

Introduction to DISC & Behaviour

This module will provide you with information introducing you to the four behaviours



TTI SUCCESS INSIGHTS®
UNITED KINGDOM



High-Level Timeline of DISC

Ancient Greeks

Early recorded observations of behaviour.

400_{BC}

William Marston

DISC theory is introduced.

1928

J.P. Cleaver

DISC is further developed for commercial use.

1950_s

Bill Bonnstetter

The first DISC instrument to use computerised scoring.

1984

Carl Jung

The influential book "Psychological Types" is published.

1921

Walter V. Clarke

The first DISC measurement instrument.

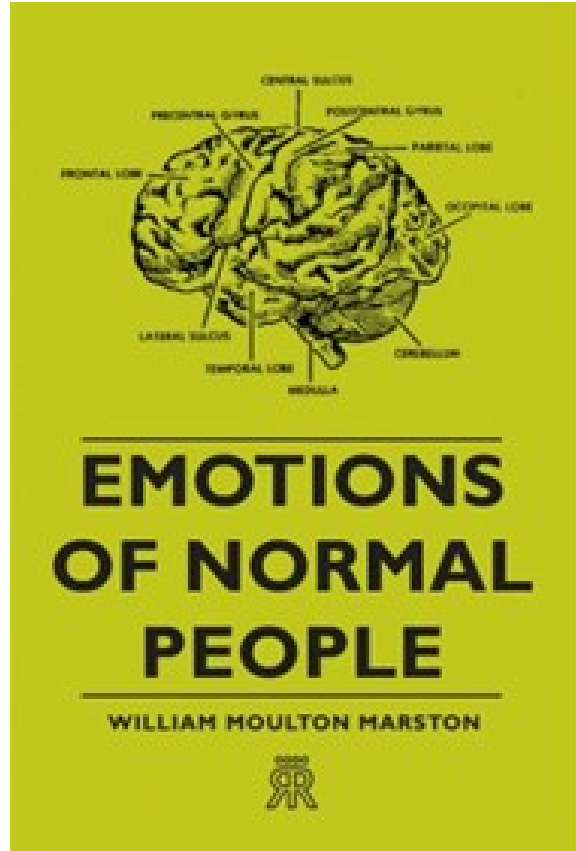
1942

John Geier

Personal Profile System is introduced.

1970_s

William Moulton Marston (1893 - 1947)



Behavioural Powerpoints



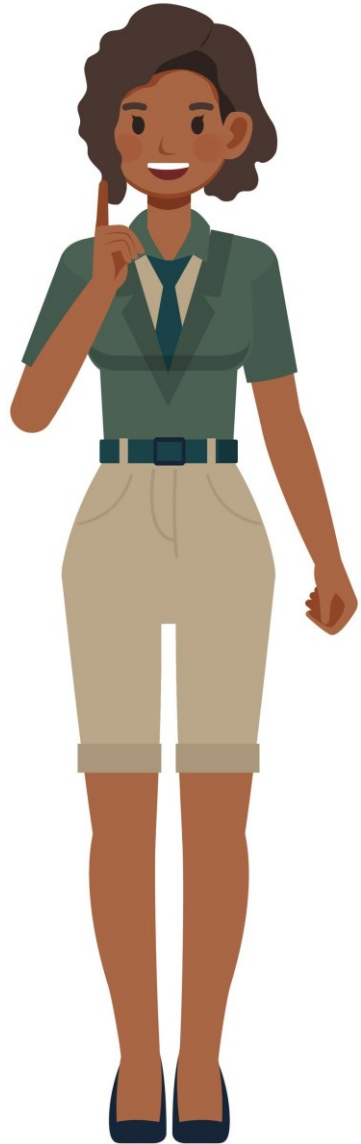
- **The use of a behavioural model is to create win/win relationships**
- **DISC is only the doorway to communication (Style/How)**
- **The uniqueness of each person extends far beyond the DISC model. Therefore, behavioural models should NOT be referred to as 'personality tests'**
- **There is no such thing as 'Good' or 'Bad' Behaviour when used in this context. In particular - every person has the potential to be a winner. We all win in different ways. One behavioural design is NOT a better leader than another**
- **Your behavioural design is the combination of the highs and lows of all four factors (DISC) - TTI Success Insights DISC has over 50,000 different combinations**
- **Every person has the ability to adapt to any behavioural profile. Adapting does however require increased energy. How long a person can adapt is unique and different for each person. The DISC model identifies for you, your natural tendencies and gives you the knowledge to consciously adapt as the situation requires**

