

Flourish Living in Your Strengths



The best way to predict your future is to create it.
— Abraham Lincoln



Find Your Zone of Excellence

Maximize your strengths
Create stronger, collaborative teams





Learning Points

- Identify your core traits.
- Learn how to work in your zone of excellence.
- Determine who you can add to your network to create maximum productivity and minimal errors.
- Learn how to collaborate at a higher levels.
- Understand how your supervisor thinks
- Explore ways to improve communicate with your supervisor.



The dots in action

VOLUNTEER



Science or Shenanigans



William M. Marston

Systolic Blood Pressure Test

Wonder Woman

1928 Emotions of Normal People

Underlying science of DISC



Arnold S. Daniels- PI

Predictive Index 1955

Free choice of adjectives

John P. Clever

Activity Vector Analysis 1948

Created DISC in 1956

Forced choice



Gary Walstrom

Worked at PI

Dr. Louis Janda Ph.D

Psychometric Expert

1999-2004 Increase validity

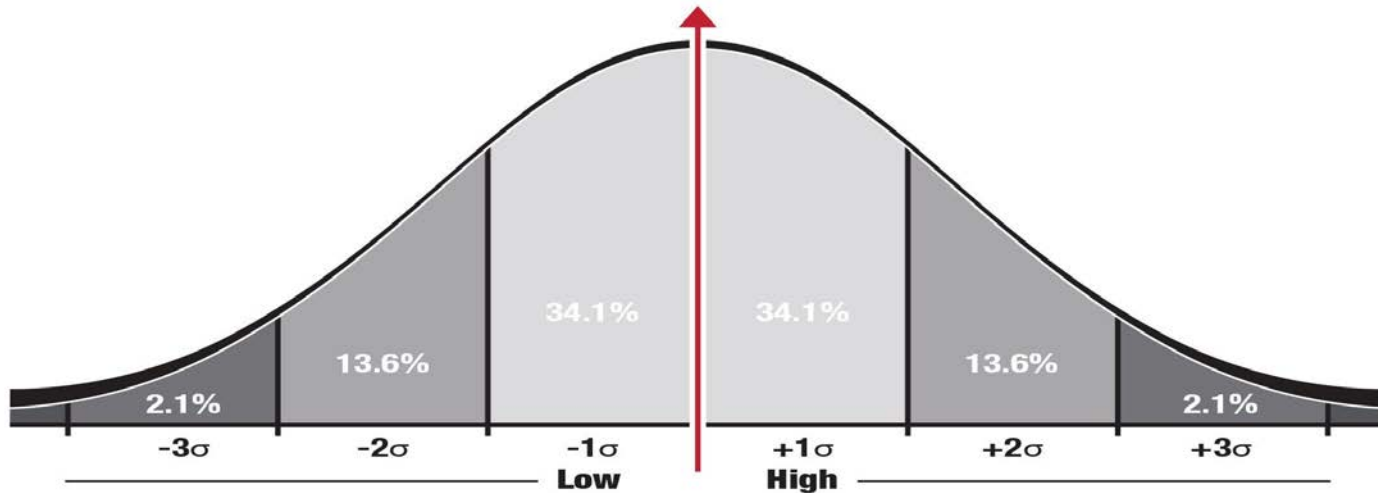
Culture Index Launched 2004

In the process of new validity study

Profile Overview

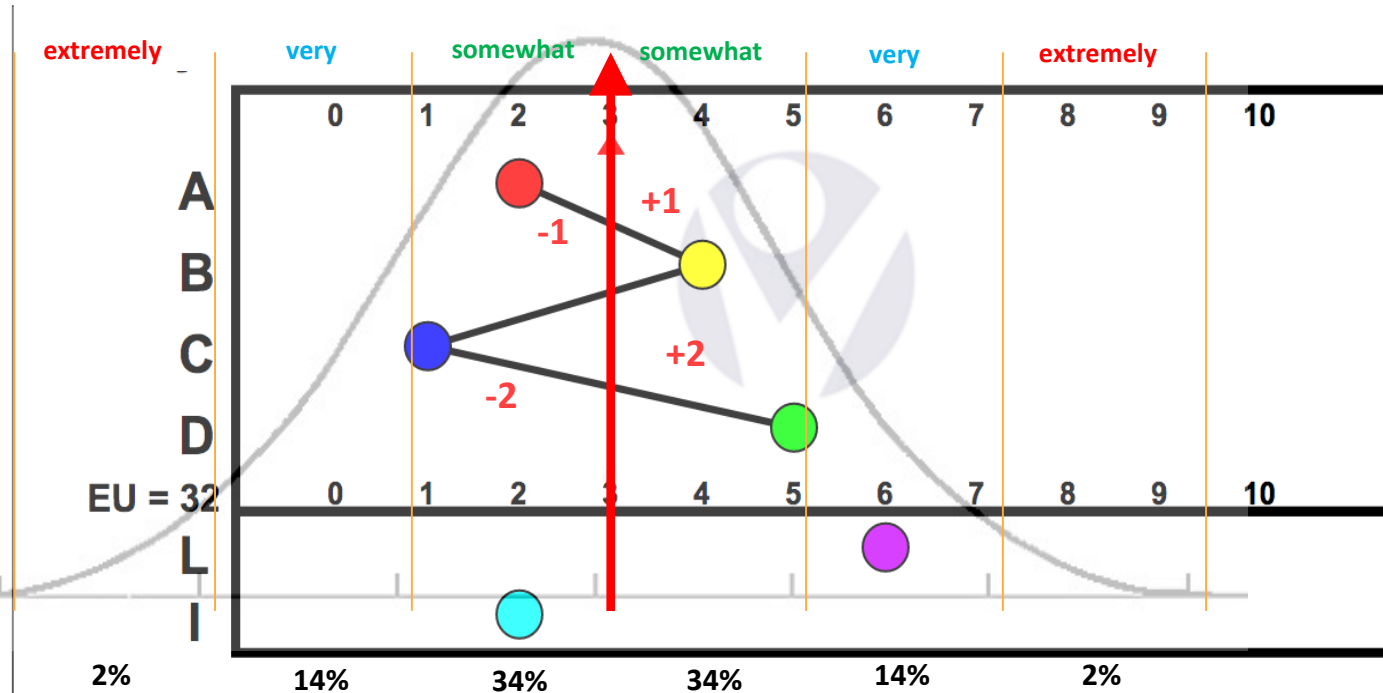


The Statistical Bell Curve

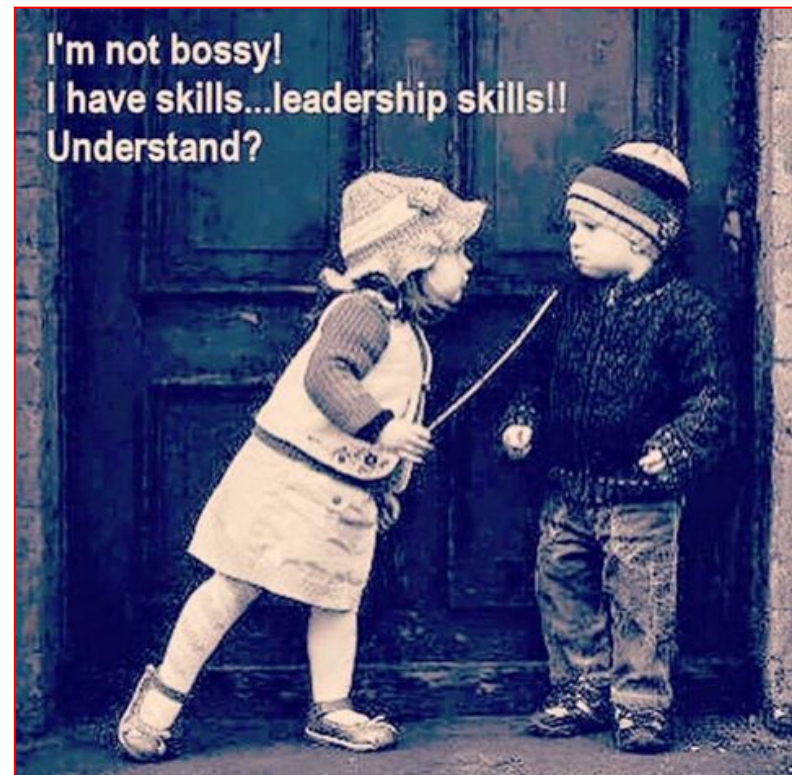




Normative Line Location



Autonomy



I'm not bossy!
I have skills...leadership skills!!
Understand?

