



Your path to realizing
self-awareness

Self-Knowledge Video

DISC: Ensize

PART 1



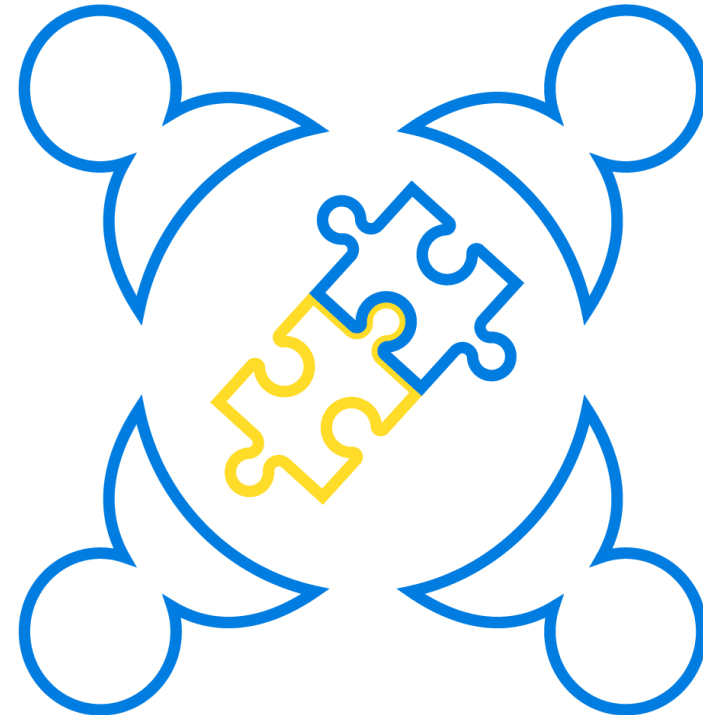
DISC Assessment

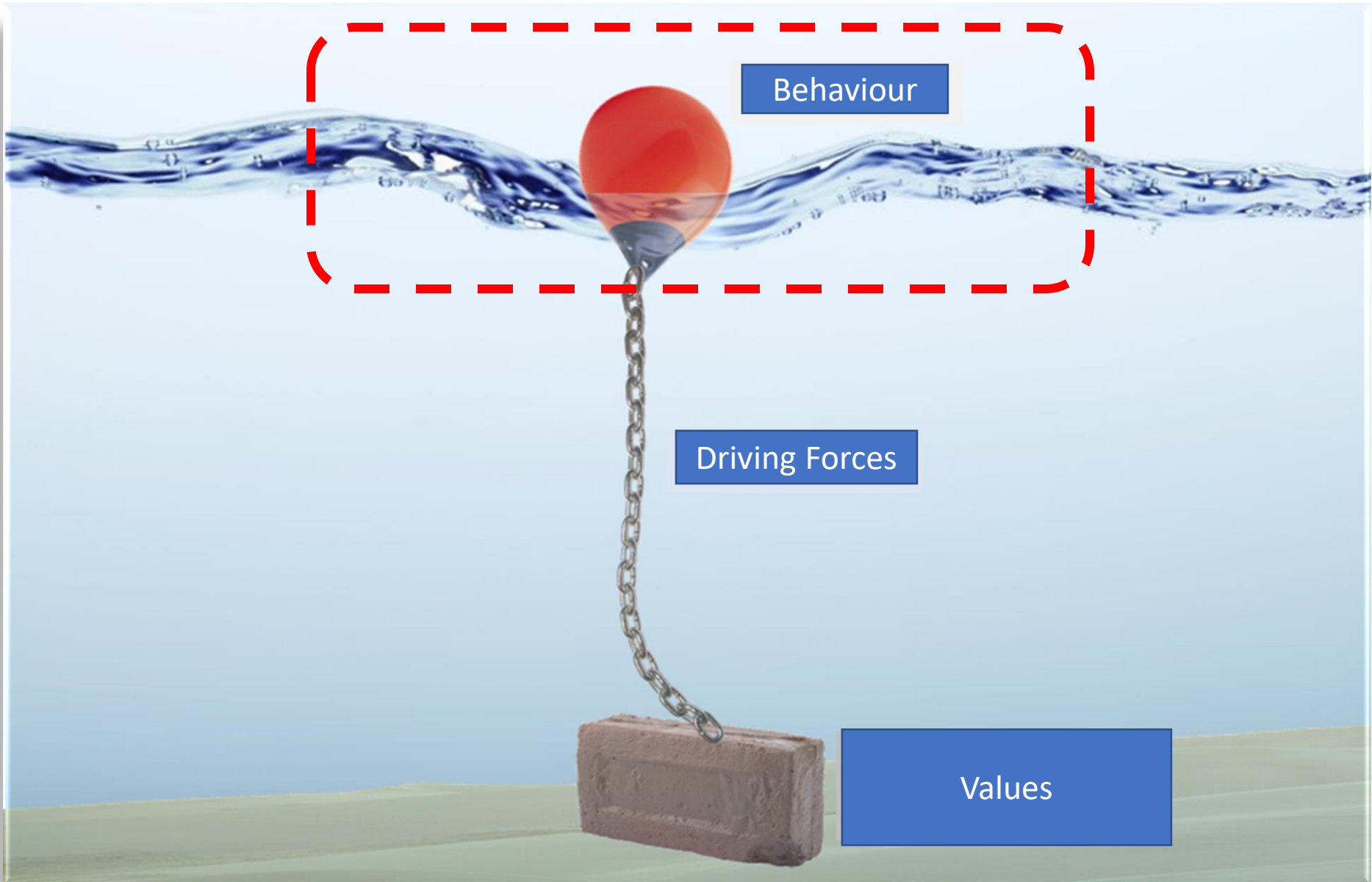
DISC Assessment

- *Self-assessment*
- *Our way of communicating*
- *Our behaviour*
- *Similarities & differences*

- *NOT a test*

- *Does not describe your whole personality*
- *Report = descriptive texts + 4 colours*





Purpose

(By answering an analysis form where I estimate my behaviour in a given situation)

- Reflect on my own behaviour and communication style in the individual report
- Based on the DISC theory, understand myself and my surroundings better with the help of certified feedback

Goal

- Increase own efficiency
 - Increase efficiency in the team
-

- Reduce conflicts
- Get to know each other
- Increase understanding between managers & employees
- Increase commitment
- Nicer work climate
- Increase sales
- Develop leadership
- Develop staff

Communicating is not easy...

