


**Welcome Back - From Session 1:**

- How did it go with your **first Learning Team meeting?**

**In Chat**, tell us what you learned, appreciated, or found valuable from the session:

- Examples:
  - > I think the DISC is useful
  - > I liked the colleague interaction
  - > I learned about other's and their roles
  - > I think creating an action plan will help me as a leader



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April 14, 2023  
**Session 2**  
 Discover Your Management Style with DISC  
 Innovatis Group Leadership Development Series

This session is being recorded

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**Welcome Back**

Please try to keep your cameras on to be fully present.

Dr. Sue Cain Kathleen O'Connor



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**Review of the Program**

Leading at Innovatis Group


**Discovering Your Management Style**

The Strategic Leader

Managing Others

Effective Communication

Personal Wellness and Leading Others with Emotional Intelligence



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**We're Glad You're Here**

- **Flashback:** Visit the Learning Site and download materials for today's session
- **Icebreaker:** Share your DISC Style
- **Learn More About the DISC Styles**
- **Fitting in Fast**
- **Learning Team Breakout**
- **Wrap up and Session close**

**Agenda**



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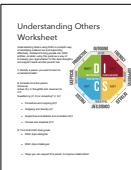
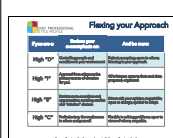
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**Today's Job Aids**

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“ Please open your DISC assessment and have them handy for today's session...”  
 ...Said your Mother

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**Icebreaker: DISC Styles**

Share your DISC Styles!

- ✓ Open your DISC assessment and head on over to Menti.com and input this code: 7653 7806
- ✓ OR Scan this QR Code with your camera.



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**Research says...**

Middle managers are facing increasing stress

- When comparing C-suite executives, front-line workers, and middle managers – middle managers feel the most acute amount of tension.
- In 2022, 30% of junior employees had joined in the past 2 years.
  - This means even greater pressure on middle managers.

(HBR, 2022)

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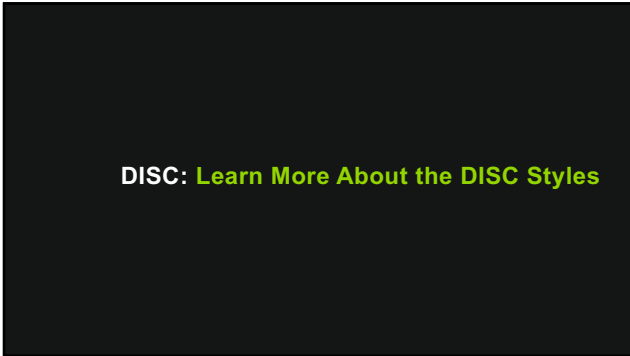
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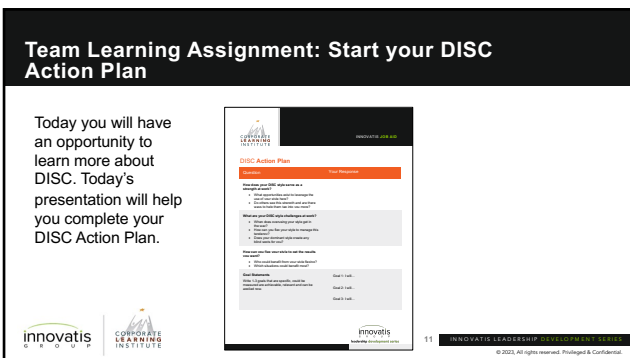
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DISC PROFESSIONAL STYLES

Let's Take a Closer Look at the Styles

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Lengthy and Boring Case Study: How the D Style Would Hold a Garage Sale

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**D**

A "D", Dominant Garage Sale Approach:

We're Ready! Start the Sale!

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**DISC PROFESSIONAL STYLES**

**D**

**Reading & Understanding D/Dominant Style**

**Motivated by**

- Challenge, power and taking charge
- Opportunities for individual accomplishments
- Freedom from direct control
- New and varied activities

**Fears**

- Having a loss of control
- Being taken advantage of

**Challenges**

- Lack of concern for others
- Impatience
- Moving forward without considering outcomes

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**DISC PROFESSIONAL STYLES**

**D**

**Supporting the D/Dominant Style**

- Use an assertive approach – you are supporting a speeding bullet
- Slow them down and focus on detail
- Keeping them active during the whole project – not just the beginning
- Push back on bluntness and insensitivity
- Help them value people's needs

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**Discussion Point**

IN CHAT – TO WHAT EXTENT DOES THE INNOVATIS GROUP CULTURE VALUE THE D STYLE?