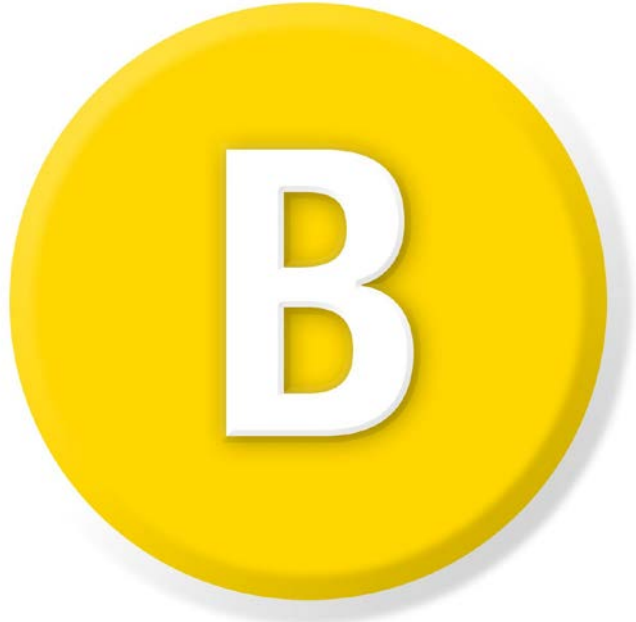


Autonomy

0 1 2 3 4 5 6 7 8 9 10

Selfless	↑	Independent
Agreeable		Proactive
Want information		Macro
Consensus		Headstrong
Team Player		Driven
Harmony		Assertive
Build teams		Vision

Social-Ability





Social-Ability

0 1 2 3 4 5 6 7 8 9 10

Reserved	↑	Outgoing
Factual		Thinks out loud
Questioning		Optimistic
Introspective		Persuasive
Guarded		Storyteller
Technical		People
Problem Solving		Glue

Patience



Lord, please give me patience
because if you give me strength,
I'll also need a new
identity and a one
way ticket to a
non-extraditing
country.





Patience

0	1	2	3	4	5	6	7	8	9	10
		Impatient			↑	Patient				
		Quick				Systematic				
		Animated				Methodical				
		Disruptive				Routine				
		Multitask				Focused				
		Likes change				Creature of habit				
		Pressure				Process				

Conformity



It's always easier to
ask for forgiveness
than it is to ask for
permission.





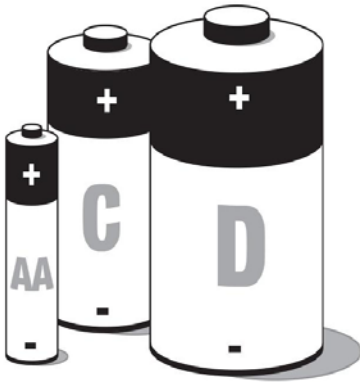
Conformity

0 1 2 3 4 5 6 7 8 9 10

Generalist	↑	Attention to detail
Unrestricted		Micro
Free Spirited		Follows the rules
Conceptual		Historical
Rebellious		Respectful
Scans		Perfectionist
Out of the box		Accuracy