When To Use A Behavioural Model



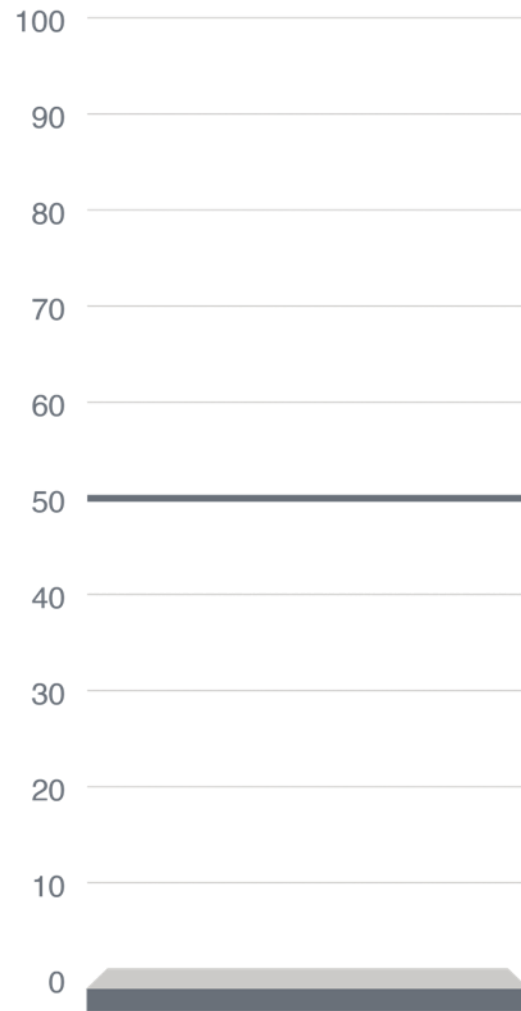
- **Gaining Commitment and Cooperation**
- **Building Effective Teams**
- **Resolving and Preventing Conflict**
- **Ascertaining Behavioural Fit**
- **Communication, Communication, Communication**

The Four Behaviours



- **How We Respond To Problems & Challenges**
- **How We Handle People And Influence Others**
- **How We Handle Change And Pace Ourselves**
- **How We Handle Rules And Procedures Set By Others**

The Four Behaviours



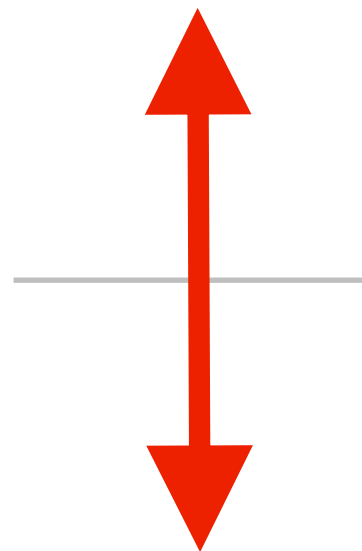
Dominance



Driving
Ambitious
Pioneering
Strong-Willed
Determined
Competitive
Decisive
Venturesome

