



A large, stylized logo featuring the letters 'Wc'. The 'W' is dark blue and the 'c' is green. The logo is set against a white circular background. The entire graphic is framed by a decorative border of colorful, overlapping lines in shades of blue, green, purple, and orange, which curve around the central logo.

August 21st, 2024

RELEASING POWER -

Helping Executives and their teams Prosper
& Grow as Individuals and Organizations.



A Unique Language

- You communicate in a way that is unique to you...
- So does everyone else
- Understanding their words is not the same as understanding their message



Translating “Languages”

- Awareness of differences
- Accepting those differences as valid
- Appreciating what different styles bring to the team
- Adaptability – learning how to speak another’s “language”

Habits





•Behaviors

The **HOW** of your life – your style of communicating, responding, working, etc.





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Continuums





DISC- Behaviors

- **Decisive** (“D” Factor) – How you handle problems and make decisions
- **Interactive** (“I” Factor) – How you deal with people and influence others
- **Stabilizing** (“S” Factor) – How you pace yourself and handle change
- **Cautious** (“C” Factor) – How you handle rules and procedures set by others



DISC- Behaviors

- 1. DISC is the doorway to communication. The uniqueness of each person extends far beyond the DISC model. Therefore, behavioral models should NOT be referred to as *Personality Tests***
- 2. The use of a behavioral model is to create win/win relationships, not in any way to manipulate, “pigeonhole”, or label a person**
- 3. Every person has the potential to be a winner. We all win in different ways. One behavioral design is NOT a better leader than another**
- 4. Your behavior design is the combination of the Highs and Lows of all four factors (DISC)**
- 5. Everybody has the ability and can adapt to any profile. Adapting does require increased energy. How long a person can adapt is unique and different to each person. The DISC model identifies your natural tendencies and gives you the knowledge to CONSCIOUSLY adapt as the situation requires**



