



UNDERSTANDING & INFLUENCING OTHERS

The way we communicate has a tremendous effect on how successful we are in gaining the trust and cooperation of others.

We each have a communication style and specific preferences for how we like to communicate. When people with different communication styles interact, there is the potential for misunderstanding and conflict.

Having a high self-awareness helps us communicate better and also helps us tell others how to communicate with us. As a result, misunderstandings are avoided, relationships are strengthened, and productivity is increased.

ASSESSING COMMUNICATION STYLES

The DiSC[®] Communication Styles

Assessment is a very simple, effective tool designed to help individuals understand themselves and others. It's built around a model of four different approaches to communication situations:

- D** - How we respond to *problems and challenges*
- I** - Our approach to *influencing*
- S** - Our preferred *work pace*
- C** - How we respond to *rules and procedures*

DiSC doesn't claim to provide a complete picture of who we are, but it does provide a surprising amount of information that leads to greater insight.

HOW WE USE DiSC

Some organizations use DiSC in their selection process to help assess fit with the culture of the organization and the work team. Others use DiSC as a training tool. Many companies use DiSC to support coaching, team building, and conflict resolution. We use DiSC in a number of additional ways:

Coaching

With DiSC, we help clients accelerate their personal development in one-on-one coaching situations. Understanding personality and communication preferences helps us create coaching strategies that build on strengths while developing skills and behaviors to overcome weaknesses.

Quick Interventions and Team Building Events

DiSC helps focus on very specific goals to accomplish in a short timeframe. This approach includes immediate feedback, sharing and dialogue that guides course corrections, relationship repairs, and team building. The results are more productive teamwork, higher performance, job satisfaction, and retention.

Workshops

Interactive DiSC workshops and train-the-trainer programs are provided to HR, training, or other departments who want to learn more about DiSC and use it broadly in their organizations.

GET STARTED TODAY

Let us conduct a confidential evaluation of your needs. We will recommend a strategy that addresses your unique situation and helps you create measurable, sustainable, outstanding results.