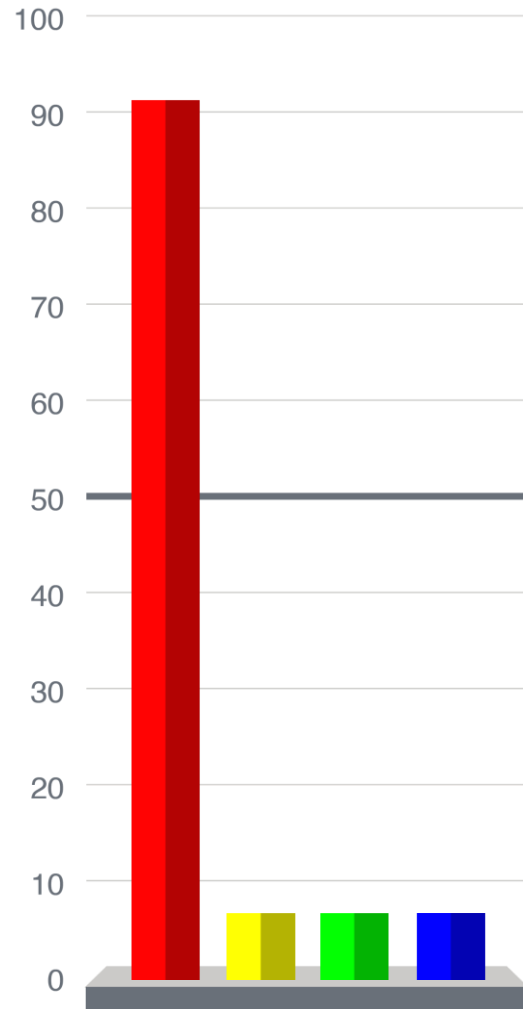
Cooperative
Hesitant
Cautious
Undemanding
Cautious
Agreeable
Modest
Peaceful
Unobtrusive

High:
Prefers to take on problems & challenges quickly & directly.



Low:
Prefers to take on problems & challenges cautiously & carefully.

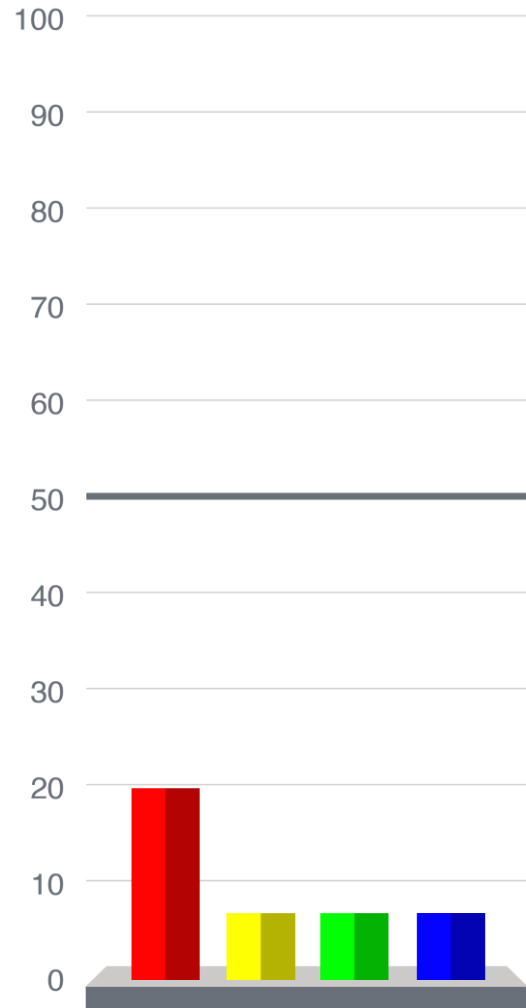
Higher D Score



Value to the Organisation

- **Bottom Line Focus**
- **Forward Thinking**
- **Challenge-Oriented**
- **Initiates Activity**
- **Likes to Win**
- **High Risk Tolerance**

Lower D Score



Value to the Organisation

- **Thinks Things Through**
- **Sensitive to Risk**
- **Doesn't Rush**
- **Takes Long-Term Approach**
- **Open to Opportunities**
- **Prudent**