**We see the world
not as it is,
but as we are**

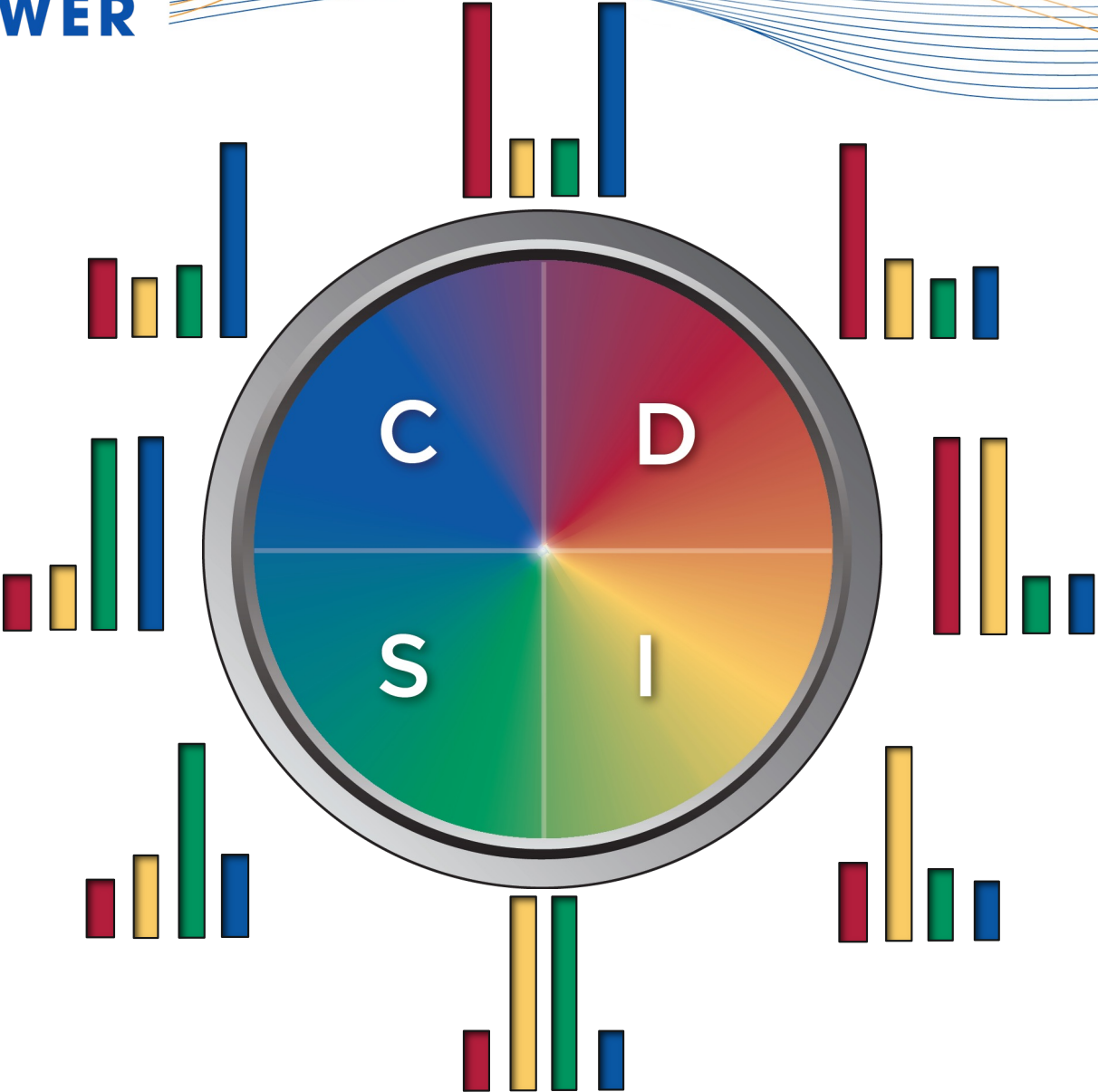
Stephen Covey

	Decisive	Interactive	Stabilizing	Cautious
	Problems:	People:	Pace:	Procedures:
	How you tend to approach problems and make decisions	How you tend to interact with others and share opinions	How you tend to pace things in your environment	Your preference for established protocol/standards
	Anger High D	Trust High I	Non-Emotion High S	Fear High C
100	Demanding Driving Forceful Daring Determined Competitive	Gregarious Persuasive Inspiring Enthusiastic Sociable Poised	Patient Predictable Passive Complacent Stable Consistent	Cautious Perfectionist Systematic Careful Analytical Orderly