1 (NOT AT ALL)  
2 (SOMEWHAT)  
3 (VERY MUCH)

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*Lengthy and Boring Case Study: How the I Style Would Hold a Garage Sale*

**DI**  
WHAT? WHO?  
DIRECT AND CONFIDENT PERSUASIVE AND FRIENDLY

**CS**  
WHY? HOW?  
PRECISE AND DETAILED CALM AND CONSISTENT

OUTGOING ACTIVE FRIENDLY  
SKEPTICAL QUESTIONING  
PRECISE  
THOUGHTFUL  
CONSISTENT  
SUPPORTIVE  
ADAPTIVE  
DETAILED

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**I**

**AN "I", INFLUENTIAL GARAGE SALE APPROACH:**

**FREE LEMONADE!**

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DISC PROFESSIONAL STYLES



**Reading & Understanding I/Influential Style**

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**Motivated by**

- Social recognition
- Group activities
- Relationships
- Freedom of expression

**Fears**

- Social rejection, disapproval, loss of influence

**Challenges**

- Impulsiveness, disorganization, lack of follow through

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DISC PROFESSIONAL STYLES



**Supporting I/Influential Style**

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- Build your relationship before approaching tasks
- Focus them on task details
- Ensure they have opportunities to collaborate
- Help them focus on their own needs

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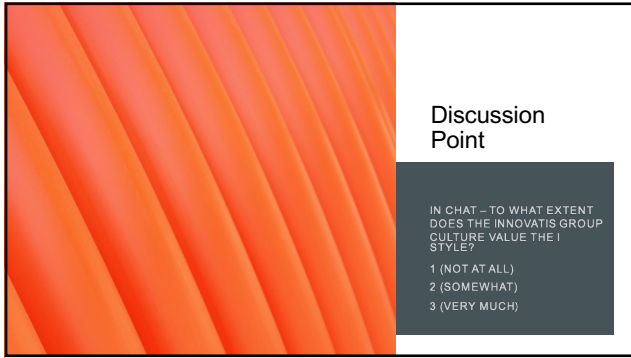
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**Discussion Point**

IN CHAT - TO WHAT EXTENT DOES THE INNOVATIS GROUP CULTURE VALUE THE I STYLE?

1 (NOT AT ALL)  
2 (SOMEWHAT)  
3 (VERY MUCH)

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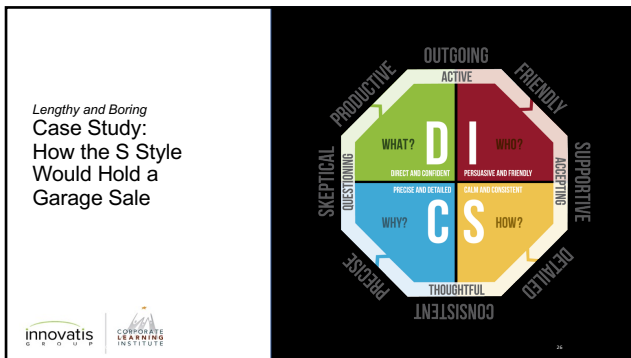
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*Lengthy and Boring Case Study: How the S Style Would Hold a Garage Sale*

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**DISCS**

OUTGOING ACTIVE FRIENDLY  
SKEPTICAL QUESTIONING PRODUCTIVE  
WHAT? DIRECT AND CONFIDENT WHO? PERSUASIVE AND FRIENDLY  
PRECISE AND DETAILED WHY? CALM AND CONSISTENT HOW? SUPPORTIVE  
THOUGHTFUL CONSISTENT DETAILED

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**S**

AN "S", STEADY GARAGE SALE APPROACH:

DETAILS! PLANNING!

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DISC PROFESSIONAL STYLES



Reading & Understanding S/Steady Style

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**Motivated by**

- Stability
- Sincere appreciation
- Cooperation
- Using traditional methods

**Fears**

- Loss of stability
- Sudden change
- Unpredictability

**Challenges**

- Resistance to positive change
- Responding to urgent timelines
- Setting bottom lines

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DISC PROFESSIONAL STYLES



Supporting S/Steady Style

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- Help them face conflicts without giving in
- Help them take a stand
- Encourage speaking up
- Allow them time to think

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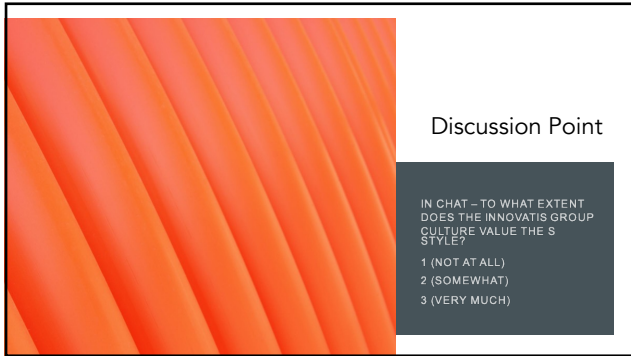
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**Discussion Point**

IN CHAT - TO WHAT EXTENT DOES THE INNOVATIS GROUP CULTURE VALUE THE S STYLE?