Dominance



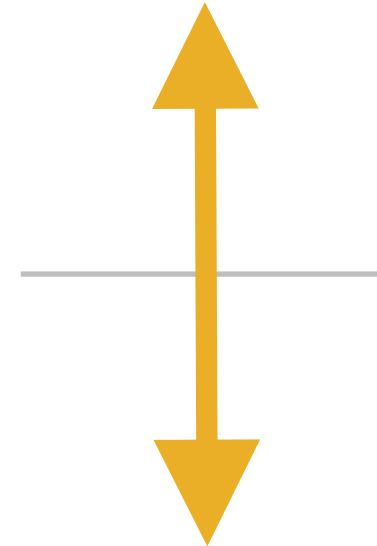
Influence



Inspiring
Magnetic
Enthusiastic
Persuasive
Convincing
Poised
Optimistic
Trusting

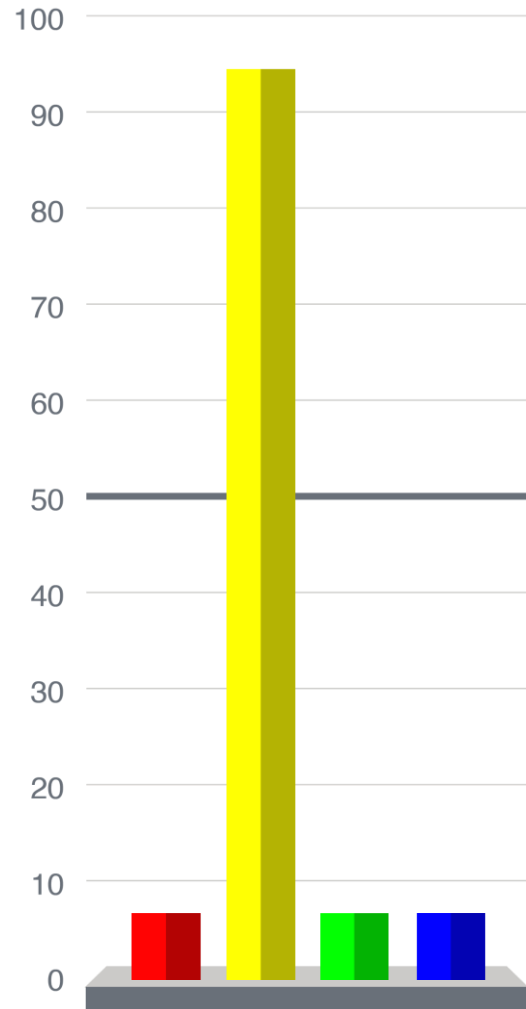
Reflective
Factual
Calculating
Sceptical
Logical
Suspicious
Matter-of-Fact
Incisive

High:
Prefers high contactability & warm interaction with others.



Low:
Prefers to interact with fewer people & with a specific purpose.

