

**The Primary Function  
of the Work Preference  
Profile is...**

**SELF-DISCOVERY!**

# Work Preference Profile Training Goals

- ❖ Understand your work behavioral tendencies and develop a beginning understanding of how these styles may affect others.
- ❖ Understand, respect, appreciate and value individual differences.
- ❖ Develop strategies for working together to increase productivity.
- ❖ Enhance your effectiveness in accomplishing tasks by improving your relationship with others.

# Personal Profile System Response Page

Choose one MOST and one LEAST in each group of words



MOST

LEAST

enthusiastic



daring



diplomatic



satisfied

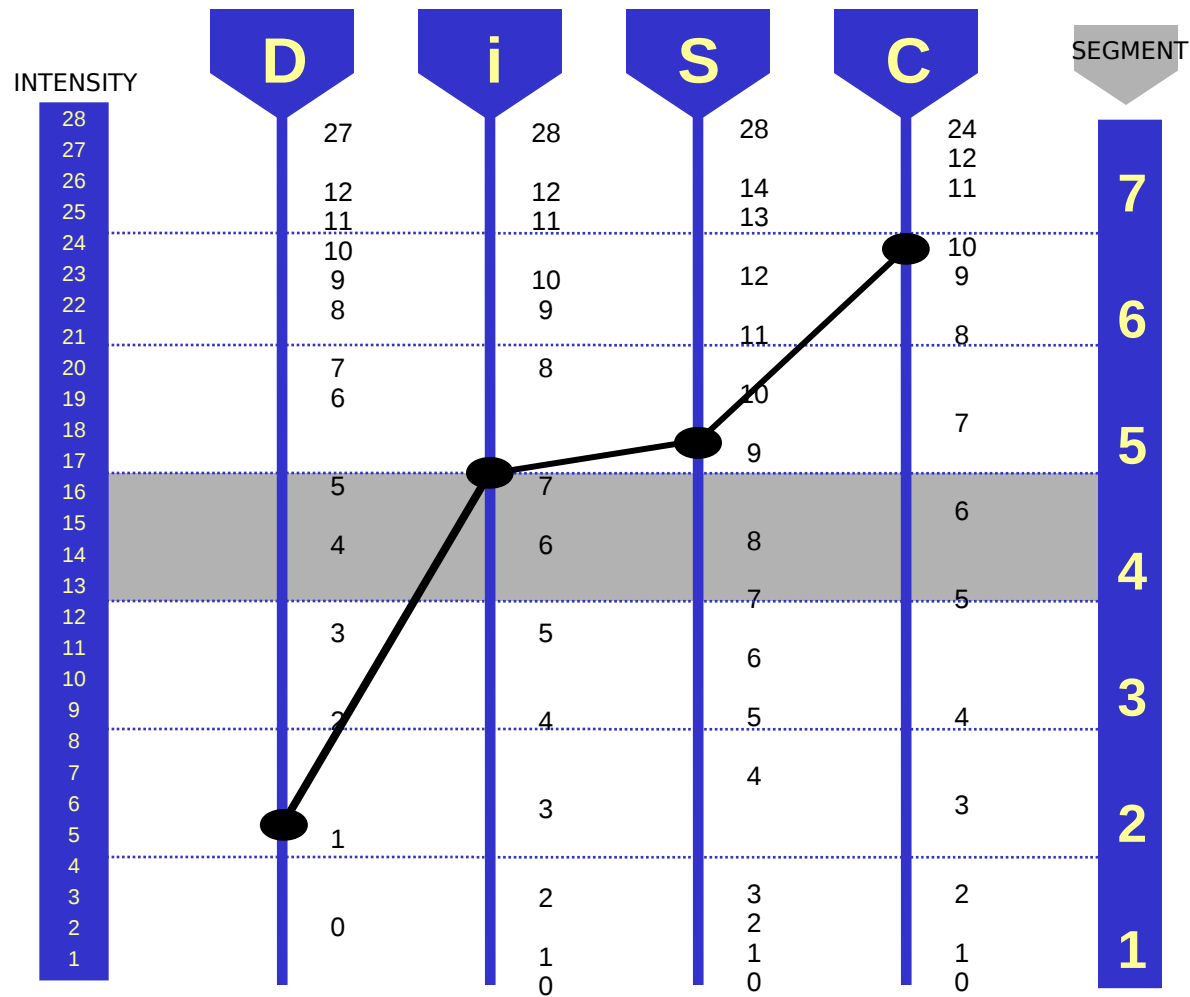


# TALLY BOX

GRAPH I MOST		GRAPH II LEAST		GRAPH III DIFFERENCE
D 1	—	D 19	=	D -18
i 7	—	i 2	=	i 5
S 9	—	S 3	=	S 6
C 10	—	C 3	=	C 7
1	—	1	=	DO NOT COMPUTE
TOTAL 28		TOTAL 28		