1 (NOT AT ALL)  
2 (SOMEWHAT)  
3 (VERY MUCH)

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*Lengthy and Boring*  
**Case Study:**  
How the C Style  
Would Hold a  
Garage Sale



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**C**

A "C", CONSCIENTIOUS GARAGE SALE APPROACH:



NOTHING USED!

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DISC PROFESSIONAL STYLES

**C**

Reading the C/Conscientious Style

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**Motivated by**

- Clearly defined performance expectations
- Quality and accuracy
- Reserved atmosphere
- High standards

**Fears**

- Criticism of their work
- Slipshod methods
- Situations emotionally out of control

**Challenges**

- Overly critical of themselves and others
- Indecision due to analyzing too much data
- Creativity hampered by following the rules

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**C**



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DISC PROFESSIONAL STYLES

**C**

Supporting C/Conscientious Style

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- Pushing them to join the group early in the decision-making process
- Exposing their thoughts and ideas
- Supporting them to stay involved instead of withdrawing

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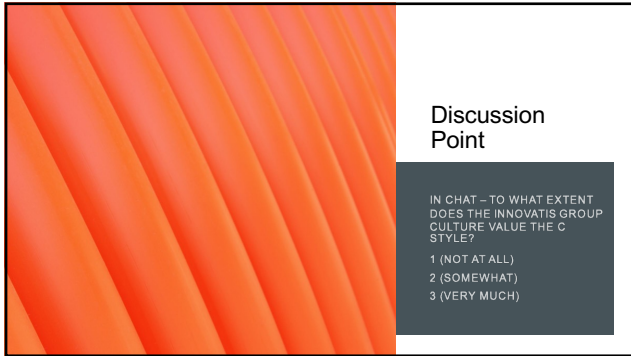
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**Discussion Point**

IN CHAT - TO WHAT EXTENT DOES THE INNOVATIS GROUP CULTURE VALUE THE C STYLE?

1 (NOT AT ALL)  
2 (SOMEWHAT)  
3 (VERY MUCH)

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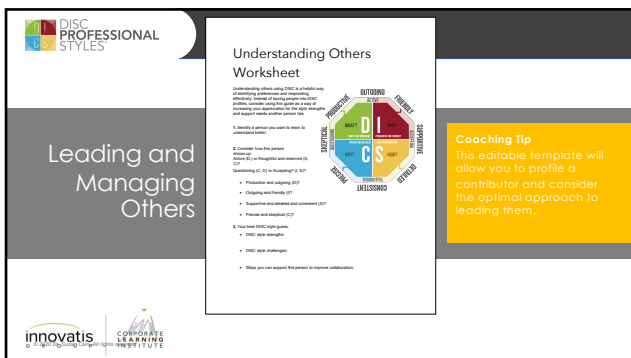
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**Leading and Managing Others**

**Understanding Others Worksheet**

Understanding others using DISC is a highly useful skill for anyone who is responsible for leading others. It allows you to understand the different ways people think, feel, and behave, and helps you to tailor your approach to meet their needs.

1. Identify a person you want to learn to understand better.

2. Consider how this person might be: **DISC** (Dominant, Influencing, Steady, Compliant).

3. Complete the DISC questionnaire to identify their style.

4. Discuss your findings with the person and consider how you can best support them to improve collaboration.

**Coaching Tip**  
This editable template will allow you to profile a contributor and consider the optimal approach to leading them.

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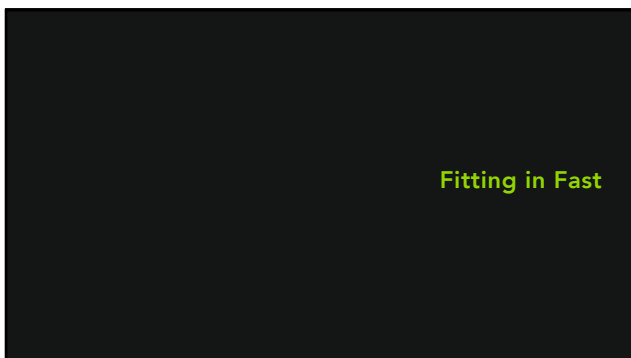
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**Fitting in Fast**