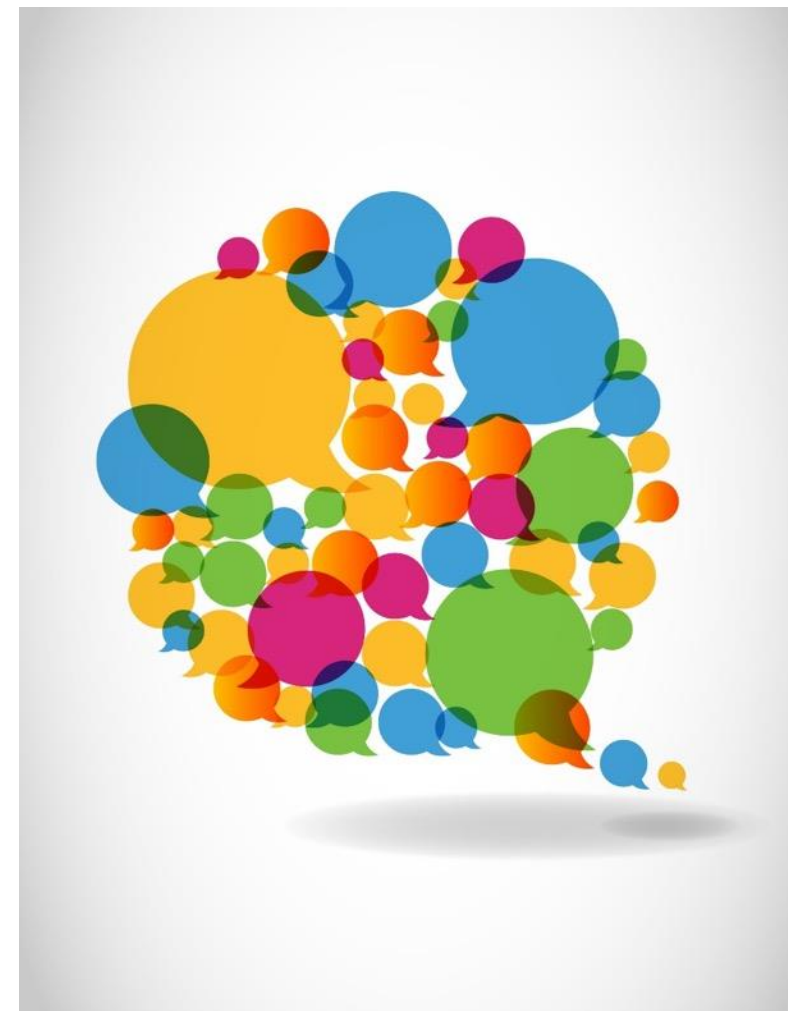


... if people who do not understand each other, at least understand that they do not understand each other. Then, they understand each other better than when they - without understanding each other - do not even understand that they do not understand each other.