# Personal Profile System Graphs

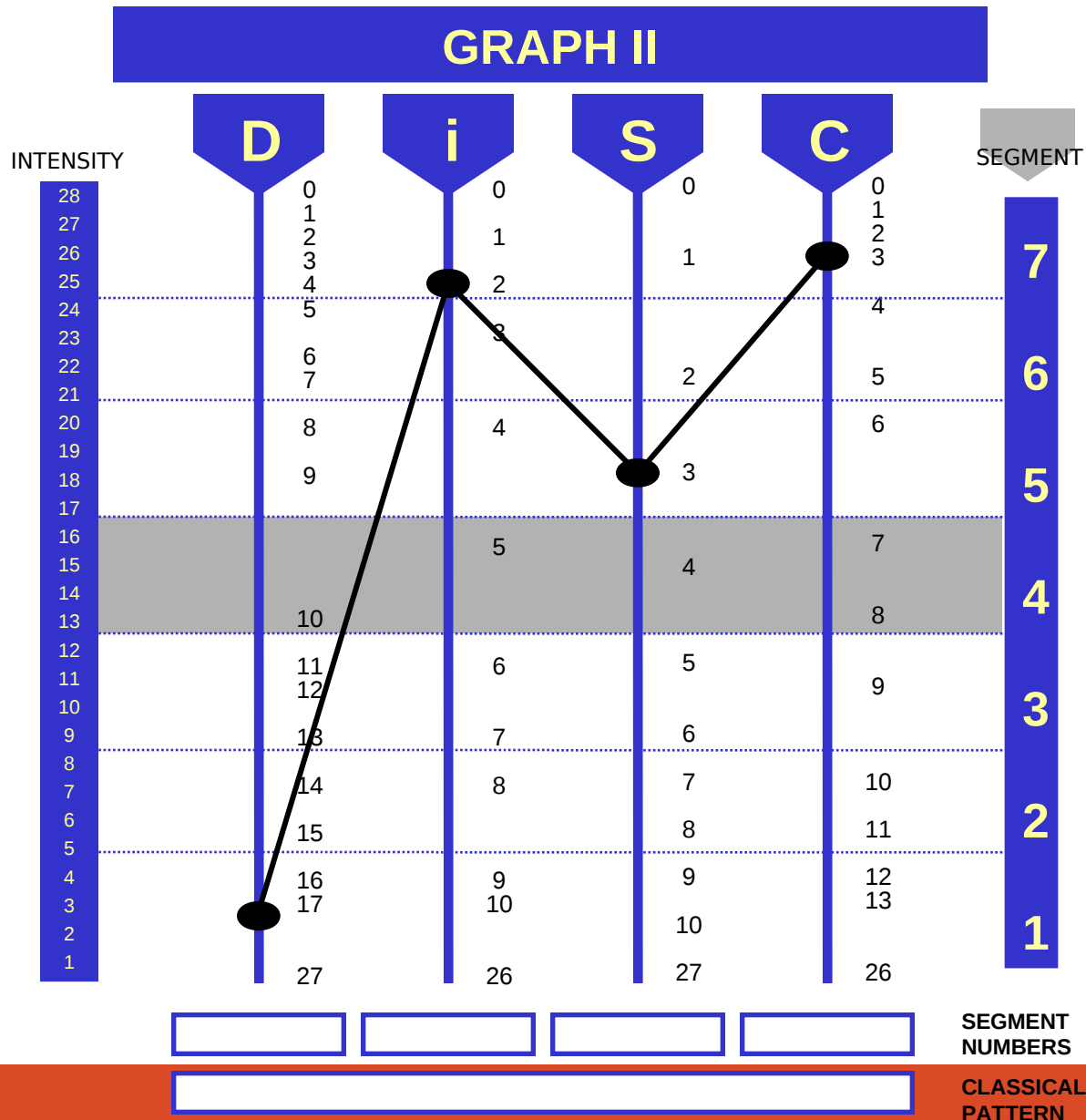
## GRAPH I



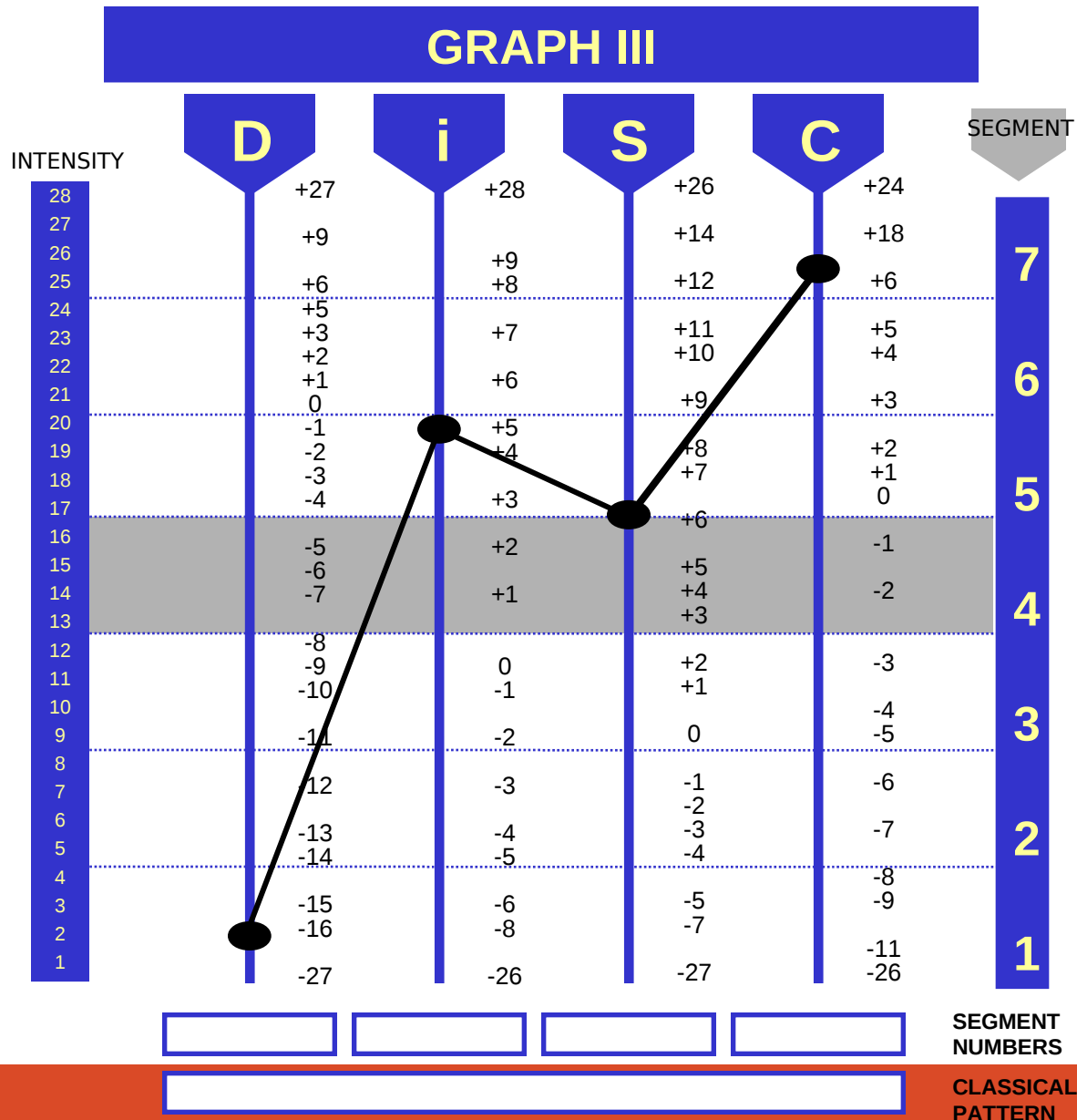
SEGMENT  
NUMBERS

CLASSICAL  
PATTERN

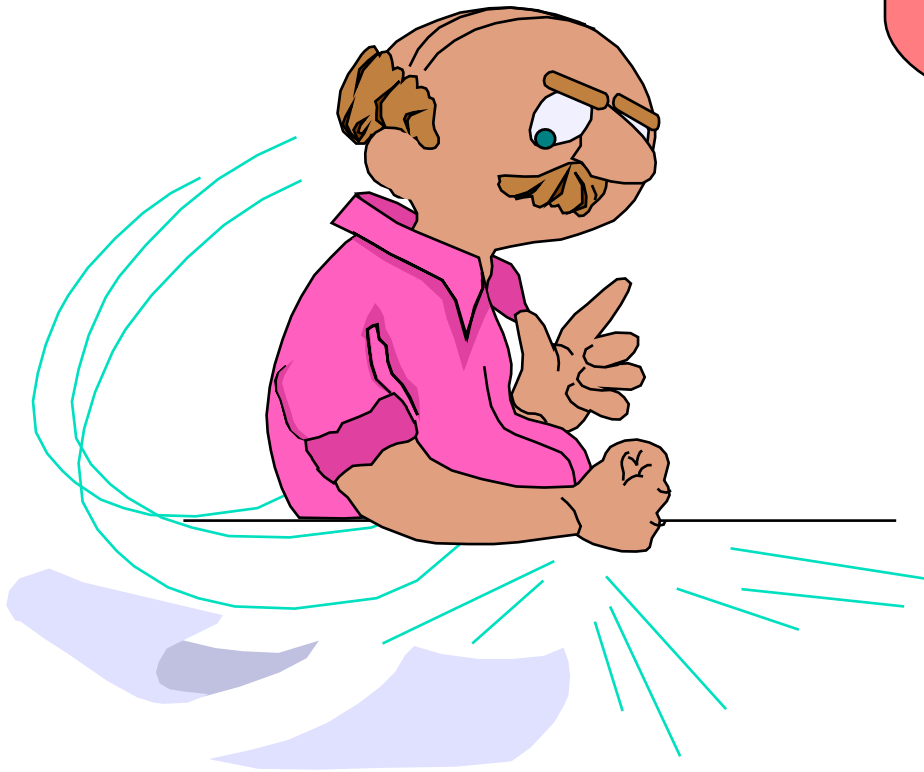
# Personal Profile System Graphs



# Personal Profile System Graphs



***I want it done  
and I want it  
done right now!***



**D**



**D = DOMINANCE**

**Emphasis is on**

**shaping the environment by overcoming  
opposition to accomplish results**

# High “D” Overview

- ❖ **Characteristic:** High Ego
- ❖ **Orientation:** Results
- ❖ **Motivated by:** Challenge
- ❖ **Basic Fear:** Being Taken Advantage of
- ❖ **Under Pressure:** May Show a Lack of Concern for Others

# Common “D” Characteristics

- ❖ Strong-Willed
- ❖ Causes Actions
