DISC Behaviour profiles

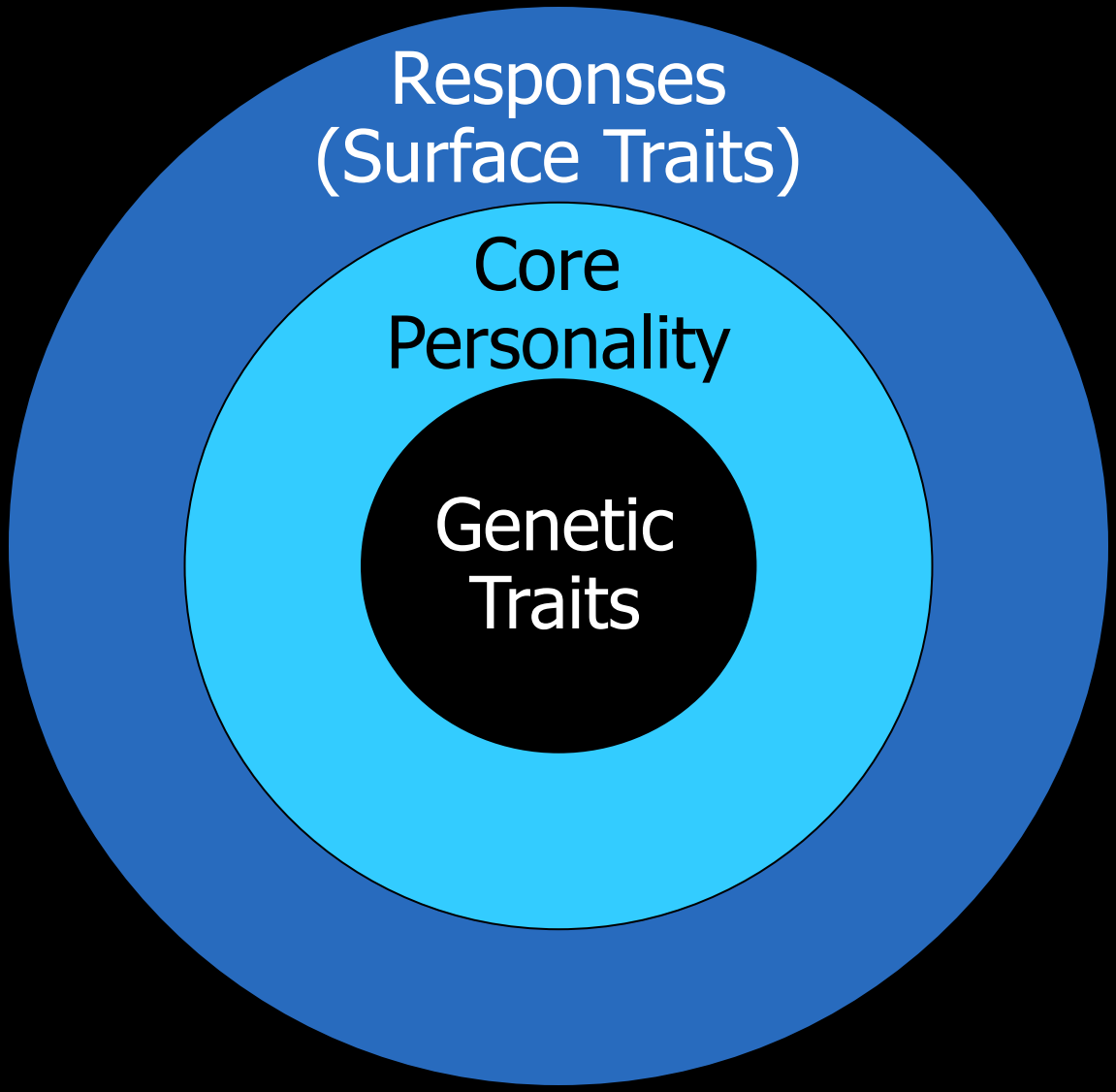
Soft-profile (Personal-profile)
pada aspek perilaku manusia

(Based on DiSC concept)

Orang-Orang Sukses

- Memahami perilaku diri sendiri & dampaknya bagi orang lain
- Memahami reaksinya thd orang lain
- Bagaimana memaksimumkan pengaruhnya pd orang lain
- Memiliki perilaku positip
- Mampu beradaptasi terhadap lingkungannya

Self in Environment



Behavior Is…

- Dapat dilihat dan dirasakan
- Bersifat situasional
- Sangat fleksibel
- Dinamis
- Dipengaruhi kepercayaan dan pola pikir

Dominance

Emphasis

Shapes the environment by overcoming opposition to accomplish results.

Tendencies:

- Getting immediate results
- Causing action
- Accepting challenges
- Making quick decisions
- Questioning the status quo
- Taking authority
- Managing trouble
- Solving problems

Dominance

Preferred Environment

- Power and authority
- Prestige and challenge
- Direct answers
- A wide scope of operations
- Opportunities for individual accomplishment
- Opportunities for advancement
- Freedom from controls and supervision
- Many new and varied activities

Influence

Emphasis

Shapes the environment by influencing or persuading others.