Energy Units



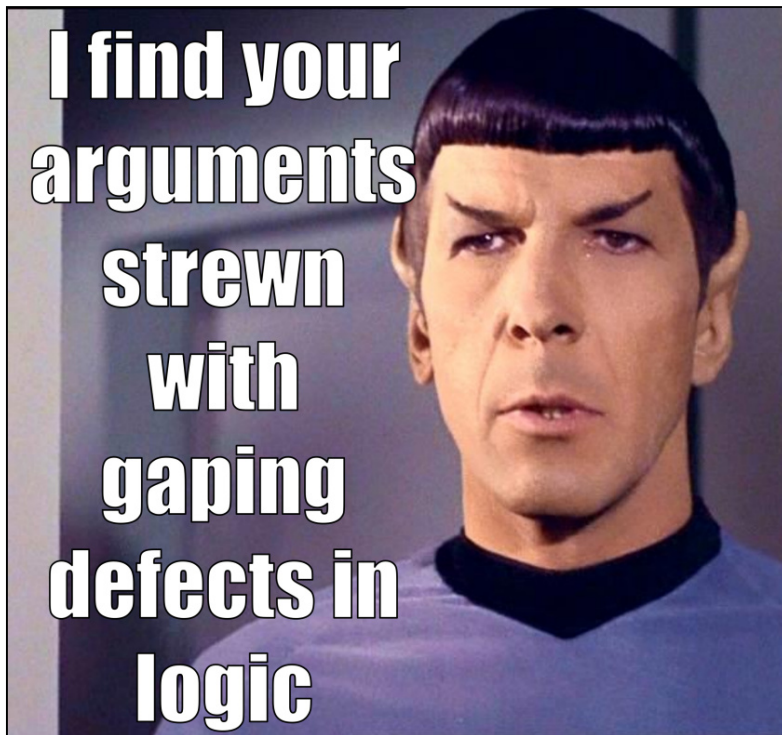
Average Survey Response : 3060

Measure of mental stamina/battery

How long can you not be you until you need to recharge



Logic





Logic

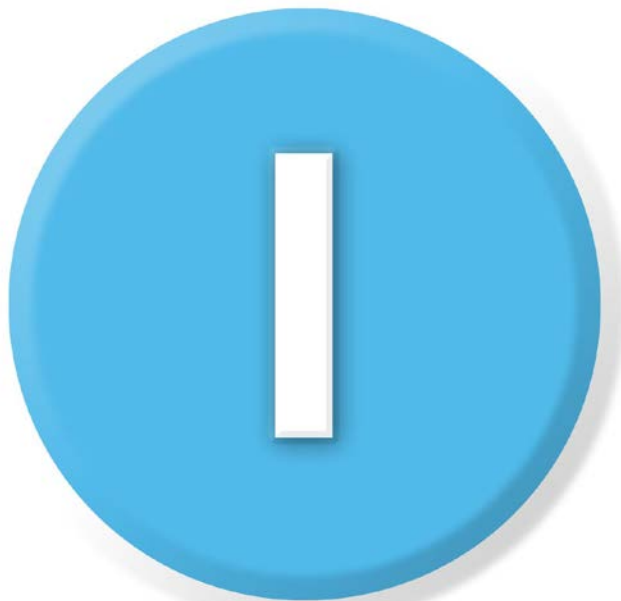
0 1 2 = Emotionally Charged
Heart plays in decisions



3 4 5 6 7 = Normative Range

8 9 10 = Logic Driven
Decisions made with head





Ingenuity





Ingenuity

0 1 2 = Literal, realistic, if it ain't broke...

3 4 5 6 7 = Normative Range

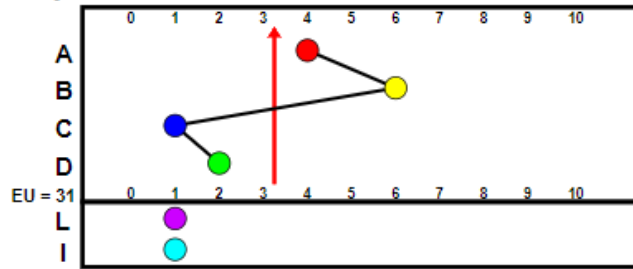
8 9 10 = Conceptual, abstract, unique



Job Behaviors

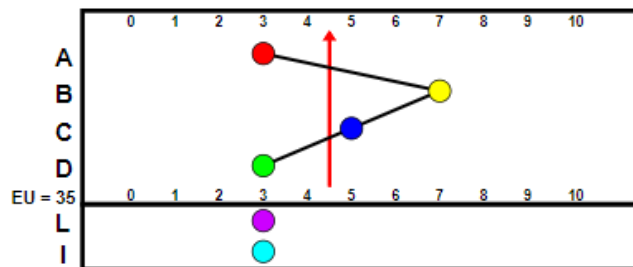
Job Behaviors - Dots In Action

Survey Traits



Who you are.

Job Behaviors



Snapshot in time.