- ❖ Challenges Status Quo
- ❖ Problem Solver
- ❖ Focuses on Immediate Results
- ❖ Needs Variety

# Potential “D” Weaknesses

- ❖ Oversteps Authority
- ❖ Argumentative Attitude
- ❖ Fails to Weigh Pros and Cons
- ❖ Insensitive to Others’ Opinions/Feelings
- ❖ Over Emphasis on Winning



*Let me tell you  
what happened  
to me...*



**i = INFLUENCE**

**Emphasis is on**

**shaping the environment by influencing or  
persuading others**

# High “i” Overview

- ❖ **Characteristic:** Optimistic
- ❖ **Orientation:** People Oriented
- ❖ **Motivated by:** Social Recognition
- ❖ **Basic Fear:** Social Rejection
- ❖ **Under Pressure:** May Become Disorganized

# Common “i” Characteristics

- ❖ Instinctive Communicator
- ❖ Persuasive/Motivating/Encouraging
- ❖ Spontaneous/Impulsive
- ❖ Good Leader
- ❖ Positive Sense of Humor
- ❖ Creative
- ❖ Dramatic/Emotional



# Potential “i” Weaknesses

- ❖ May be Careless
- ❖ Undisciplined
- ❖ Forgets Rules
- ❖ Not Time Conscious
- ❖ May Shift Responsibility for Mistakes
- ❖ Tends to Listen When Convenient

*We're all in this  
together, so let's  
work as a team.*



S

# **S = STEADINESS**

**Emphasis is on**

**cooperating with others  
to carry out the task**

# High “S” Overview

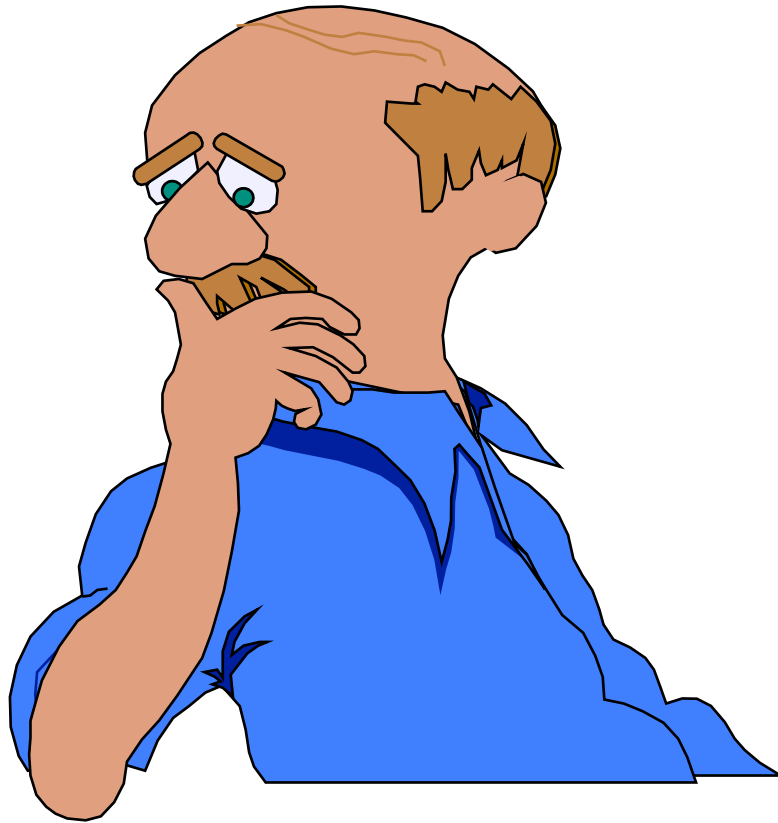
- ❖ **Characteristic:** Consistent Performer
- ❖ **Orientation:** Team Oriented
- ❖ **Motivated By:** Maintenance of Status Quo
- ❖ **Basic Fear:** Loss of Stability/Change
- ❖ **Under Pressure:** Can Become Overly Willing to Give In