50	Responsible Inquisitive Conservative Mild Agreeable Deliberate	Charming Convincing Reflective Matter-of-fact Reserved Introspective	Steady Outgoing Restless Active Chaotic Spontaneous	Neat Balanced Independent Rebellious Careless Challenging
0	Low D	Low I	Low S	Low C

The Wheel



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Group Time



- 1. What is your group slogan?**
- 2. What cartoon character best represents your group? Why?**
- 3. What is your group's theme song? Why?**
- 4. What type of person do you struggle with the most? Why?**

The Wheel



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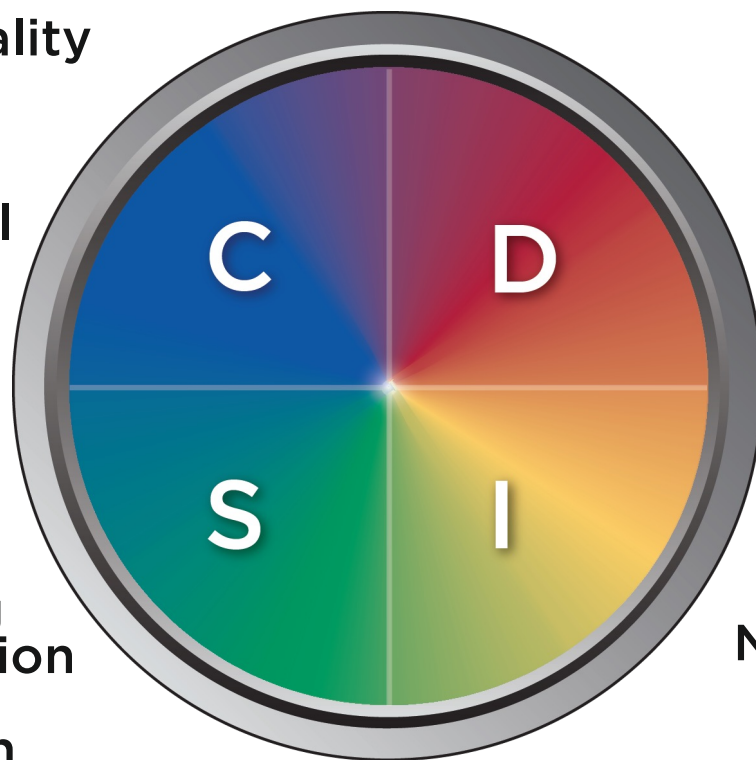
Creative
Slow Start / Fast Finish
Vacillating
Temperamental