Survey Reviews

Lunch Break

Quick Review



Autonomy





Autonomy

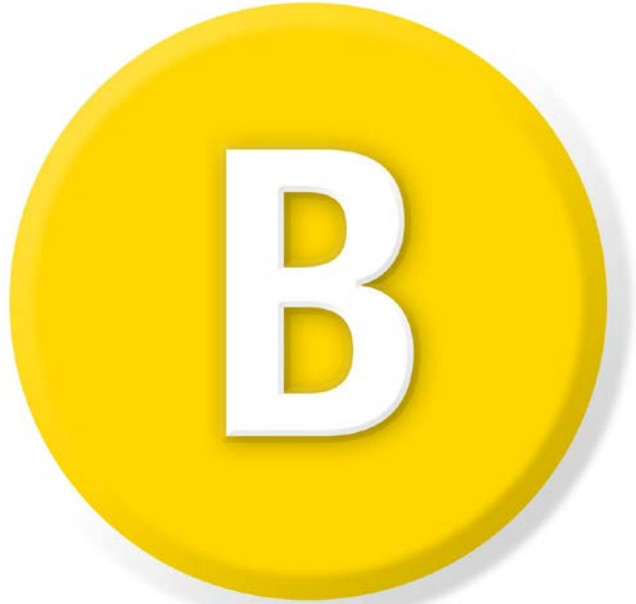
0 1 2 3 4 5 6 7 8 9 10

Follow Policy
Cooperative
Diplomatic
Respectful



Take Charge
Outspoken
Visionary
Likes Risk

Social-Ability



What I lack
in social skills,
I make up for
in hiding-from-
-people skills.



Social-Ability

0 1 2 3 4 5 6 7 8 9 10

Tasks vs. People	↑	Persuasive
Skeptical		Talkative
Factual		Friendly
Likes alone time		Social...

Patience



I had my patience tested.

I'm negative.



Patience

0 1 2 3 4 5 6 7 8 9 10

Variety
Likes change
Urgency
Inpatient



Deliberate
Singular focus
Slow to burn
Habit

Conformity



**IF YOU OBEY ALL THE RULES
YOU MISS ALL THE FUN**



Conformity

0 1 2 3 4 5 6 7 8 9 10

Delegates

Sloppy

Out of the box

Carefree



Accurate

Cautious

Precise

Follows rules

— Who do you roll up to?



The dots in action

Look at your profile
Look at the profile of your supervisor
Zones of Excellence?
Challenges in communication?



The dots in action

VOLUNTEER

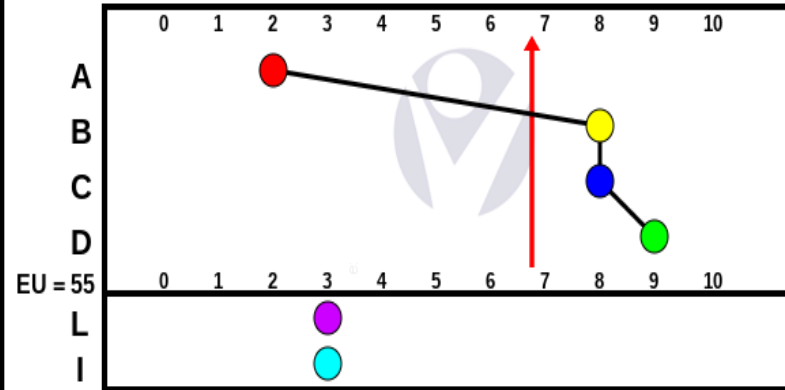
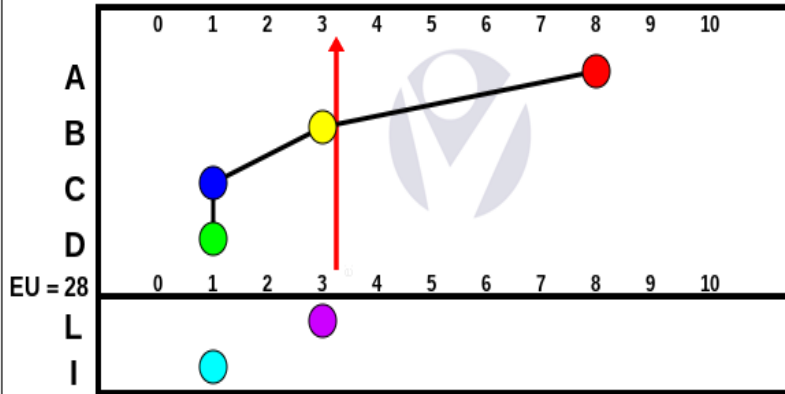