# Common “S” Characteristics

- ❖ Systematic/Predictable
- ❖ Thorough
- ❖ Loyal
- ❖ Listens/Understanding
- ❖ Reliable/Dependable
- ❖ Consistent

# Potential “S” Weaknesses

- ❖ Resists Sudden Change
- ❖ Takes Time to Adjust to Change
- ❖ Pessimistic
- ❖ Needs to Learn to “No”
- ❖ Reluctant to Express Thoughts/Opinion/Feelings
- ❖ Needs More Initiative



*Can you provide  
documentation for  
your claims?*

C

**C = CONSCIENTIOUSNESS**

**Emphasis is on**

**working conscientiously within  
existing circumstances  
to ensure quality and accuracy**



# High “C” Overview

- ❖ **Characteristic:** Analytical Attention to Details
- ❖ **Orientation:** Task Oriented
- ❖ **Motivated by:** Correctness and Quality
- ❖ **Basic Fear:** Criticism of Their Work
- ❖ **Under Pressure:** Can Become Critical of Self and Others

# Common “C” Characteristics

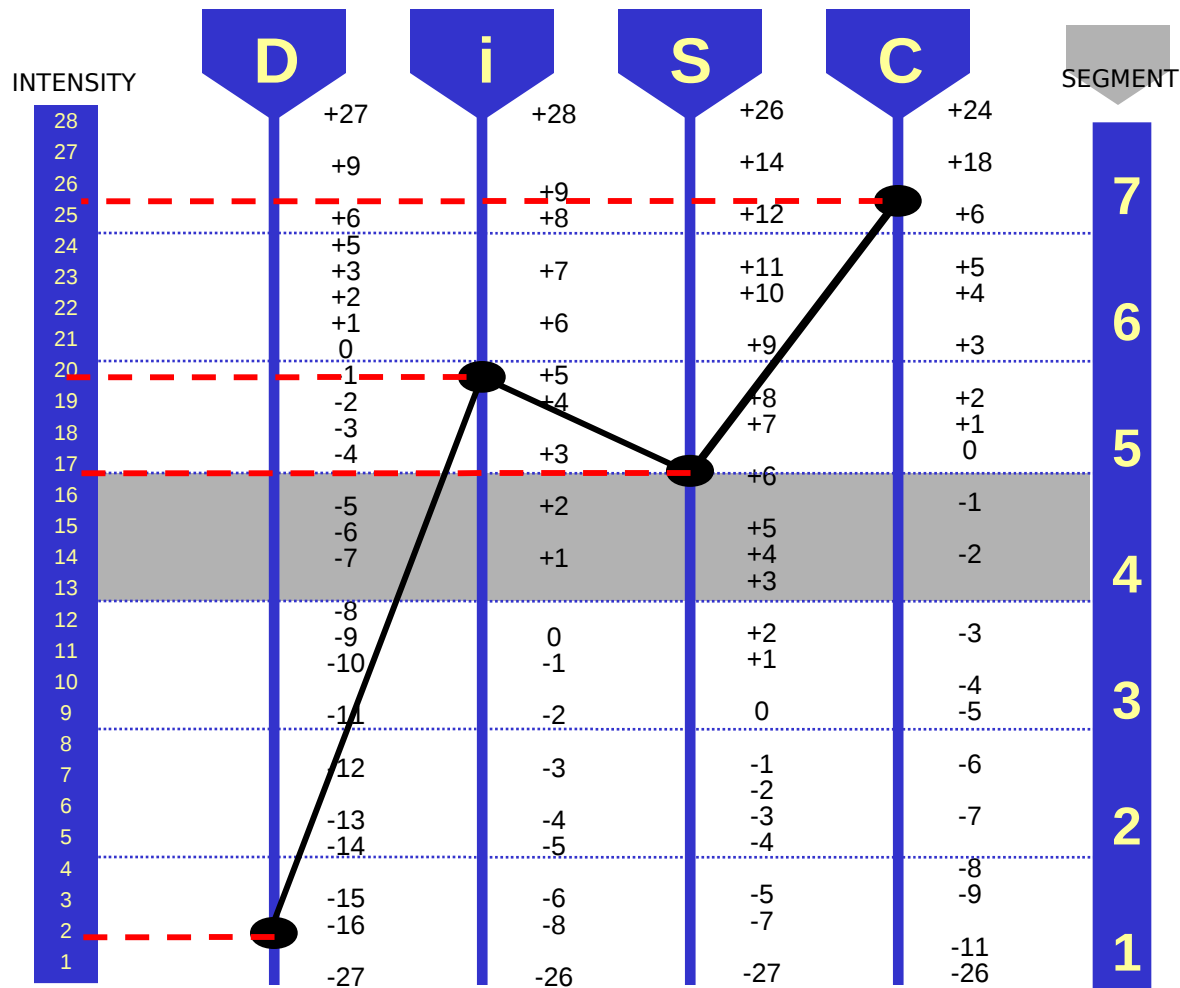
- ❖ Logical/Analytical/Precise
- ❖ Perfectionist
- ❖ Diplomatically Polite
- ❖ Organized
- ❖ Quiet/Reserved
- ❖ Self-Competitive