Competitive
Direct
Aggressive
Results-Oriented
Sense of Urgency
Change Agent

Precise
Accurate
High Concern for Quality
Critical Listener
Non-Verbal
Communicator
Attention to Detail

Process-Oriented
Slow to Change
Self-Disciplined
Pessimistic

Accommodating
Dislikes Confrontation
Persistent
Controls Emotion
Flexible - Adaptable
Good Listener



Product-Oriented
Quick to Change
Independent
Optimistic

High Trust Level
Not Fearful of Change
Contactability
Good Verbal Skills
Rather Talk than Listen
Projects Self-Confidence

Supportive
Team Player
Persistent
Cooperative
Sensitive to Others' Feelings

Emotions



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BLUE

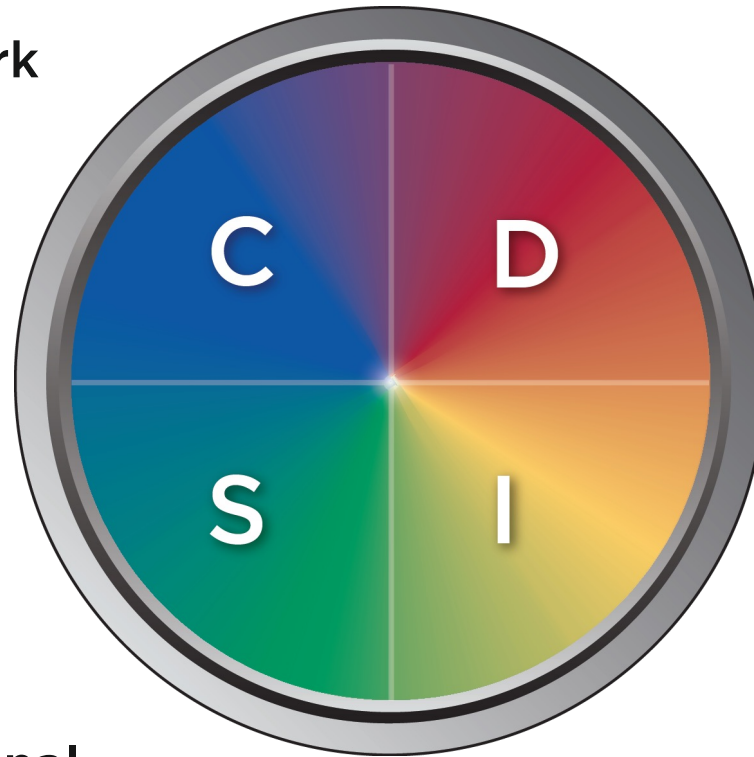
Emotion: Fear

Fear: Criticism of Work

RED

Emotion: Anger

Fear: Being Taken
Advantage Of



GREEN

Emotion: Non-Emotional

Fear: Loss of Security

YELLOW

Emotion: Optimism

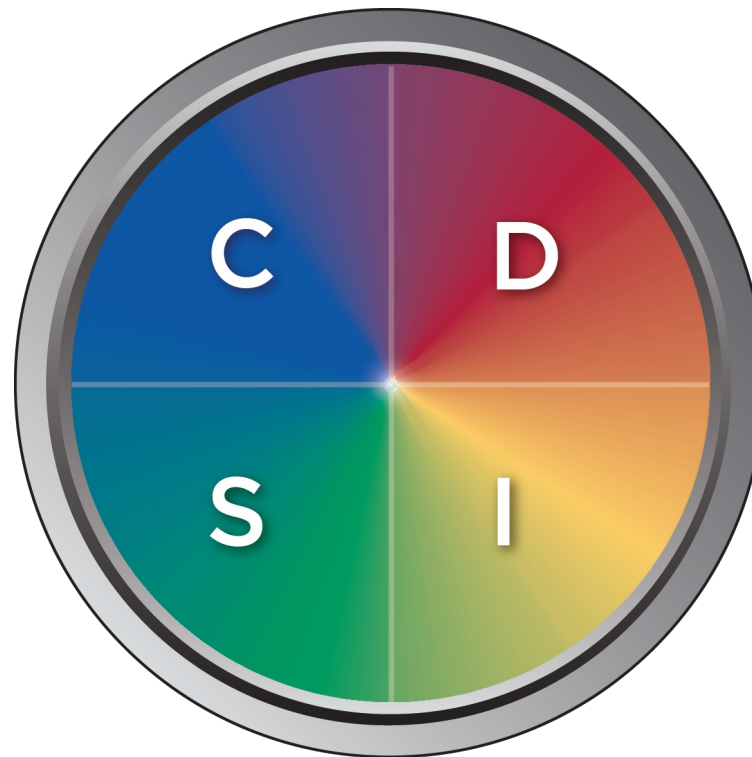
Fear: Social Rejection

Problem Solving Approach



Evaluating
Investigating
Planning
Critical

Reacting
Efficient
Decisive
Harsh



Observing
Reflecting
Applying
Avoiding

Supporting
Trusting
Experimenting
Appeasing



Key Strengths

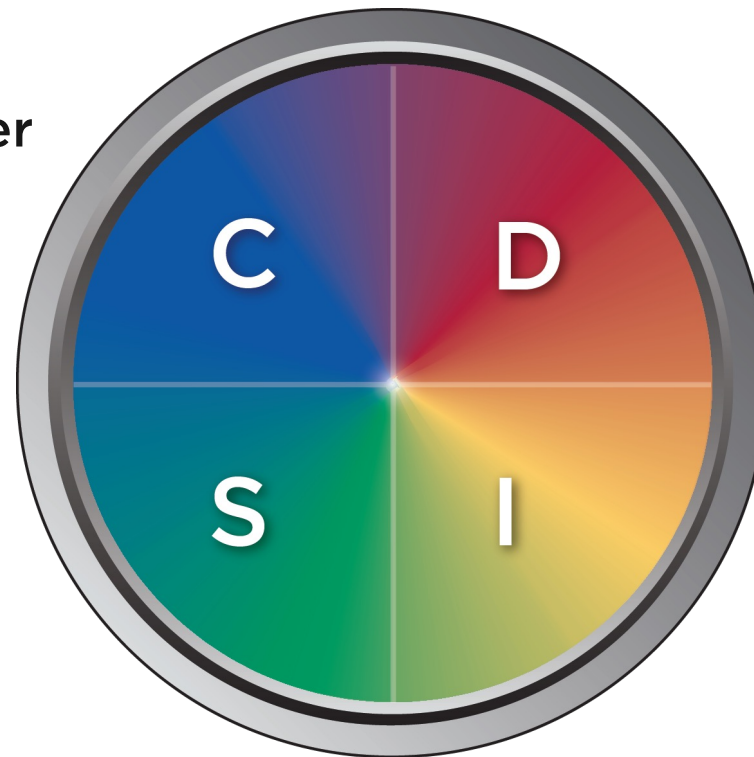
Thinking and Implementing
Creative Ideas