Building Better Relationships





Building Better Relationships



We focus on weakness

REPORT CARD				
GRADING PERIOD	1	2	3	4
READING	A+			
WRITTEN COMMUNICATION	A+			
MATHEMATICS	A+			
SCIENCE/HEALTH	A+			
SOCIAL STUDIES	F			
ART	A+			
MUSIC	A+			
PHYSICAL EDUCATION	A+			



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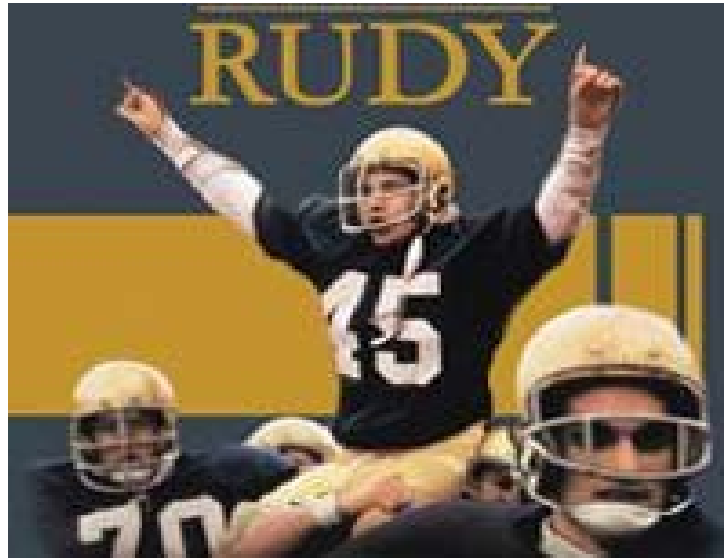
People don't change their dots





Can we overcome weakness?