# Potential “C” Weaknesses

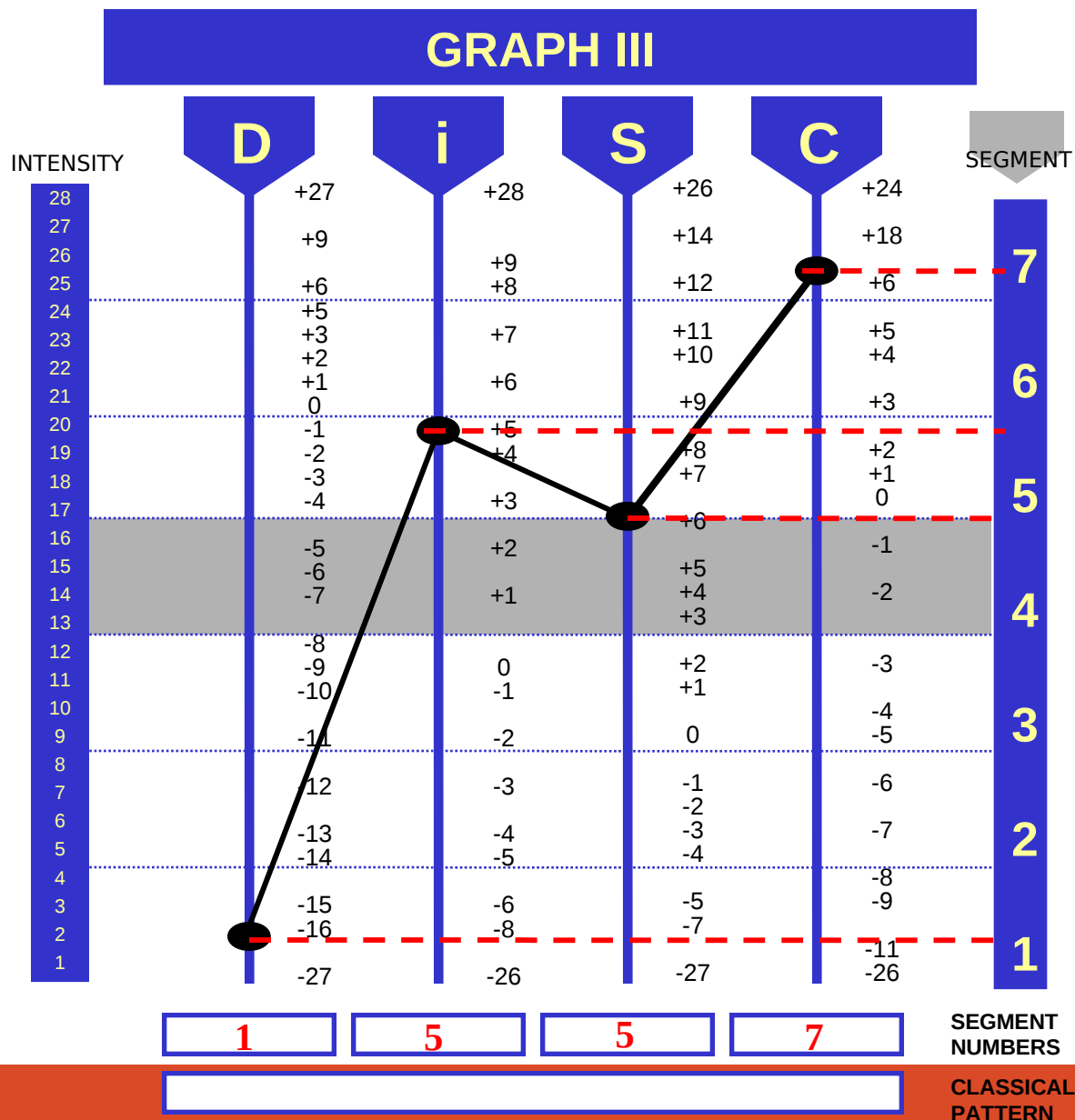
- ❖ Not Inspiring
- ❖ Avoids Risks
- ❖ Analysis Paralysis
- ❖ Needs to Loosen/Lighten Up
- ❖ Does Not Delegate Well