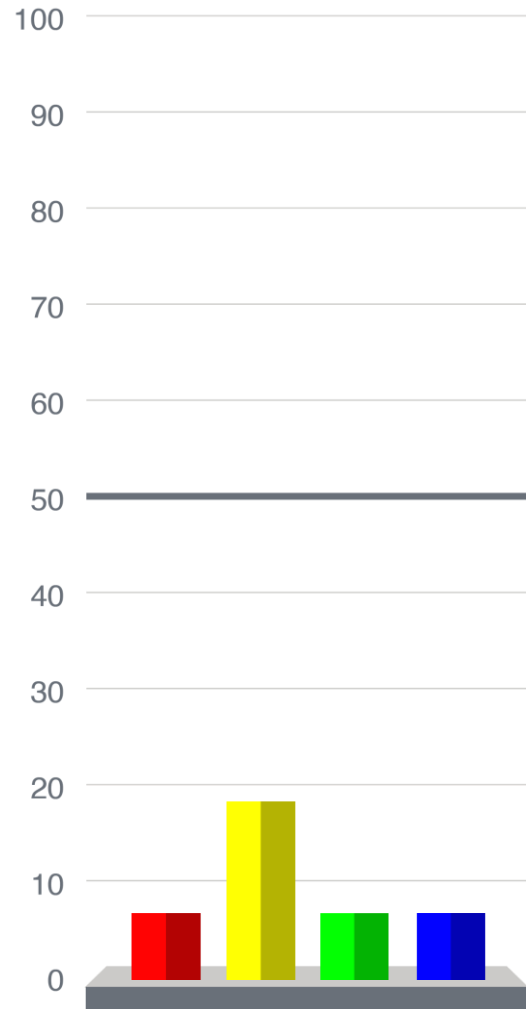
Higher I Score



Value to the Organisation

- **Engaging & Warm**
- **Optimism & Enthusiasm**
- **Creative Problem Solver**
- **Seeks to Motivate Others**
- **Team Player**
- **Negotiates Conflicts**

Lower I Score



Value to the Organisation

- **Independent**
- **Sceptical**
- **Sensible**
- **Self-Sufficient**
- **Low Risk**
- **Doesn't Need Others' Approval**

Influence



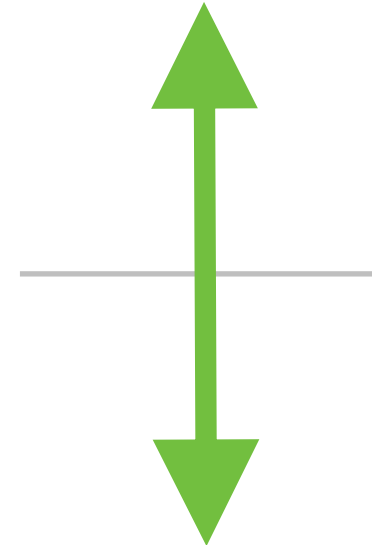
Steadiness



Relaxed
Passive
Patient
Resistant to change
Predictable
Consistent
Steady
Stable

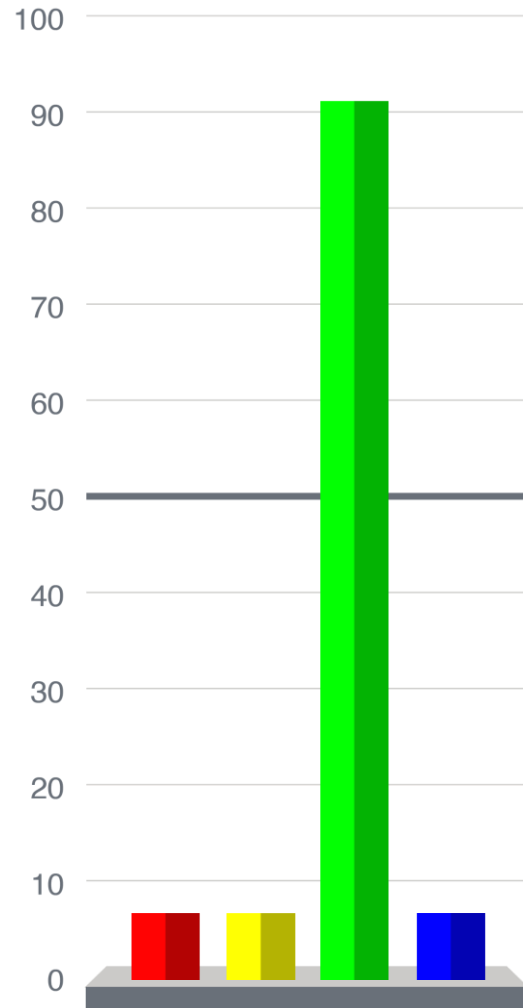
Mobile
Active
Restless
Impatient
Pressure-Oriented
Eager
Flexible
Impulsive

High:
Prefers an environment with a consistent, rhythmic & stable pace.



Low:
Prefers an environment with variety & a fast-moving pace.