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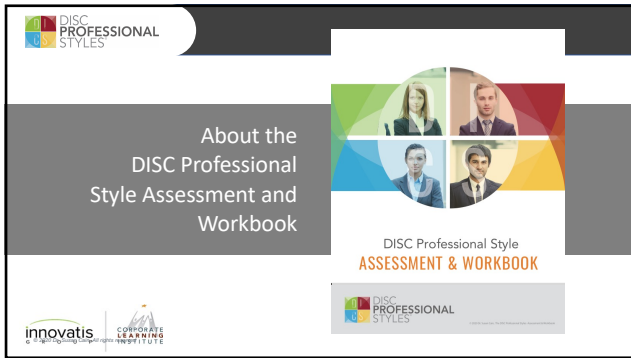
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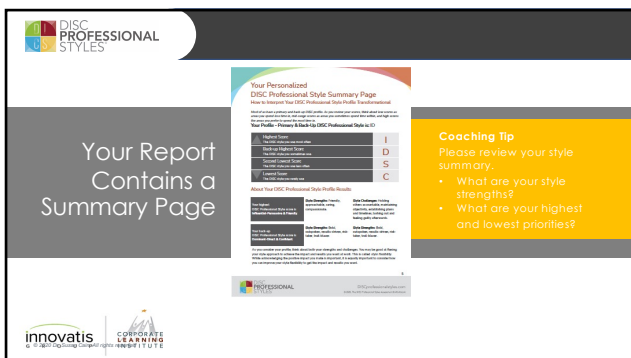
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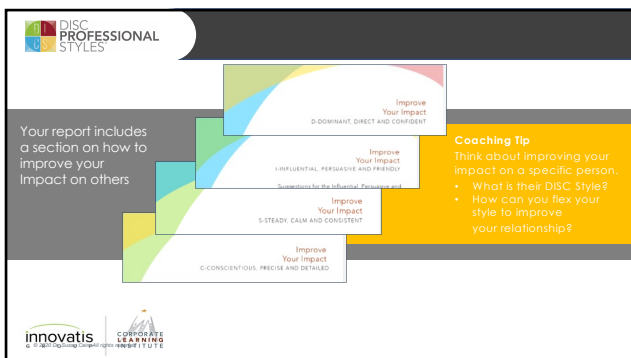
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# Learning Team Breakout

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**DISC PROFESSIONAL STYLES**

## Learn to Flex your Style

If you are a:      Reduce your overemphasis on:      And be more:

|          |   |   |
|----------|---|---|
| High "D" | Controlling people and conditions in your environment             | Patient; accepting; open to others; listening in your approach.         |
| High "I" | Approval from others your primary source of direction             | Task-focused; open to facts and data; prepared; organized.              |
| High "S" | Resistance to new ideas and opportunities and "risk-free" choices | Direct with your opinion; negotiable; open to change; quicker to adapt. |
| High "C" | Perfectionism; the weaknesses of others and yourself.             | Flexible in problem-solving; open to views of others; empathic.         |

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## Learning Team Session 2 Breakout and Assignment - 15 Minutes

**15min** Directions

- Review your DISC Action Plan from Session 1, complete it, and share it with others.
- Discuss the value of using DISC to lead and manage.
- Review your next assignment.

Understanding Others Worksheet

DISC Action Plan

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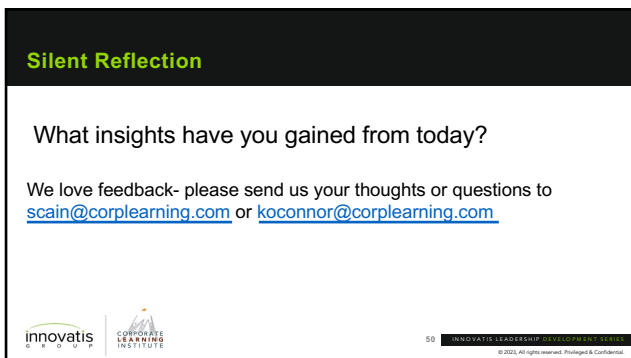
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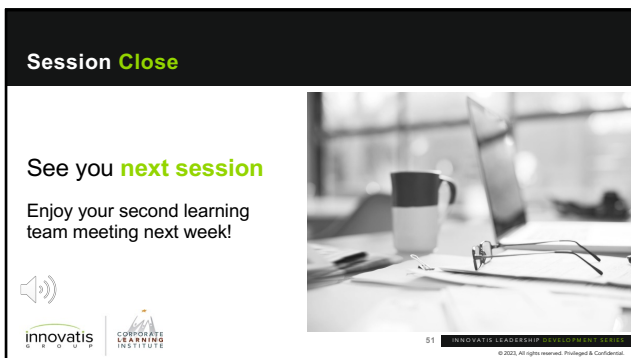
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