# Personal Profile System Graphs

## GRAPH III



# Personal Profile System Graphs



# Compatibility Chart

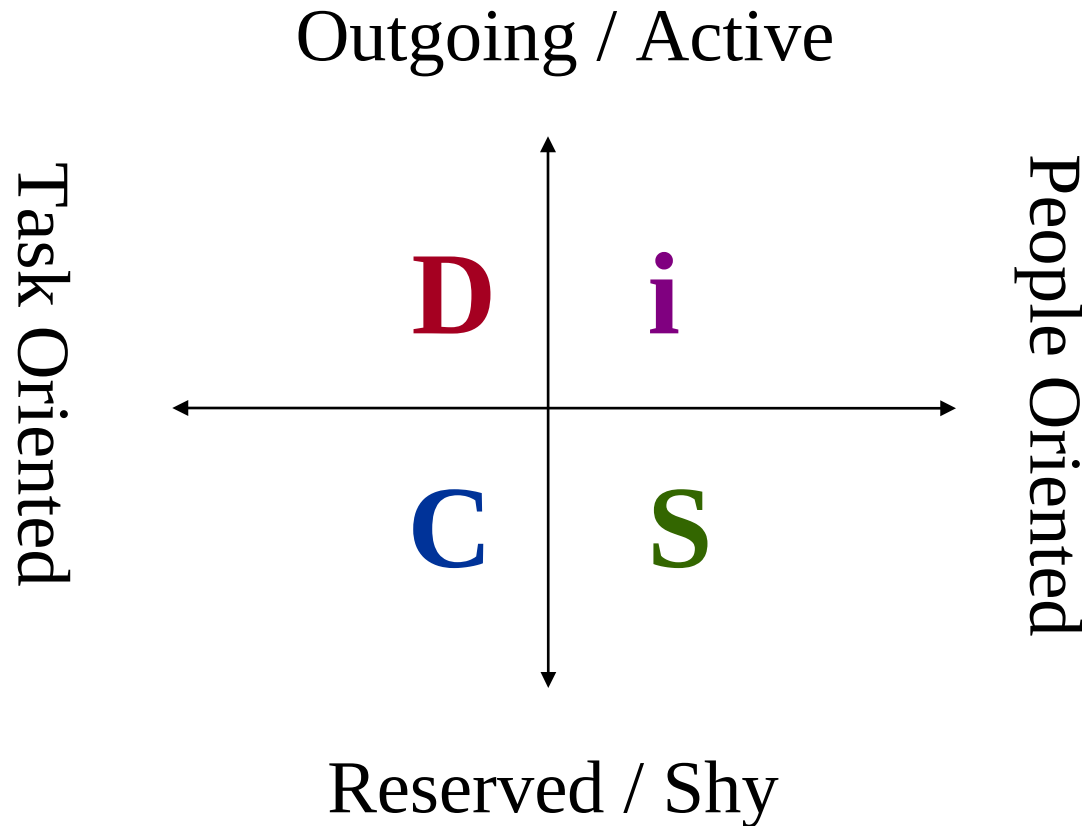
(Best)	1	2	3	4	5	6	7	8	(Worst)
<b>D D</b>			S		W				
<b>D i</b>			S				W		
<b>D S</b>	W						S		
<b>D C</b>						W		S	
<b>i i</b>	S						W		
<b>i S</b>	W				S				
<b>i C</b>			W					S	
<b>S S</b>	S		W						
<b>S C</b>		S	W						
<b>C C</b>	S		W						