Connecting
the Plan Together

Getting Results

Implementing and
Fine-Tuning
the Plan

Getting Results
through People



Implementing
the Plan

Promoting Ideas

Promoting and
Implementing Ideas

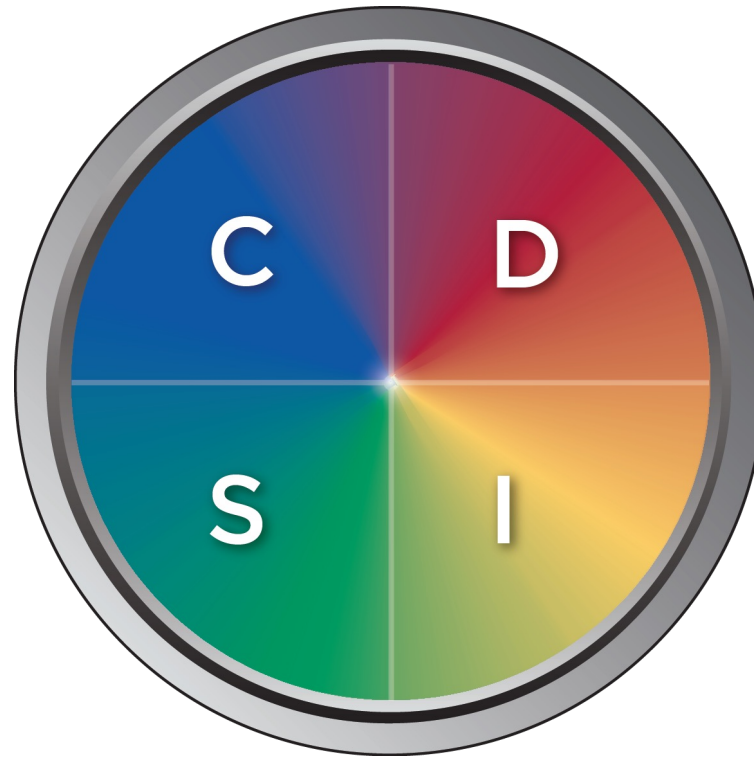


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Over-Extensions

QUESTIONS
TOO MUCH

DIRECTS
TOO MUCH



AGREES
TOO MUCH

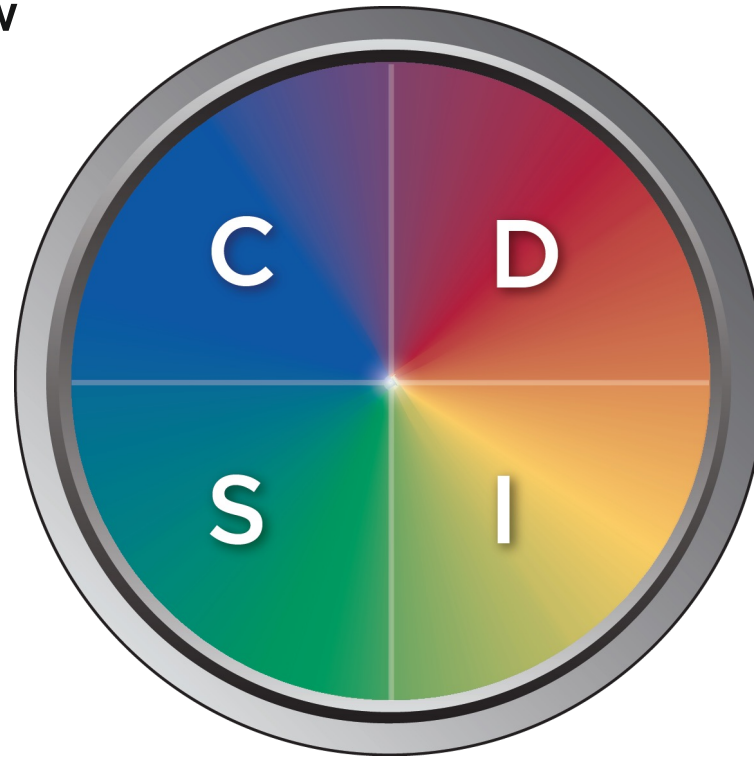
TALKS
TOO MUCH



Needs

High need to follow rules and policies

High need for control