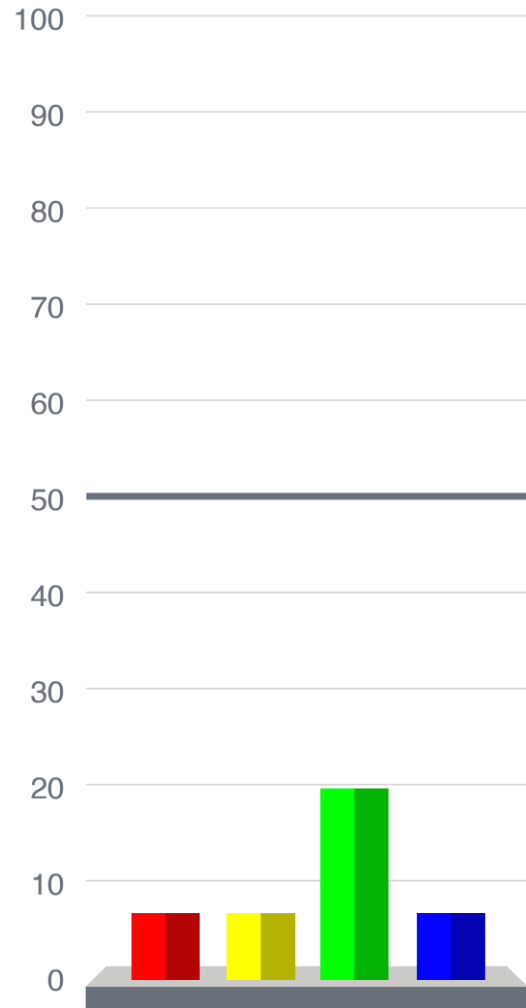
Higher S Score



Value to the Organisation

- **Dependable Team Player**
- **Drive for Closure/Completion**
- **Strong Follow-up/Through**
- **Friendly & Warm**
- **Service Oriented**
- **Patient & Caring**

Lower S Score



Value to the Organisation

- **Action Oriented**
- **Initiates Ideas & Projects**
- **Eager**
- **Fast Paced**
- **Energetic**
- **Agile**

Steadiness



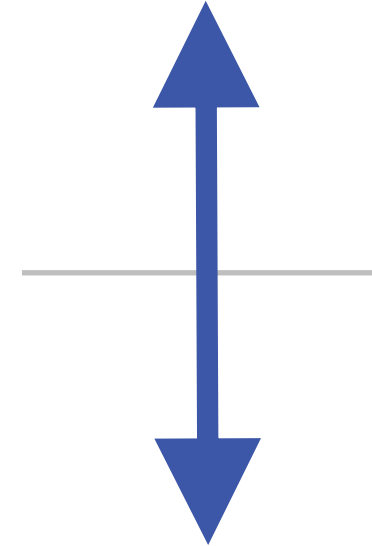
Compliance



Cautious
Careful
Exacting
Systematic
Balanced Judgement
Accurate
Diplomatic
Tactful

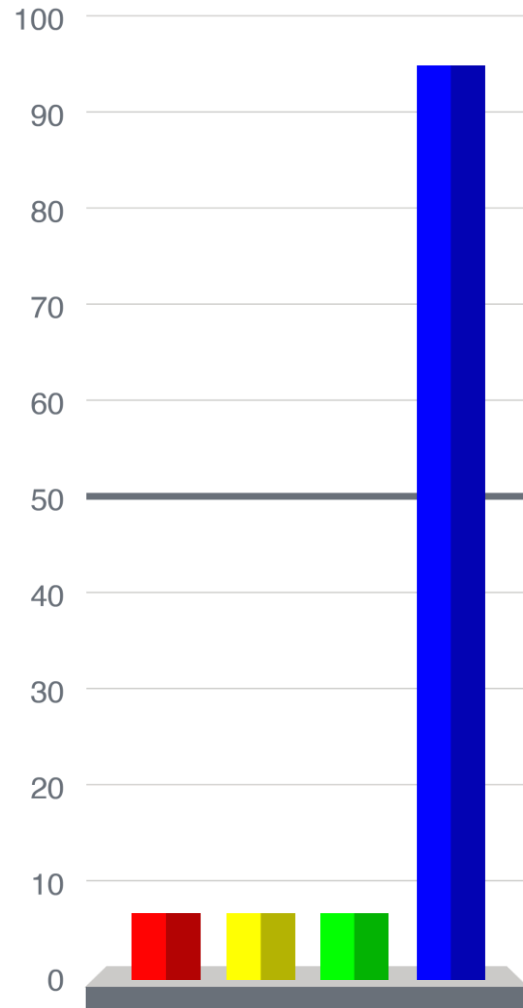
Firm
Independent
Self-Willed
Obstinate
Opinionated
Unsystematic
Uninhibited
Arbitrary
Unbending