**KEY**  
**1=Best**  
**8=Worst**

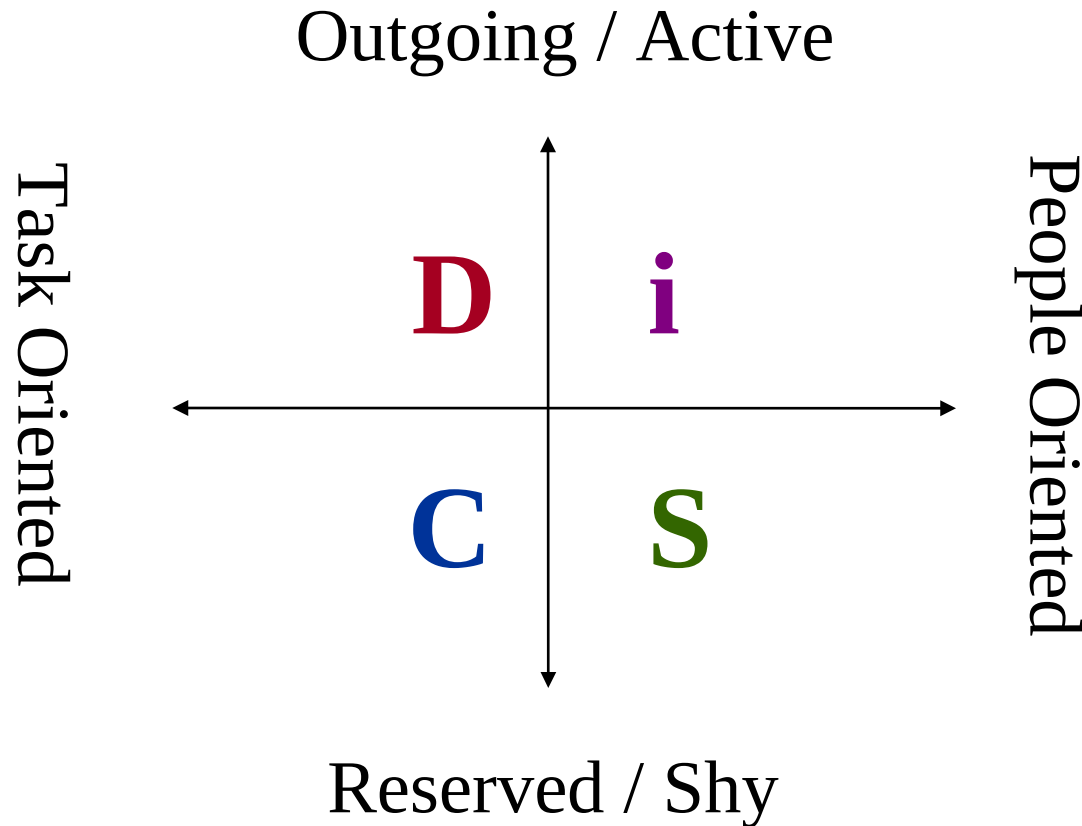
**S =**  
**Social**  
**Interaction**

**W =**  
**Work**  
**Tasks**

# Determining Another's Style



# Determining Another's Style





# Communicating With a “D”

## Do:

- ❖ Be Brief, Direct, and to the Point
- ❖ Remember They Desire Results
- ❖ Answer “What”, not “How”
- ❖ Focus on Task, Cut Small Talk
- ❖ Identify Opportunities/Challenges

# Communicating With a “D”

Don't:

- ❖ Ramble
- ❖ Repeat Yourself
- ❖ Waste Time
- ❖ Make Statements without Support

# Communicating With an “i”

## Do:

- ❖ Allow Social Time
- ❖ Give Them Opportunity to Talk
- ❖ Show Excitement
- ❖ Involve Brainstorming/Creativity
- ❖ Ask Feeling/Opinion Questions
- ❖ Help Transfer Talk to Action

# Communicating With an “i”

## Don't:

- ❖ Skip Introductions
- ❖ Do All the Talking
- ❖ Give Lots of Details
- ❖ Answer “Who”, Not “What” or “How”

# Communicating With an “S”

## Do:

- ❖ Go Slow and Easy/Be Patient
- ❖ Earn Trust
- ❖ Show Genuine Interest
- ❖ Draw Out Their Opinion
- ❖ Provide Reassurance/Show Benefit
- ❖ Answer All Questions

# Communicating With an “S”

## Don't:

- ❖ Rush Decision
- ❖ Be Pushy, Aggressive, Demanding or Confrontational
- ❖ Be Vague/General

# Communicating With a “C”

## Do:

- ❖ Prepare in Advance
- ❖ Use Facts/Be Specific
- ❖ Address Pros and Cons
- ❖ Use Logical/Organized Approach
- ❖ Be Patient, Persistent, and Diplomatic

# Communicating With a “C”

## Don't:

- ❖ Answer Questions Vaguely/Casually
- ❖ Socialize
- ❖ Rush
- ❖ Forget Documentation



# DiSC Comparison

## Orientation:

D - Results Oriented

i - People Oriented

S - Team Oriented

C - Task Oriented

# DiSC Comparison

## Decisions Are:

D - Quick and Decisive

i - Spontaneous

S - Considered

C - Deliberate

# DiSC Comparison

## Seeks:

D - Productivity

i - Recognition

S - Appreciation

C - Accuracy

# DiSC Comparison

## Views Conflict as:

D - Competition

i - Collaboration

S - Accommodation

C - Avoidance

# DiSC Comparison

## Irritated by:

D - Inefficiency/Indecision

i - Boredom/Routine

S - Insensitivity/Impatience

C - Surprises/Unpredictability

# DiSC Comparison

## Likes Others To Be:

D - Direct/Decisive

i - Friendly/Social

S - Cautious/Comforting

C - Diplomatic/Clear Thinking

# Work Preference Basic Concepts

- ❖ Similar styles tend to be compatible socially
- ❖ Work task effectiveness is improved by mixing different styles
- ❖ Mixing different styles may results in interpersonal conflict
- ❖ We can effectively work together with all styles provided that certain conditions exist:
  - ◆ Mutual trust
  - ◆ Mutual respect
  - ◆ Willingness to adapt

# How Do We Cope With Stress?

- ❖ Balance work and recreation.
- ❖ Get enough sleep and rest.
- ❖ Learn to accept what you cannot change.
- ❖ Share your concerns with someone you trust and respect.
- ❖ Know when you are under stress - be aware.