Implementing DISC to Drive Organizational Culture

Scott Westhouse, DO
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Disclosures

• No disclosures related to topic

• Regeneron – S, I
• Apsalis – A
• Genentech – A, I
• Lumata Health - C
• Avicenna - I
• EyePoint Pharmaceuticals - I
• Janssen - I
• Alkeus Pharmaceuticals - I
• Kodiak - I

What Value Do You Add to Your Organization?

If you could pick a part of the EYE that best represents your style, what would it be?
Today’s Goal

Objectives:
- Why is DISC Important
- Overview of the DISC Model
- Identify and Adjust to Others
- Apply it to your Organization

Keys to Success: Understanding Self & Others

- Achievers throughout history have had one thing in common...they know themselves.
- Achievers care about others and learn to modify/adapt to get the best out of themselves and others.
- Achievers adapt to thrive rather than survive by developing plans to overcome their shortcomings and take advantage of their strengths.

"Your success in life is largely determined by how well you interact with others."
—William Newton

Why DISC?

- My Story
- Other Options:
  - Enneagram
  - Kolbe Index
  - Clifton Strengths
  - Myers-Briggs
Three Type of Conflicts

Me – Me

Me – You

Me – Job

ME – ME DISC Behavior Styles

- If someone has an EXTERNAL style, they will be at the right of the grid.
- Identifiable characteristics include:
  - Assertiveness
  - Fast paced
  - Dynamic
  - Shaping people or situations to meet their needs
ME – ME
DISC Behavior Styles

• If someone has **INTERNAL style**, they will be at the left of the grid.
  • Identifiable characteristics include:
    • Structured
    • Cautious
    • Moderately paced
    • Guarded behavior

ME – ME
DISC Behavior Styles

• If someone is **TASK ORIENTED**, they will be at the top of the grid.
  • Identifiable characteristics include:
    • A need to control
    • Logic based
    • Skepticism
    • Perceives things to be “negative”

ME – ME
DISC Behavior Styles

• If someone is **RELATIONALLY ORIENTED**, they will be at the bottom of the grid.
  • Identifiable characteristics include:
    • Accepting
    • Agreeable
    • Receptive
    • Perceives things to be favorable
DISC Report

- Natural Style S-D-I
- Adapted Style I-S
- Low C
Success Insights Wheel

Leadership Styles
• Superpowers
• Kryptonite

Comparison with Direct Reports
Checklist for Communicating

Ways to Communicate with Scott
• Use a motivating approach, when appropriate.
• Understand his communication style.
• Present your case clearly, using energy with a sense of urgency.
• Clearly define priorities in written and individual communications.
• Tactfully, but briefly, with a personal concern.
• Use a balanced, objective, and emotional approach.
• Provide solutions—not opinions.
• Reader’s lists.

Ways to Communicate with Heather
• Be relaxed from expectations.
• Use her jargon.
• Prioritize it in writing with deadlines.
• Provide time for fun and relax.
• Come prepared with all required elements, objectives and support material in a well-targeted “package.”
• Verify that the message was heard.
• Understand her specific learning style.
• Be specific and leave nothing to chance.
Comparison with Direct Reports

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ME – YOU
People Are Different

3 out of 4 people important to your success...

• Think differently
• Decide differently
• Use time differently
• Handle emotions differently
• Manage stress differently
• Communicate differently
• Deal with conflict differently


ME – YOU
Adapt/Adjust Your Style for Maximum Results

“It's not what style you are, it's what you do with what you are and how you adapt to another's style.”
- Richard S. George

ME – YOU
People Reading Process

\[ \text{TASK ORIENTED} \]

<table>
<thead>
<tr>
<th>TASK</th>
<th>PEOPLE ORIENTED</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Ask, Responds</td>
</tr>
<tr>
<td>B</td>
<td>Details, Orders, Deadlines</td>
</tr>
<tr>
<td>C</td>
<td>\text{INTROVERT}</td>
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<tr>
<td>D</td>
<td>EXTROVERT</td>
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<tr>
<td>S</td>
<td>Tells, Initiates</td>
</tr>
<tr>
<td>I</td>
<td>Feelings, Fun, Family</td>
</tr>
</tbody>
</table>
ME – YOU
People Are Different

- Each type has both strengths and development areas
- DISC styles don’t limit a person’s ability to accomplish
- DISC styles show how we tend to do things

People Power

Perfection

Peace

Connecting the Plan

Thinking and Implementing Creative Ideas

Getting Results

Implementing and Fine Tuning the Plan

Promoting Ideas

Getting Results Through People
What Value Do You Add to Your Organization?

If you could pick a part of the EYE that best represents your style, what would it be?

• What are your strengths?
• What are your weaknesses?
• How do you leverage strengths?
• How do you mitigate weaknesses?

• What skillset does this job require?
• Am I a good fit for the job?
• How might different styles perform this job well?

ME – ORGANIZATION
Putting It Together

Communication
• How do you naturally communicate?
• How do you adjust to better communicate to the individuals on your team?
• How can you help teammates better communicate with you?

Motivation
• What are some examples of things that motivate you?
• How do you think other individuals on your team are motivated?
• What specific things can you do to get the most out of individuals on your team?
• What are examples of things that may be motivating to a large number of people on your team?
My Personal Action Steps...

• Take a DISC Assessment
• Start Looking For DISC Styles in People around YOU
• Practice Adjusting
• Make a Plan to Implement in your Organization

Resources

• Positive Personality Profiles – by Robert Rohm
• TTI Success Insights - www.ttisi.com/
• Crystal Knows - www.crystalknows.com/

• Other Related Topics:
  • The Ideal Team Player – by Patrick Lencioni
  • Emotional Intelligence 2.0 – by Travis Bradberry and Jean Greaves