High need to accommodate

High need to verbalize ideas

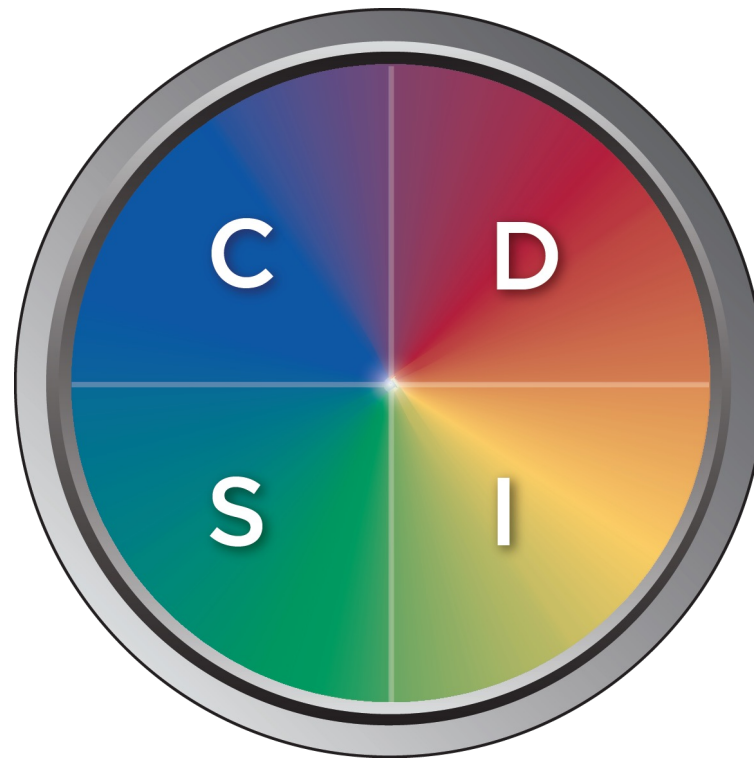


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Reading Others

**Task-Oriented
Cool / Distant
Precise About Use of Time
Thinking - Creative**

**Slow Acting
Low Risk
Introverted
Inquires
Sensing
Logical**



**Fast Acting
High Risk
Direct
Extroverted
Task Through People
Intuitive**

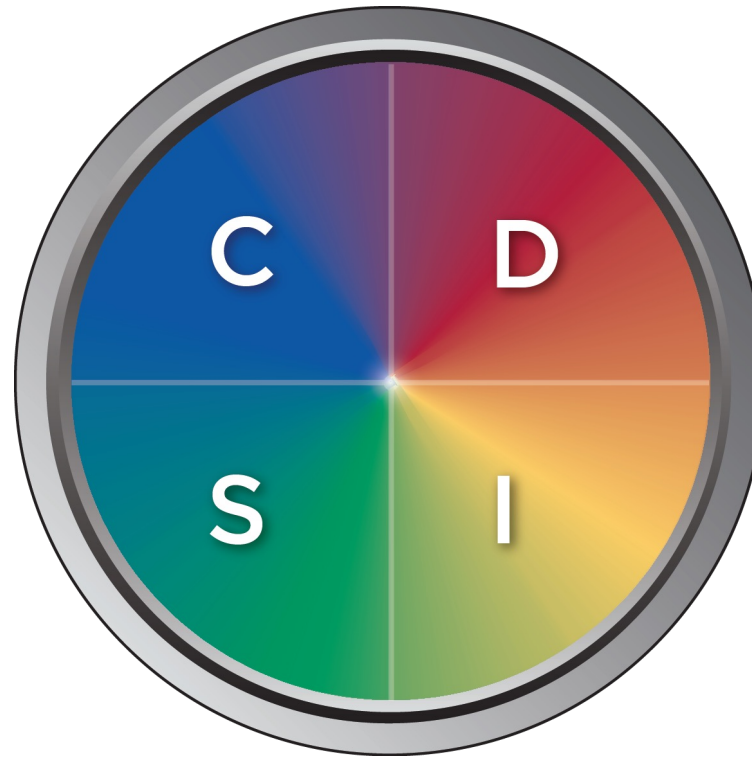
**People-Oriented
Warm / Close
Imprecise About Use of Time
Feelings**