"Love yourself" - Wayne W. Dyer



Communication
with colours





The Colour Language



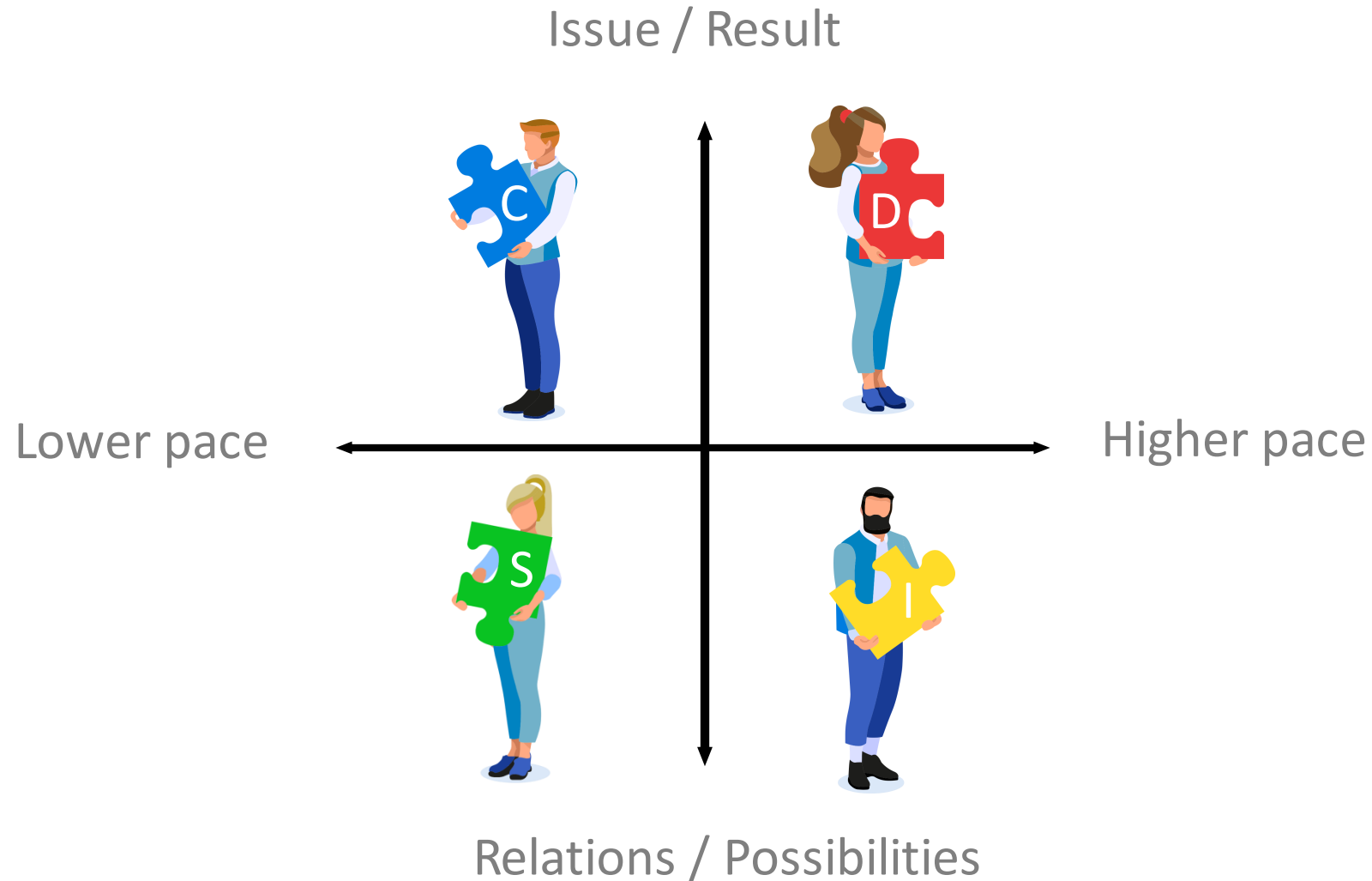
D I S C



William Moulton Marston
1893 - 1947

- Psychologist, lawyer and professor - Harvard
- Emotions of normal people

We live and act in two dimensions



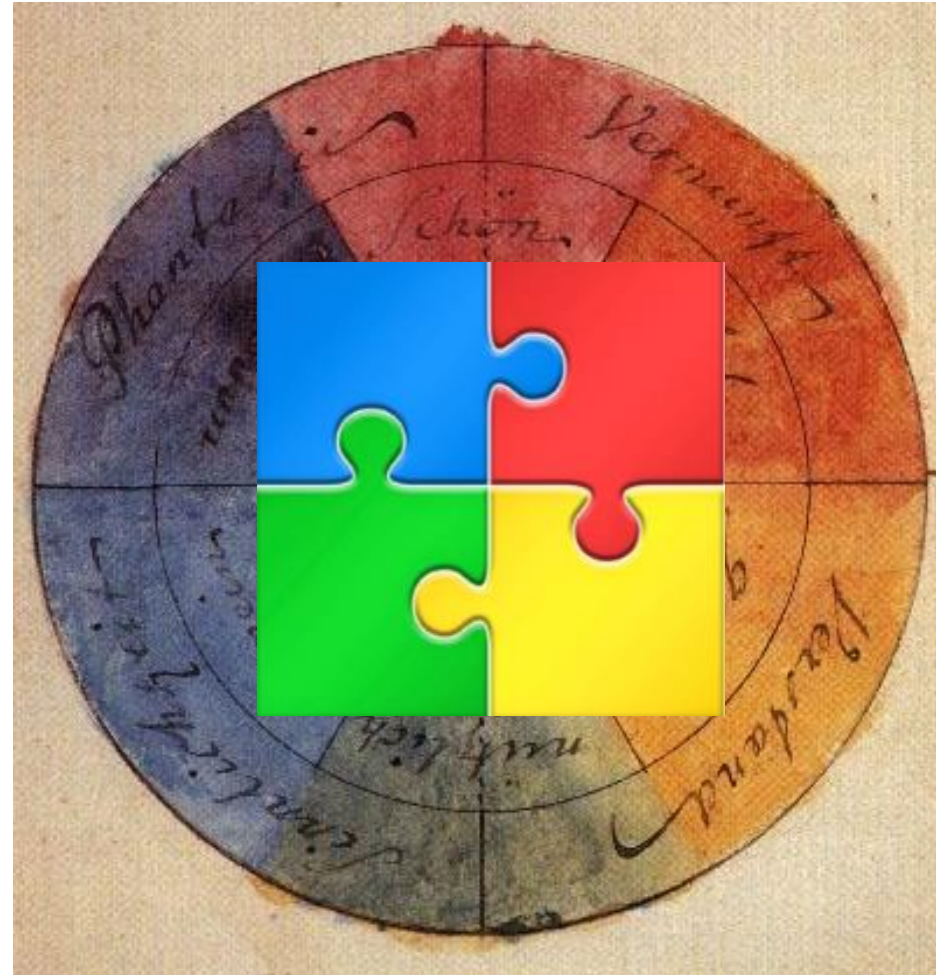
The meaning of colours?

