Understanding Yourself And Others

Emerging Leaders
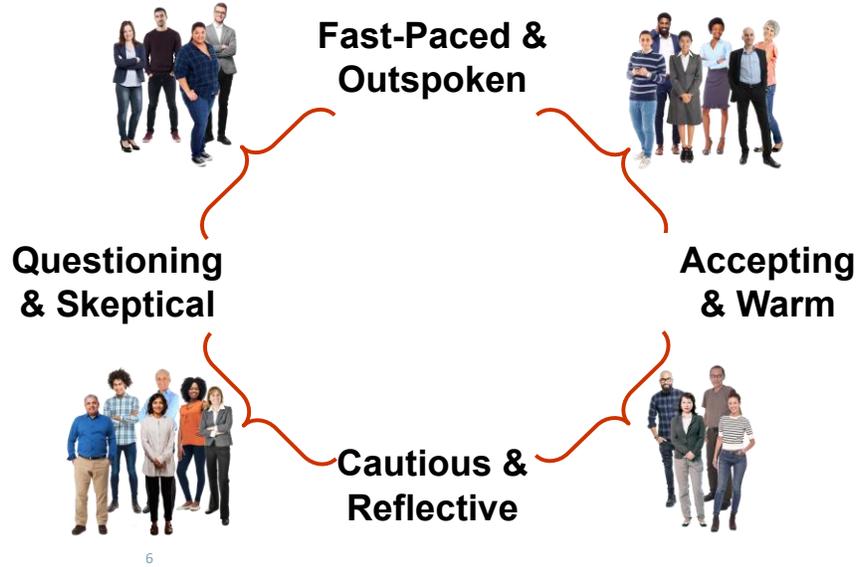Arkansas Bankers Association
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InterAction TRAINING

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How Do You See Yourself?

Fast-Paced & Outspoken

Questioning & Skeptical

Accepting & Warm

Cautious & Reflective

6

D

Fast-Paced & Outspoken

i

Questioning & Skeptical

Discovering DiSC®

Accepting & Warm

C

Cautious & Reflective

S

7

A DAY IN THE LIFE OF A "D"

Priorities: Results, Action, Challenge

Contributions

- Pushes for results.

- Shows decisiveness.

- Displays confidence.

- Conveys urgency.

- Speaks up about problems.

How others can relate

- Know that we're fast-paced and action-oriented.

- Show confidence if you want to be heard.

- Minimize the small talk – get to the point.

How to communicate

- Provide alternatives and choices for making their own decision.

- Don't ramble.

- Don't try to build personal relationships or chitchat.

- Present the facts logically; plan your presentation efficiently.

A DAY IN THE LIFE OF A "C"

Priorities: Accuracy, Stability, Challenge

Contributions

- Strives for reliability.

- Ensures accuracy.

- Provides logical analysis.

- Questions ideas.

- Maintains high standards.

How others can relate

- Come with facts to support your opinions.

- Respect our private nature and desire to work alone.

- Avoid appearing overly expressive or enthusiastic.

- **How to communicate**

- Don't be casual, informal or personal.

- Don't be disorganized or messy.

- Don't force a quick decision.

- Don't be vague about expectations or fail to follow through.

A DAY IN THE LIFE OF AN "S"

Priorities: Support, Stability, Collaboration

Contributions

- Listens and provides support.
- Team player.
- Accommodates different people and ideas.
- Remains calm and tactful.
- Shows patience.

How others can relate

Avoid introducing changes at the last minute.

- Give us time to process change.
- Create an environment where we don't have to fight to get our opinions heard.

How to communicate

- Start with personal questions. Break the ice.

  Present your case in a logical, soft and non-threatening way.

- Don't threaten with positional power or be demanding.

- Don't interrupt as they speak. Listen carefully.

A DAY IN THE LIFE OF AN "i"

Priorities: Enthusiasm, Action, Collaboration

Contributions

- Generates enthusiasm.
- Creates a lively environment.
- Is eager to get things started.
- Gets everyone involved.
- Connects with others.

- Be open and listen to our ideas.

How others can relate

- Keep details to a minimum.
- Share personal stories or anecdotes.
- **How to communicate**

- Provide ideas for implementing action.
- Focus on people and action items. Put details in writing.
- Ask for their opinion.

  Don't leave decisions up in the air

Style Indicators

DISC Focus	D — Problems / Tasks	I — People	S — Pace (or Environment)	C — Procedures
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze
Observable	Decisive, risk-taker	Optimistic, trust others	Patience, stabilizer	Cautious, careful decisions
Fears	… being taken advantage of/lack of control	… being left out, loss of social approval	… sudden change/loss of stability and security	… being criticized/loss of accuracy and quality

DiSC Values to the Team

_____ Generate ideas and get results

_____ Promote and sell the ideas

_____ Make certain the ideas are carried out and bring stability to the group

_____ See to it that certain key details are covered and the project is well done

Who is a Leader?

Anyone who takes _____ for finding the _____ in _____

and _____ has the _____ to develop that potential.

Dare to Lead Assessment Exercise

Skill Sets	Score	Action
Rumbling with Vulnerability		
Living into you Values		
Braving Trust		
Learning to Rise		

Lead Simply

1. What am I modeling when working with my team?

2. When am I connecting with the team members?

3. How am I involving other members of the team?

4. What is the connection between this framework and my success as a leader?

Be No Ego

ego: noun: 1. the self 2. an inflated sense of self-significance

Ego can get in the way of everything.
Imagine a world without it.

There'd be no...

- Toes to step on
- Feelings to hurt
- Fair shares to grab
- Territory to defend
- Fault to allocate
- Back to watch
- Last words to get
- Ideas to hold back
- Embarrassment to bear

- Battles to win
- Knowledge to prove
- Entitlement to have
- Encouragement to withhold
- Credit to seek
- Grudges to hold
- Jealousy to feel
- Revenge to take
- Hidden meanings to construe

How to Be No Ego...

1. _____ Understand you are a (small) part of the world. Patience and service should be top priorities.

2. _____ Focus more on what you can learn and less on showing what you know. Remember that much of what you know began with the work of someone else.

3. _____ Try to truly understand what people are saying (beyond just words). It makes for better connections. Allow a gap of silence before responding. Ask questions (and listen, again).

4. _____ Enjoy others' contributions. Don't squelch ideas or defend territory. Encourage people more.

5. _____ Let go of the need to be right or win every time.

Employee Coaching

This is Not Coaching	This is Coaching

The Leader's Role in Coaching

Three Virtues of the Ideal Team Player

- Watch TedTalk
- Review Self-Assessment

Self-Evaluation Tool

Self-evaluation is a skill used by those who want to elevate their personal and professional skills. It takes courage and vulnerability to be honest with yourself. The results help you create a plan to close the gap between where you are now and where you want to be.

On a scale of 1-10 with 1 being low and 10 being high, rate yourself on the following.

Name	
Question	**Rating**
How successful do you want to be as a leader?	
Where do you rate yourself now?	
What do you think needs to happen for you to close the gap?	
What is your greatest challenge?	
And what else?	
What resources or skills do you need to address your challenges?	
How would things be different if you solved your challenges?	
What do you wish you had from your supervisor that you don't have now?	
If you had the best week you've ever had as a leader what would have happened?	