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Thinking & Acting

Slow Start – Fast Finish
All about business



Thinks internally
Takes time to evaluate

Thinks out-loud
Fast decision making

All about relationships
Supportive



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Recognizing Others

Tone of Voice:

Monotone, precise, cool, aloof

Volume:

Quiet volume, deliberate

Body Language:

Very few, if any hand gestures, direct eye contact, controlled

Tone of Voice:

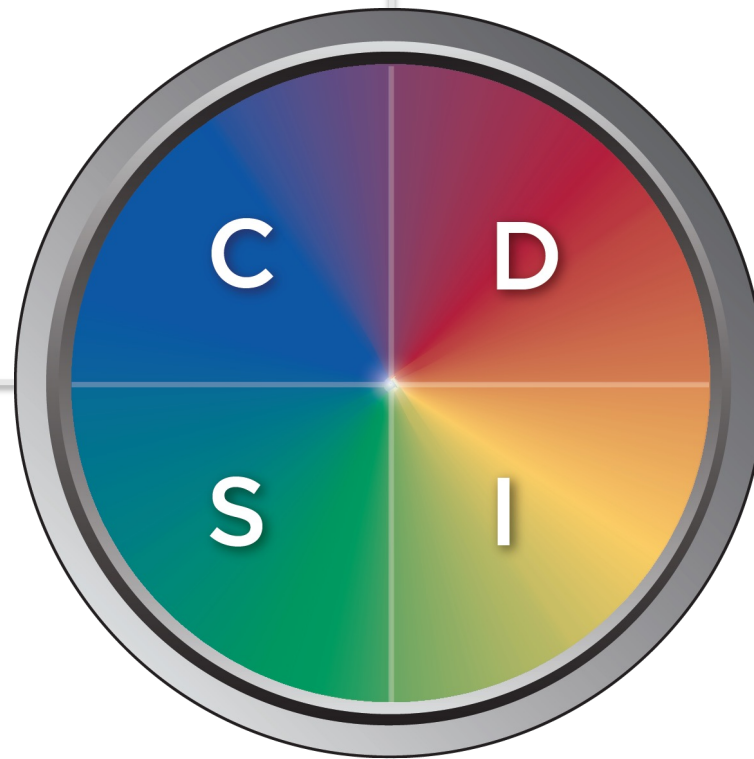
Low voice tone, warm
Detail-oriented

Volume:

Soft Volume, methodical

Body Language:

Small hand gestures, relaxed,
non-emotional



Tone of Voice:

Strong, clear,
confident, fast-paced

Volume:

Loudest, forceful

Body Language:

Uses direct eye contact,
points finger,
leans toward you

Tone of Voice:

Animated, friendly,
rambling explanations

Volume:

Fairly loud, casual

Body Language:

Smiles a lot, uses expressive gestures



Understanding Others

Voice:

Slow pace, competent

Communicating:

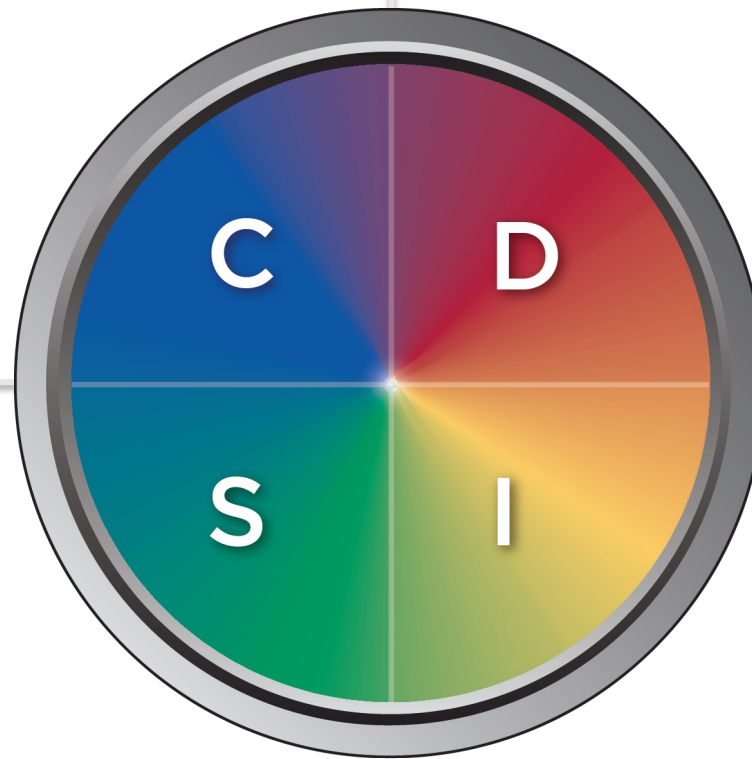
Expect them to want a lot of information
Do respond logically
Don't be too personal or informal
Don't be disorganized