Cold
Sea

“formal”

Security
Forest

“patient”



Danger
Heat

“powerful”

Joy
Sunshine

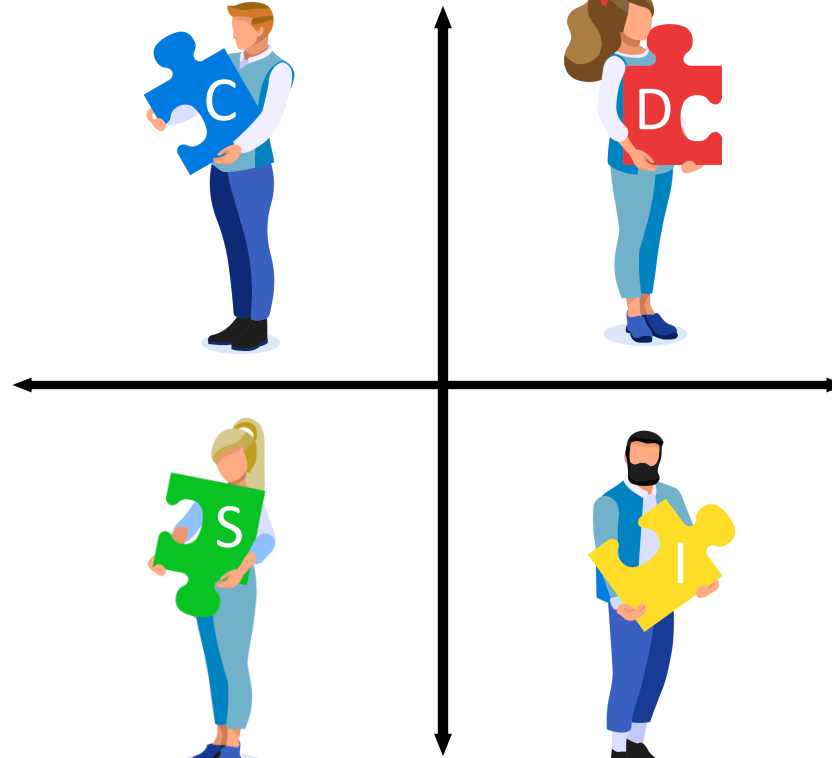
“friendly”

You usually have a good idea of who you are...

Meticulous
Structured
Systematic
Diplomatic
Reflective



Powerful
Energetic
Goal-oriented
Determined
Strong will



Thoughtful
Collaborative
Good listener
Understanding
Loyal



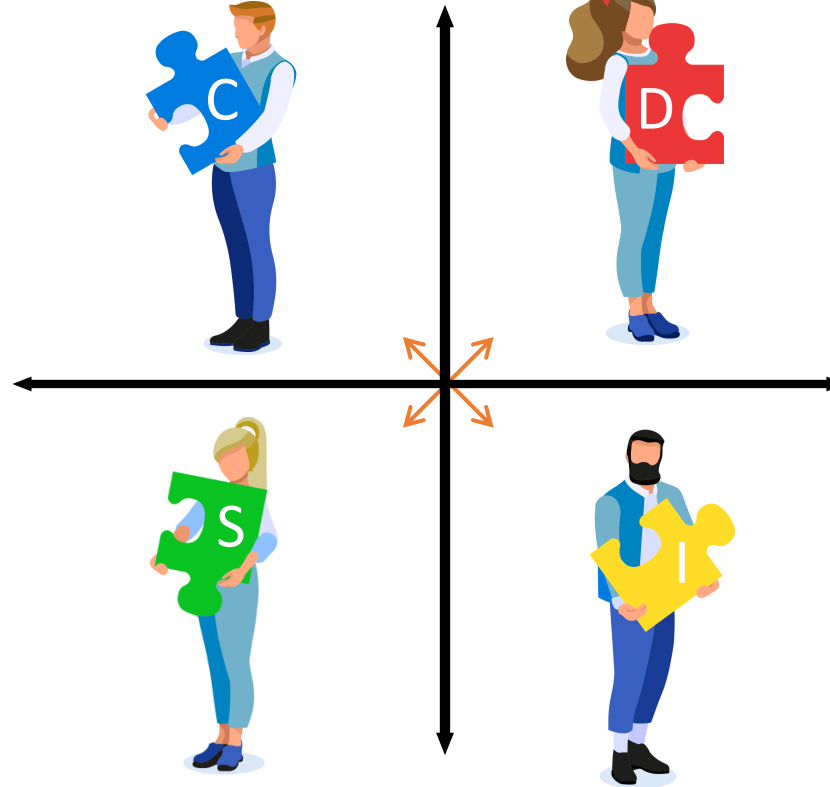
Confident
Generous
Inspiring
Outward
Positive