High:
Prefers established procedures & constraints that ensure correctness.



Low:
Prefers fewer procedures & constraints, allowing them to follow their intuition/instincts.

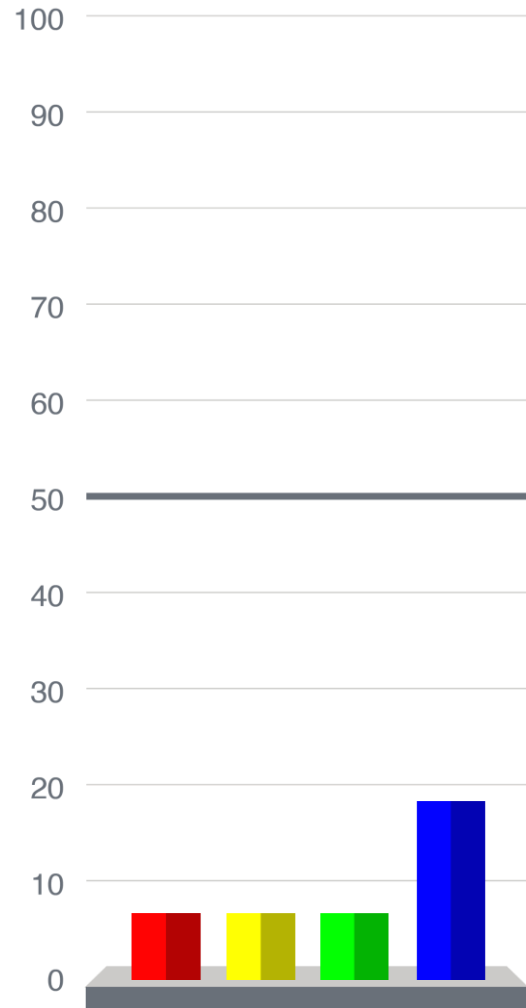
Higher C Score



Value to the Organisation

- **Maintains High Standards**
- **Accurate & Exacting**
- **Defines, Clarifies & Tests**
- **Objective Thinker**
- **Fact/Evidence Focus**
- **Problem Solver**

Lower C Score



Value to the Organisation

- **Experimental**
- **Independent**
- **Contrarian**
- **Divergent thinker**
- **Creative flair**
- **Outside the box thinking**

Compliance



Descriptors



Driving
Ambitious
Pioneering
Strong-Willed
Determined
Competitive
Decisive
Venturesome

Inspiring
Magnetic
Enthusiastic
Persuasive
Convincing
Poised
Optimistic
Trusting

Relaxed
Passive
Patient
Possessive
Predictable
Consistent
Steady
Stable

Cautious
Careful
Exacting
Systematic
Accurate
Open-Minded
Balanced Judgment
Diplomatic

Dominance

Calculating
Cooperative
Hesitant
Cautious
Agreeable
Modest
Peaceful
Unobtrusive

Influencing

Reflective
Factual
Calculating
Skeptical
Logical
Suspicious
Matter-of-Fact
Incisive

Steadiness

Mobile
Active
Restless
Impatient
Pressure-Oriented
Eager
Flexible
Impulsive

Compliance

Firm
Independent
Self-Willed
Obstinate
Unsystematic
Uninhibited
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Unbending