Voice:

Slower pace, warm

Communicating:

Expect them to be calm and methodical
Do listen attentively
Don't force a quick response
Don't interrupt them



Voice:

Rapid pace, limit emotion

Communicating:

Expect them to be blunt
Do get to the point
Don't ramble or chitchat
Don't waste time
Don't offer assurances you can't deliver

Voice:

Rapid pace, friendly

Communicating:

Expect to see emotions
Do be empathetic
Don't be curt, cold or too businesslike
Don't be impersonal



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Communication Tips

Do

Prepare your case in advance
Stick to business
Be accurate and realistic

Don't

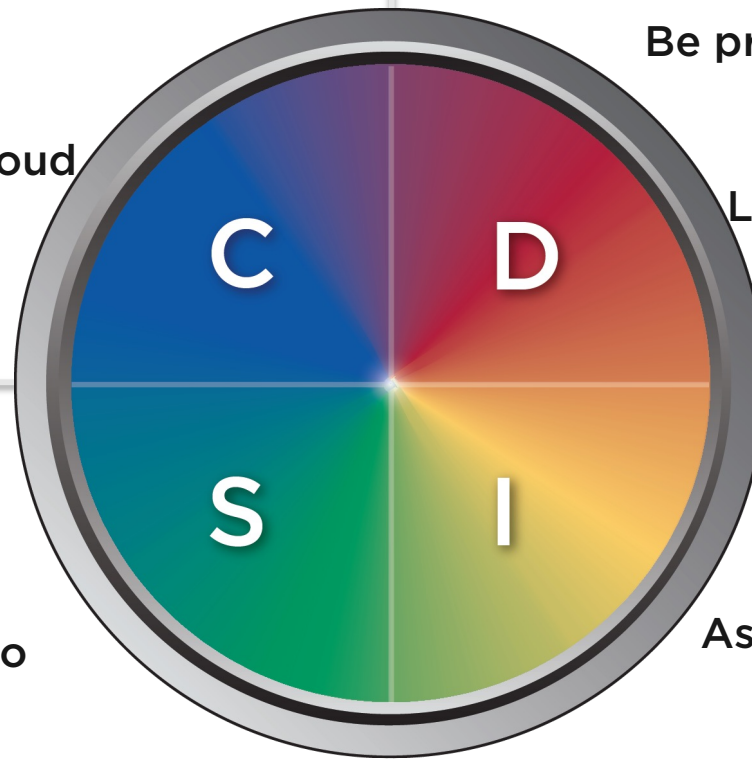
Be giddy, casual, informal, loud
Push too hard with unrealistic deadlines
Be disorganized or messy

Do

Begin with a personal comment to break the ice
Present your case softly, non-threateningly
Ask "How" type questions to draw out their opinions

Don't

Rush headlong into business
Be domineering or demanding
Force them to respond to quickly to your objectives



Do

Be clear, specific & to the point
Stick to business
Be prepared with support material in a well-organized package

Don't

Leave things hanging in the air
Talk about irrelevant things
Appear disorganized

Do

Provide a warm, friendly environment
Talk ideas, not details
Ask "Feeling" type questions to draw out their opinions

Don't

Be curt, cold or tight-lipped
Control the conversation
Drive on facts and figures

Diverse Group Time



Go to page 19 in your report and circle the three most important from each list.

Share with your group where you are on the wheel and share your 3 Do's and 3 Don'ts.