...but may not always know how you are perceived

Pedantic
Suspicious
Rigid
Reserved
Critical



Obstinate
Dominant
Authoritarian
Impatient
Insensitive

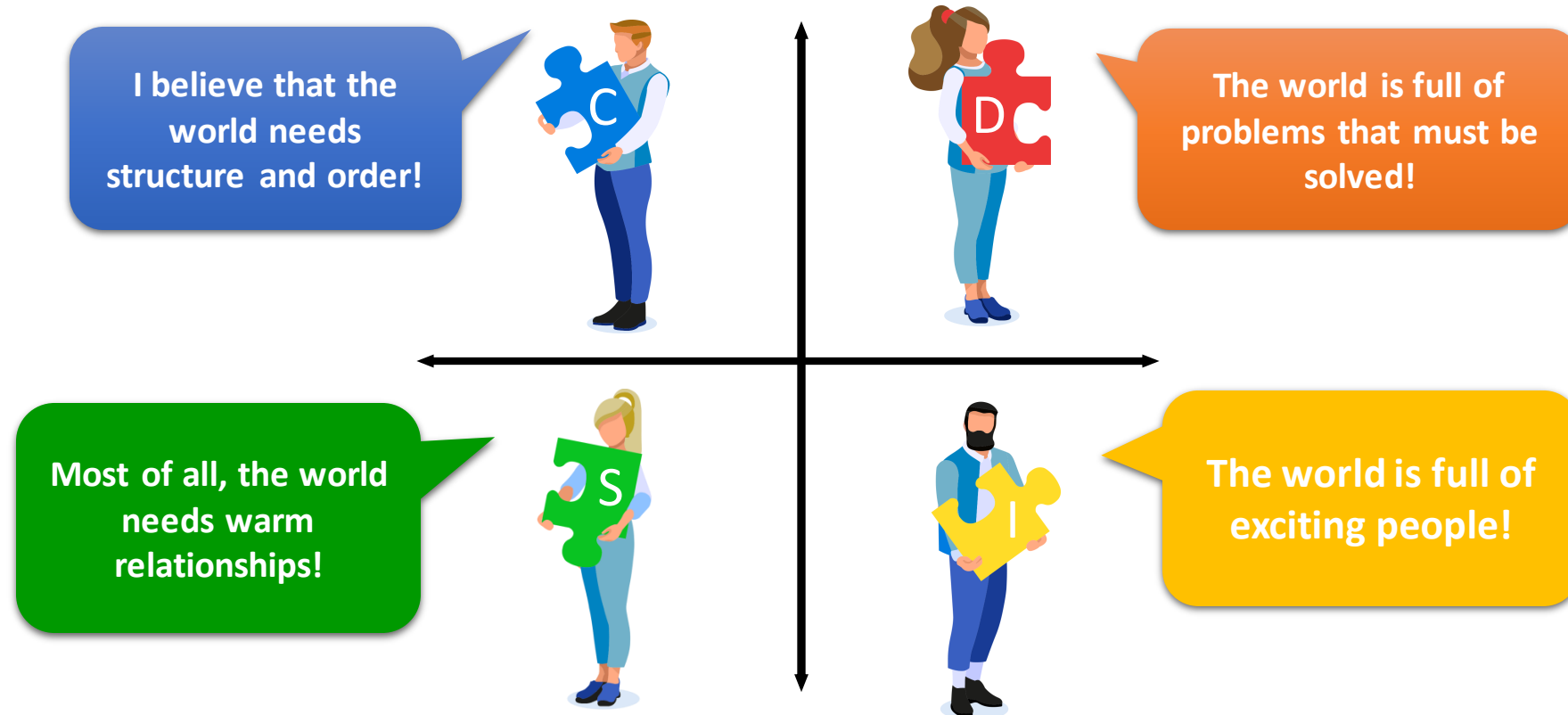


Passive
Indecisive
Elaborate
Not prone to change
Stubborn



Unrealistic
Egoistic
Unscrupulous
Poor judgment
Inattentive

Similarities & differences...





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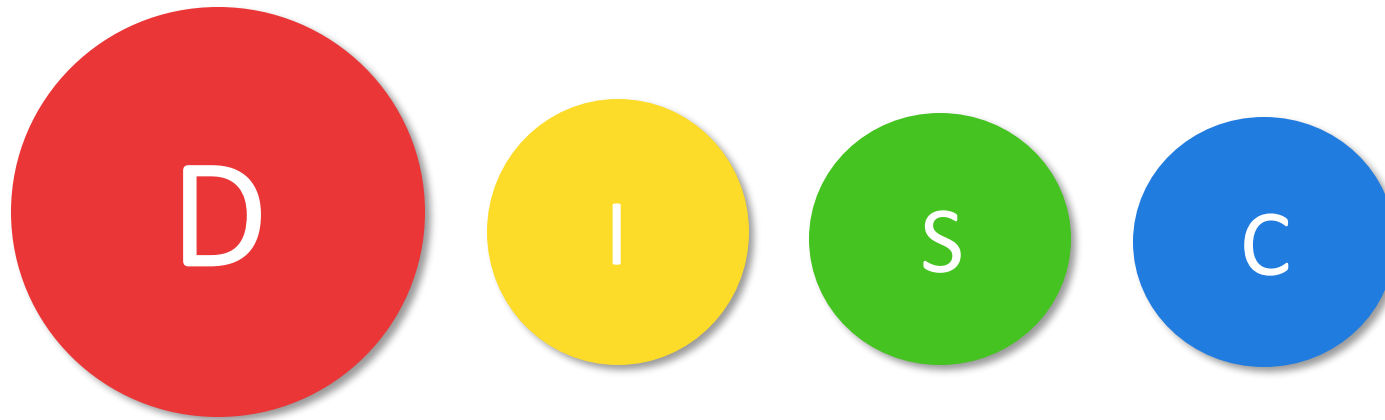
DISC: Ensize

PART 2

Four different behavioural styles



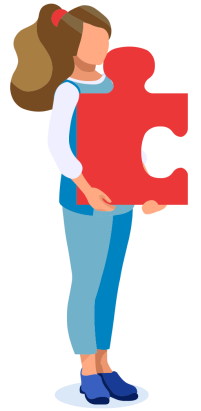
Red behavioural style



Red behavioural style



- Independent and goal-oriented
- Prone to change
- Loves challenges
- Prioritises the task and the result

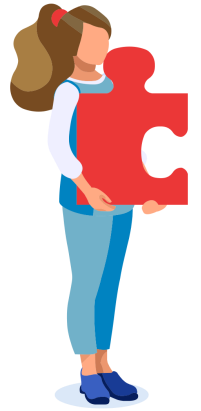


Red behavioural style



Seeks for:

- Own success
- Freedom of movement
- Change

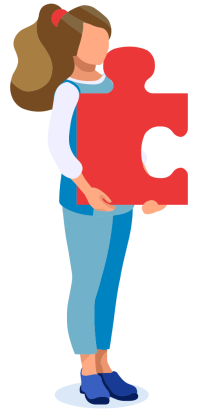


Red behavioural style



Dislikes:

- To fail
- To be dependent
- Long decision-making processes



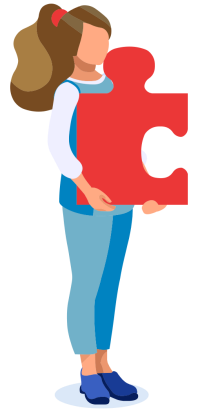
“Has a short fuse”

Red behavioural style



Affects others:

- Through willpower
- Intimidates and directs

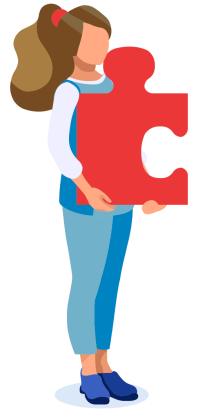


Red behavioural style

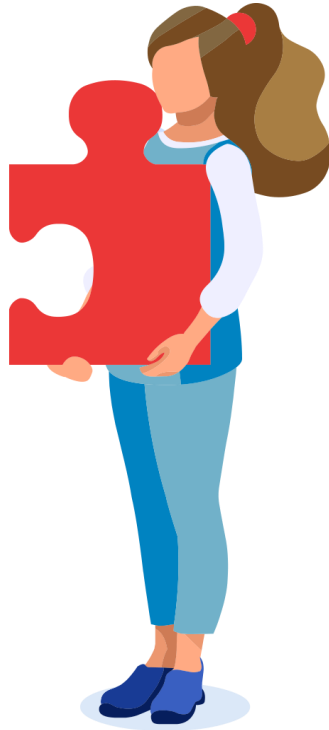


Sometimes perceived as:

- Demanding
- Controlling
- “Lone wolf”

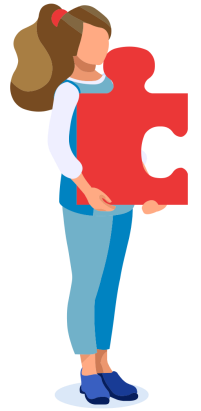


Red behavioural style



In a meeting:

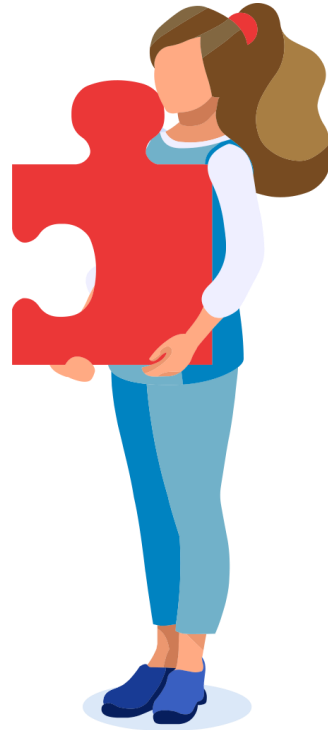
- Direct and straightforward
- Evaluates results and efficient processes
- Decides based on possible results
- Wants control



Red behavioural style

Result!

- Bad listeners
- Gives order
- Impatient / Stubborn



- ✓ Takes initiative
- ✓ Communicates quickly and efficiently
- ✓ High achievers

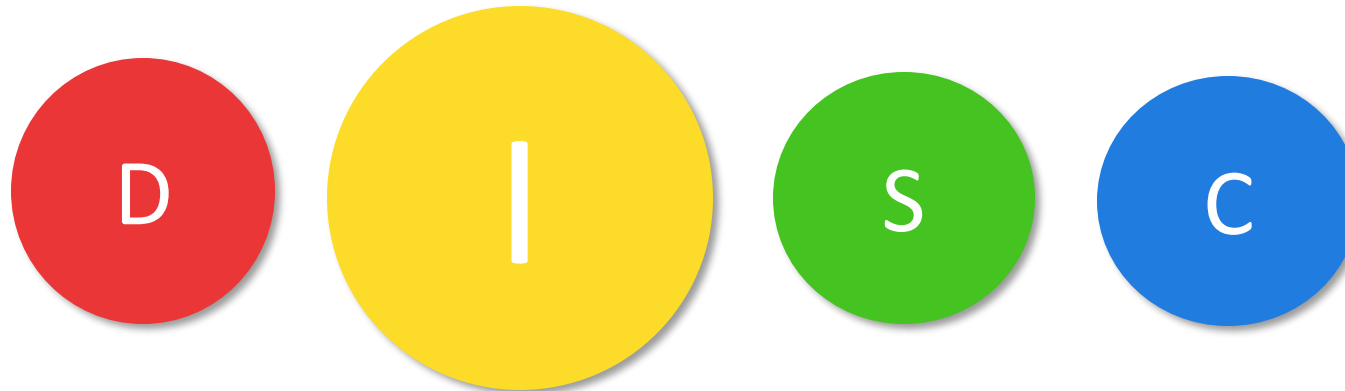
When?



Behaviour style - Red

Characteristics:	Value for the team:	Likes:	Under stress/pressure can be:	Potential limitations:
Adventurous	Result-orientated	Freedom from control, supervision and details	Demanding	Can overuse his/her position
Competitive Innovative	Forward-looking	Taking initiative and looking forward	Poor listener	Can set the bar too high
Daring, fearless	Takes on challenges	Forums where they are free to come up with new ideas	Aggressive	Can lack tact, empathy and diplomacy
Decisive Stubborn	Sets things in motion	No or little routine work	Egotistical	Can have difficulty motivating others and delegating tasks

Yellow behavioural style



Yellow behavioural style



- Outgoing & optimistic
- Creative & communicative
- Verbal
- Team builder



Yellow behavioural style



Seeks for:

- Experiences & variety
- Status symbols and prestige



Yellow behavioural style



Dislikes:

- To stand “outside”
- To get a “no” too fast
- Processes and “low ceilings”



“The self-centred”

Yellow behavioural style



Affects others:

- Enthusiasm & praise



Yellow behavioural style



Sometimes perceived as:

- Thoughtless, careless
- Self-absorbed, unrealistic



Yellow behavioural style



In a meeting:

- Happy and outgoing
- Values creativity and prestige
- Decides based on “right feeling”
- Wants space for creativity



Yellow behavioural style

Communication!