Rudy - Practiced for two years- Suited up one game
Made a single touch down





Investment and Talent







Michael Jordan 5 X 5 = 25



Rudy 1 X 5 = 5

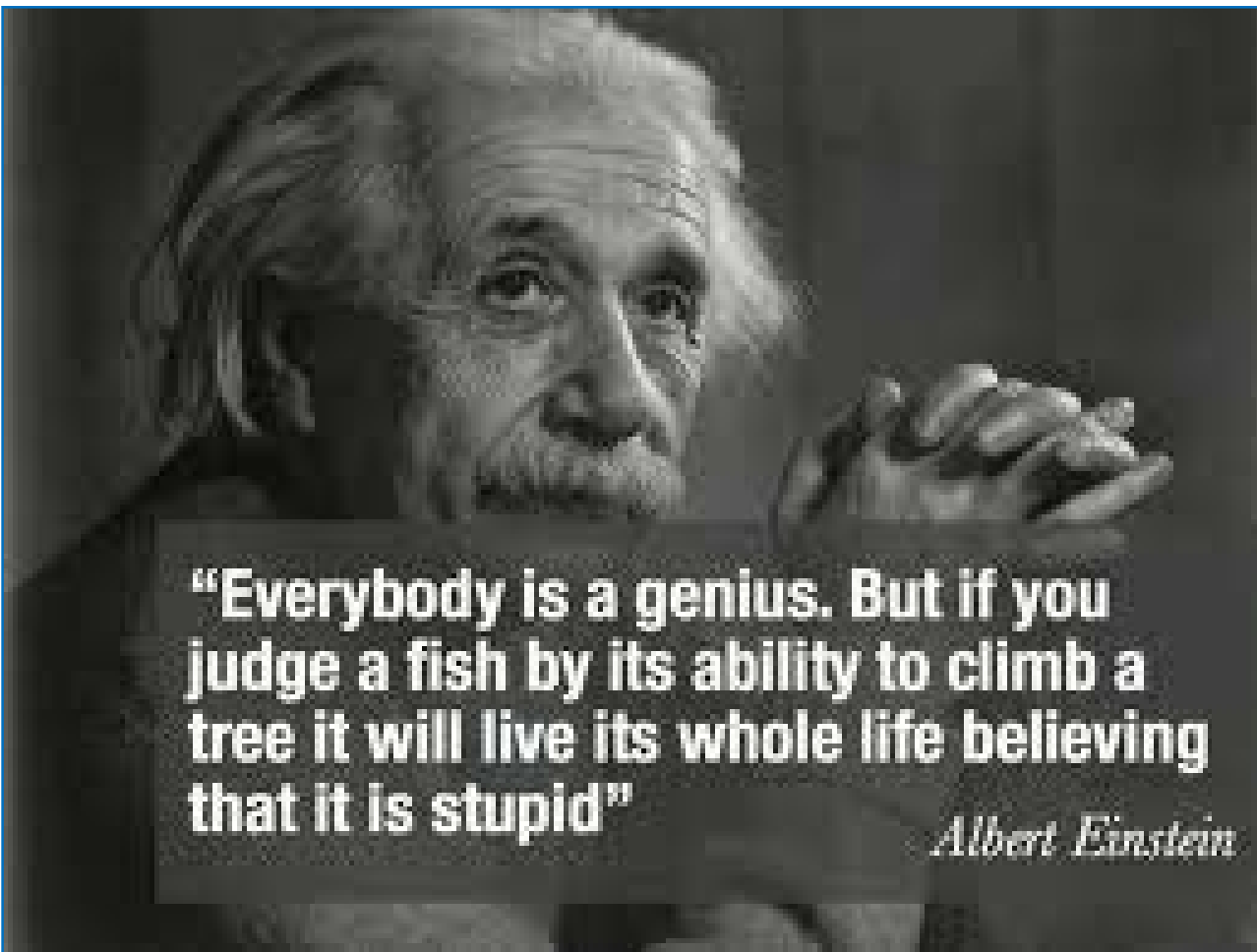
Construct Summary

Lower Traits		Higher Traits
Follows Policy • Procedures Accommodating • Cooperative Diplomatic • Respectful Hesitant with Risk • Follower Amiable • Dislikes Confrontation	 ↑ A ↑	Independent • Autocratic Risk Oriented • Visionary Take Charge • Headstrong Outspoken • Inconsiderate Enjoys Confrontation
AUTONOMY Hostile Proactive		
Technically Oriented • Inward Thinking Skeptical • Analytical • Factual Can Work Alone • Introspective Communicates Factually Can be Pessimistic • Moody	 ↑ B ↑	Socially Oriented • Good Natured Shares • Compromises Persuasive • No "Grudges" Held Can Be Superficial • Talkative Group Acceptance • Recognition
SOCIAL-ABILITY Friendly Proactive		
Handle Variety of Tasks Works Well with Pressure • Deadlines Natural Sense of Urgency Antsy • Impatient Short Attention Span • Quick	 ↑ C ↑	Deliberate • Methodical • Laid Back Works Well With Repetitive Tasks Patient • Slow to Burn Creature of Habit • Single Focus Dislike Pressure • Distractions
PATIENCE Friendly Reactive		
Dislikes Details • Will Delegate Not Easily Inhibited • Doesn't Dwell Gives Others Opportunities Overstep Boundaries • Indifferent Can be Sloppy when Disinterested	 ↑ D ↑	Persevering • Self-Disciplined Sense of Duty • Propriety Follow Policies • Rules Worry/Thin Skin • Guilt Moralistic • Avoids Risk
CONFORMITY Hostile Reactive		

- EU** = **Energy Units:** The degree of behavioral adaptability and general activity level of a person.
- L** = **Logic:** Measure of the extent to which people exercise control over their emotions and actions.
- I** = **Ingenuity:** The degree of inventiveness and the originality of thinking.

Traits = The constructs that are in place and are inherent in behavior by the age of 8-12.

Job Behaviors = What happens to the natural individual when placed in a specific job.



“Everybody is a genius. But if you judge a fish by its ability to climb a tree it will live its whole life believing that it is stupid”

Albert Einstein

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