike conflict
Offer opinion after assessing issue

Communication Tips to Use with a S

Show how your idea minimizes risk
Show step-by-step reasoning for a plan
Acknowledge their support and follow-through
Demonstrate your sincere interest in them
Review with them in person the outline and instructions
Contribute to a relaxing, friendly atmosphere
Give them advance notice and/or personal assurances
Focus on common interest
Provide written information first, then ask for opinion

Communication Tips with the Conscientious Style

C - Behaviors

Like to contemplate
Think logically
Seek facts
Need to know the rationale
Prefer time to process
Be prepared with correct information
Focus on accuracy
Values creditability
Avoid conflict

Communication Tips to Use with a C

Tell them "why" and "how"
Show your reasoning with pros and cons
Give data to them in writing
Provide detailed explanations and documentation
Expect them to request time to research before deciding
Provide them questions in writing prior to discussion
Acknowledge in writing their contributions
Do your homework on topic, before scheduling a meeting
Tactfully ask for clarification and assistance you may need

DISC - The Whole Picture

How can you effectively recognize another person's Behavioral Style?

Ask 2 Key Questions

1. What is their Pace when communicating with others?

If they are more apt to be Quick then D or I fits.

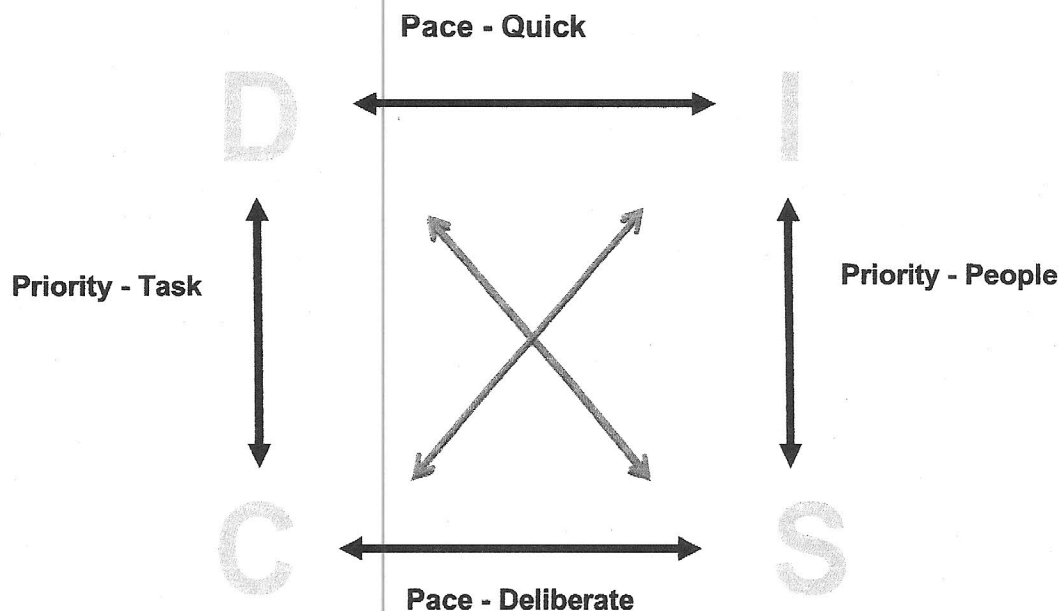
If they are more apt to be Deliberate ...then S or C fits.

Pace is the 1st predictor of style.

2. What is their Priority when communicating with others?

If it is more apt to be Task then D or C fits.

If it is more apt to be People then I or S fits.



Combining Pace and Priority behaviors creates each of the four behavioral styles.

Dominance	exhibits -- Pace that is Quick and Priority that is Task.
Influence	exhibits -- Pace that is Quick and Priority that is People.
Steady	exhibits -- Pace that is Deliberate and Priority that is People.
Conscientious	exhibits -- Pace that is Deliberate and Priority that is Task.



Styles that typically require more adapting to one another.

How to Modify Your Pace and Priority

In some interpersonal situations, you will only be able to identify another person's Pace or Priority, but not both. In these situations, you need to know how to practice adaptability, one behavioral dimension at a time. With that in mind, let's look at what you can do to modify YOUR Pace or Priority so you can develop your skill to adapt to each of the four styles.

Pace

To Increase being Quick

- Speak, move and make decisions faster
- Initiate conversation and decisions
- Give recommendations
- Use direct statements vs roundabout questions
- Use a strong, confident voice
- If disagree, challenge with tact
- Increase your eye contact

To Increase being Deliberate

- Talk, walk and make decisions more slowly
- Seek and acknowledge others' opinions
- Share decision-making
- Listen and do not interrupt
- Include pauses when speaking with others
- Refrain from criticizing or acting pushy
- When disagreeing, choose words carefully

Priority

To Increase People Orientation

- Give the person your undivided attention
- Be willing to digress from the agenda
- Pay personal compliments
- Use friendly language
- Respond to the expression of others' feelings
- Take time to develop the relationship
- Share feelings and show more emotion

To Increase Task Orientation

- Get right to the task – the bottom line
- Maintain more of a logical, factual orientation
- Keep to the agenda
- Do not waste the other person's time
- Do not initiate physical contact
- Minimize your enthusiasm and body movement
- Use businesslike language