- Bad listener
- Imprecise
- Self-centred



- ✓ Humorous verbal communication
- ✓ Dares to take risks
- ✓ Focuses on people

Who?



Behaviorstyle - Yellow

Characteristics:	Value for the team:	Likes:	Under stress/pressure can be:	Potential limitations:
Charming	Conveys optimism & enthusiasm	Lots of interaction with those around them	Self-absorbed	Can miss details
Self-confident	Creative problem solver	Freedom from control, supervision and details	Over-optimistic	Can praise others too much
Convincing	Motivates others towards goals	Freedom of movement	Tactless	Can trust others too much
Enthusiastic Inspiring Optimistic	Team player	Forums that listen to ideas	Unrealistic	Can prioritise themselves

Green behavioural style



Green behavioural style



- Harmonious, social
- Relaxed, personal
- Service minded
- Persistent
- Listens to everyone's opinions



Green behavioural style



Seeks for:

- Safety and security
- Appreciation for work well done



Green behavioural style



Dislikes:

- Changes
- Conflicts
- To be challenged



“The security seeker”

Green behavioural style



Sometimes perceived as:

- Slow
- Cautious and unclear



Green behavioural style



Affects others:

- Consistent and methodical action



Green behavioural style



In a meeting:

- Calm and friendly
- Values caring and long-term view
- Decides based on “consensus” and references
- Wants processes to take the time required

Green behavioural style

The relationship!

- Inexplicit
- Dependent
- Silent



- ✓ Long-term view
- ✓ Completes the task
- ✓ Listening and questioning in their communication

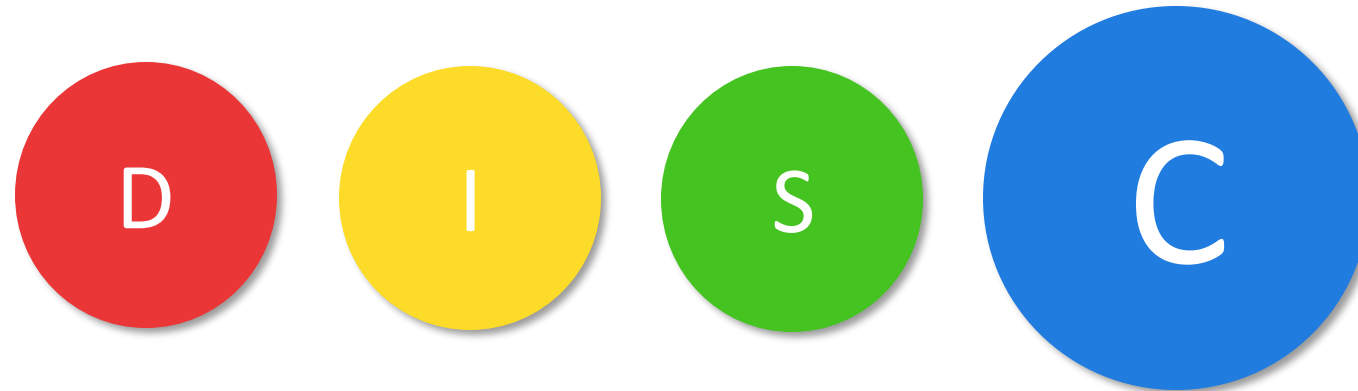
Why?



Behaviour style- Green

Characteristics:	Value for the team:	Likes:	Under stress/pressure can be:	Potential limitations:
Service-minded	Reliable team-player	Stable predictable environment	Indecisive	Can try to avoid opposition
Friendly	Work for a leader and for a goal/purpose	Prefers environments where change comes slowly	Uninterested	Can have difficulty prioritising
Good listener	Patient and empathetic	Long-term team work with relationships	Rigid	Can dislike change without assurances
Patient Relaxed Honest	Logical, thinks step-by-step, service-orientated	Few conflicts	Inflexible	Can have difficulty dealing with opposition

Blue behavioural style



Blue behavioural style



- Logical, structured
- Good listener
- Formal and meticulous
- Prioritises task and working methods
- Prefers to communicate in writing



Blue behavioural style



Seeks for:

- Clear goals and rules
- Fact-based relationships in the workplace



Blue behavioural style



Dislikes:

- Failure
- Emotions and irrational actions
- Risk-taking



“The bureaucratic”

Blue behavioural style



Affects others:

- Objective
- Logical arguments



Blue behavioural style



Sometimes perceived as:

- Bureaucratic, conservative
- Perfectionist



Blue behavioural style



In a meeting:

- Prepared
- Values facts and quality
- Decides based on feasibility
- Wants agreements to be documented



Blue behavioural style

Structure!

- Endless
- Critical
- Stress sensitive



- ✓ Clear
- ✓ Solves problems
- ✓ Good negotiator

How?



Behavioral Style - Blue

Characteristics:	Value for the team:	Likes:	Under stress/pressure can be:	Potential Limitations :
Quality-minded	Strives for a high quality of work	When critical thinking is required	Pessimistic	Be defensive when criticized
Systematic	Stable and reliable	Technical/detailed work, specialist knowledge	Fussy	Get bogged down in details
Consistent	Defines and clarifies, collects information and surveys	Close collaboration with a small group	Bureaucratic, formal	Be overly intense to the situation
Discreet Diplomatic Seeks facts	Anchored in reality	A 'familiar' work climate	Overly critical	Appear somewhat aloof and cool



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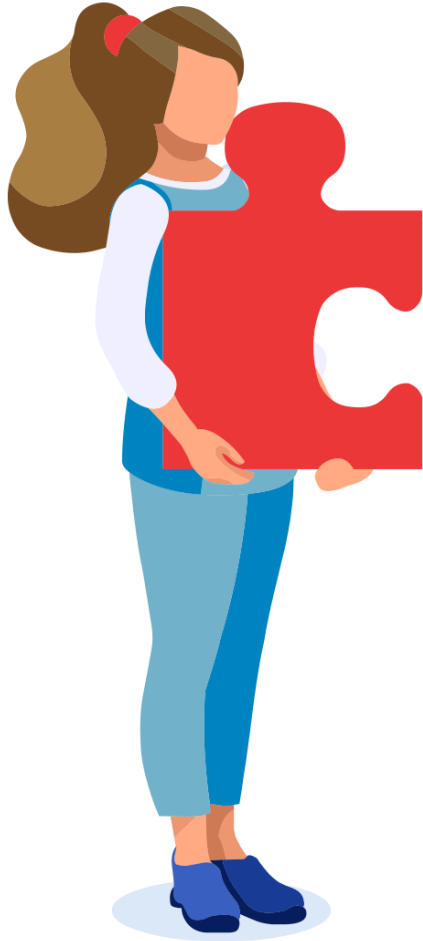
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PART 3



A person with a lot of RED



- Creates and achieves results through high quantitative efforts.
- Is energetic and active.
- Makes high demands on himself/herself and his/her surroundings.

Can challenge their limits by:

- Listening more and paying attention to other people's ideas.
- Being less controlling and dominant.
- Trying to appreciate the opinions, feelings and desires of others.
- Putting a little more energy into creating relationships.
- Taking the time to explain “why”.
- Being a little friendlier and more accessible.



A person with a lot of YELLOW



- Achieves results by creating good relationships - happy to network.
- Avoids confrontations and contradictions.
- Is intuitive and understanding of the wishes of others.

Can challenge their limits by:

- Being less impulsive.
- Being more results-oriented.
- Focusing more on details and facts.
- Not being in such a hurry.
- Talking less and listening more.
- Being sure to complete a task.



A person with a lot of GREEN



- Creates results by working hard and completing the tasks methodically.
- Looks for a quiet and safe workplace.
- Is good at listening to other people - team players.

Can challenge their limits by:

- Being more open to change.
- Standing up more for their opinions and showing what they think and feel.
- Managing contradictions more constructively.
- Being more flexible.
- Increasing the pace to reach the goals.
- Showing more initiative.



A person with a lot of BLUE



- Creates results by adhering to rules, directives and standards.
- Thinks in a structured way and avoids risks.
- Works carefully - quality applies.

Can challenge their limits by:

- Concentrating on acting and not just doing things right.
- Being less critical of other people's ideas and methods.
- Being faster in completing a task.
- Being more determined.
- Focusing less on facts and more on people.
- Daring to take a little more risks.



Reflections?

- Why do we adapt at work? Or not?
- Is this an adaptation related to people or duties?
- What would be the perfect scenario?

The relationship between the colours = the strength of the characteristics

- Co-operative
- Cautious
- Perceptive





- Performance oriented
- Self motivated
- Independent

- Patient
- Thoughtful
- Firm (principfast)

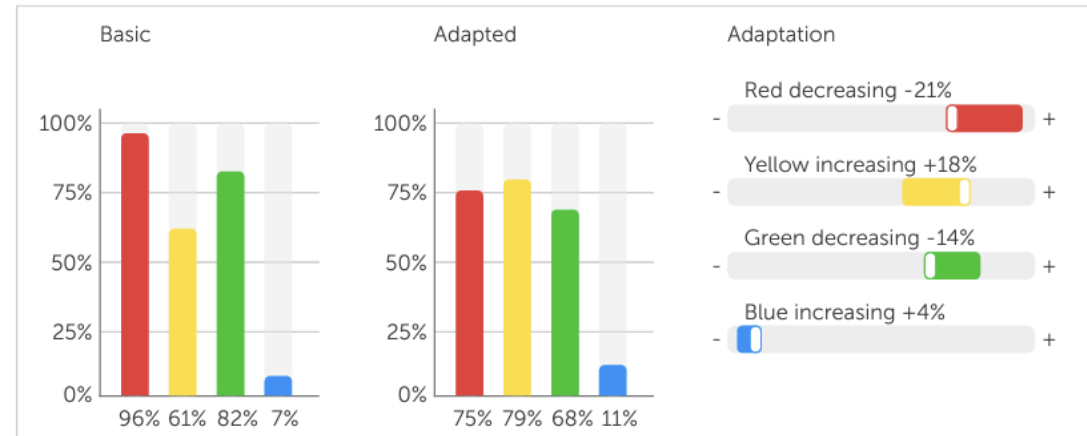
- Influential
- Enthusiastic
- Assertive



Understanding the Graphs

- | | | | | |
|-------------------------------------|------------|---|------------|-------------------------------------|
| | Decreasing | | Increasing | |
| More humble and compliant | - |  | + | More independent and self-propelled |
| More structured and organised | - |  | + | More self-confident and friendly |
| More independent and increased pace | - |  | + | More stable and persevering |
| More fearless and unconventional | - |  | + | More focused on facts and details |

Adjusted Style
The “Mask”
Motivated Style



Basic	Adapted
Primary Style	Adjusted Style
Your Natural Style	The “Mask”
Home Base	Motivated Style
Least Flexible	Adjustment to Work Environment
Change the least over time	What you think you need to become to do your job.



Ensize your world!