Tendencies:

- Contacting people
- Making a good impression
- Being articulate
- Creating a motivational environment
- Entertaining people
- Being optimistic
- Participating in a group

Influence

Preferred Environment

- Popularity, social recognition
- Public recognition of ability
- Freedom of expression
- Group activities outside of job
- Freedom from control and detail
- Coaching and counseling
- Favorable working conditions

Steadiness

Emphasis

Cooperates with others within existing circumstances to carry out tasks.

Tendencies:

- Demonstrating patience
- Developing specialized skills
- Helping others
- Performing in a consistent manner
- Showing loyalty
- Being a good listener
- Creating a stable work environment

Steadiness

Preferred Environment

- Maintenance of status quo
- Predictable routines
- Credit for work accomplished
- Minimal work infringement on home life
- Sincere appreciation
- Identification with a group
- Minimal conflict

Conscientiousness

Emphasis

Works conscientiously within existing circumstances to ensure quality.

Tendencies:

- Concentrating on key details
- Being diplomatic
- Checking for accuracy
- Adhering to key directives and standards
- Thinking analytically
- Using indirect approaches to conflict
- Using a systematic approach to situations

Conscientiousness

Preferred Environment

- Control of those factors that affect their performance
- Cleary defined performance expectations
- Values on quality and accuracy
- A reserved, business-like atmosphere
- Recognition for specific skills and accomplishments

Marston's Model

Aspek Lingkungan

Perceives environment as

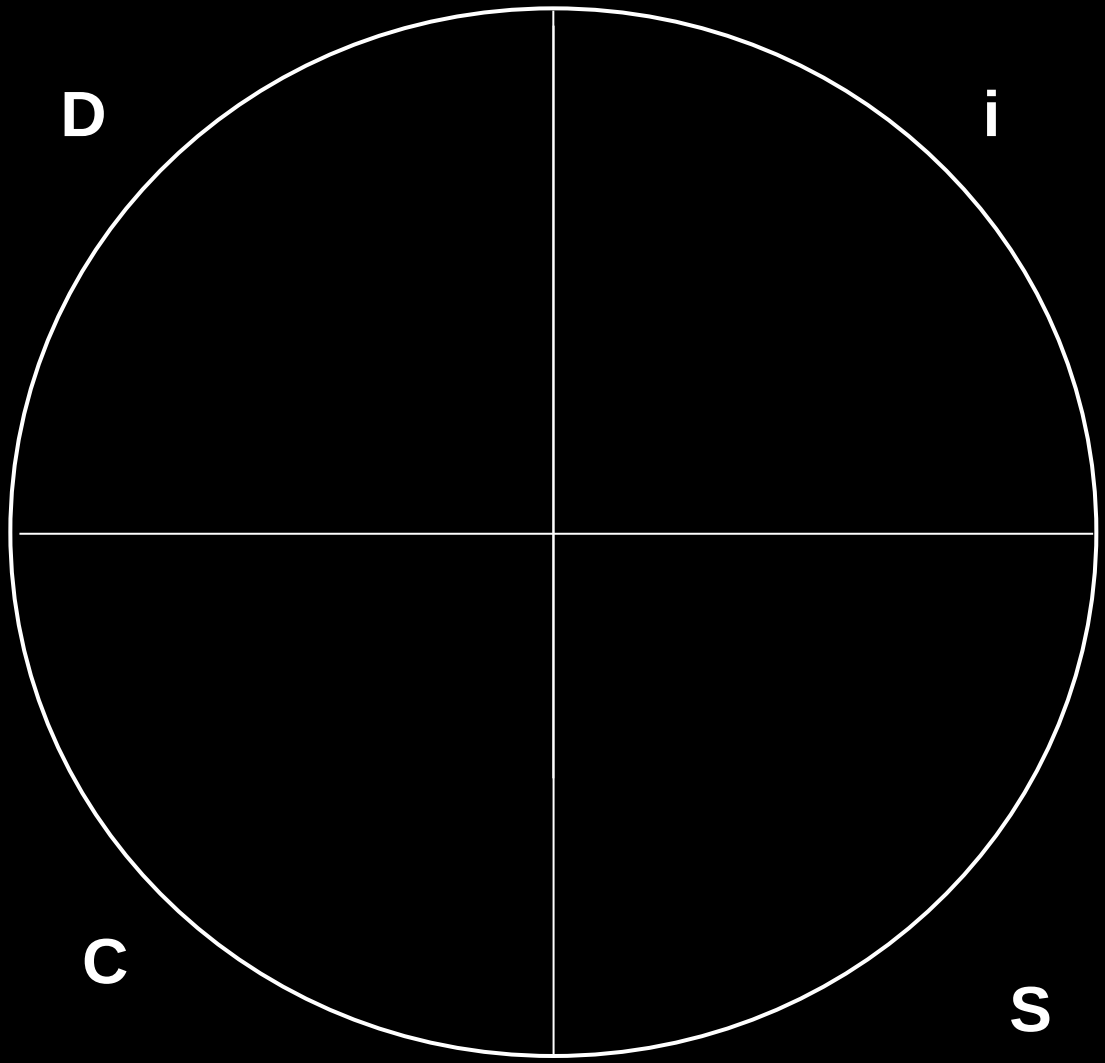
- Favorable
- Unfavorable

Melihat diri sebagai

Perceives self as

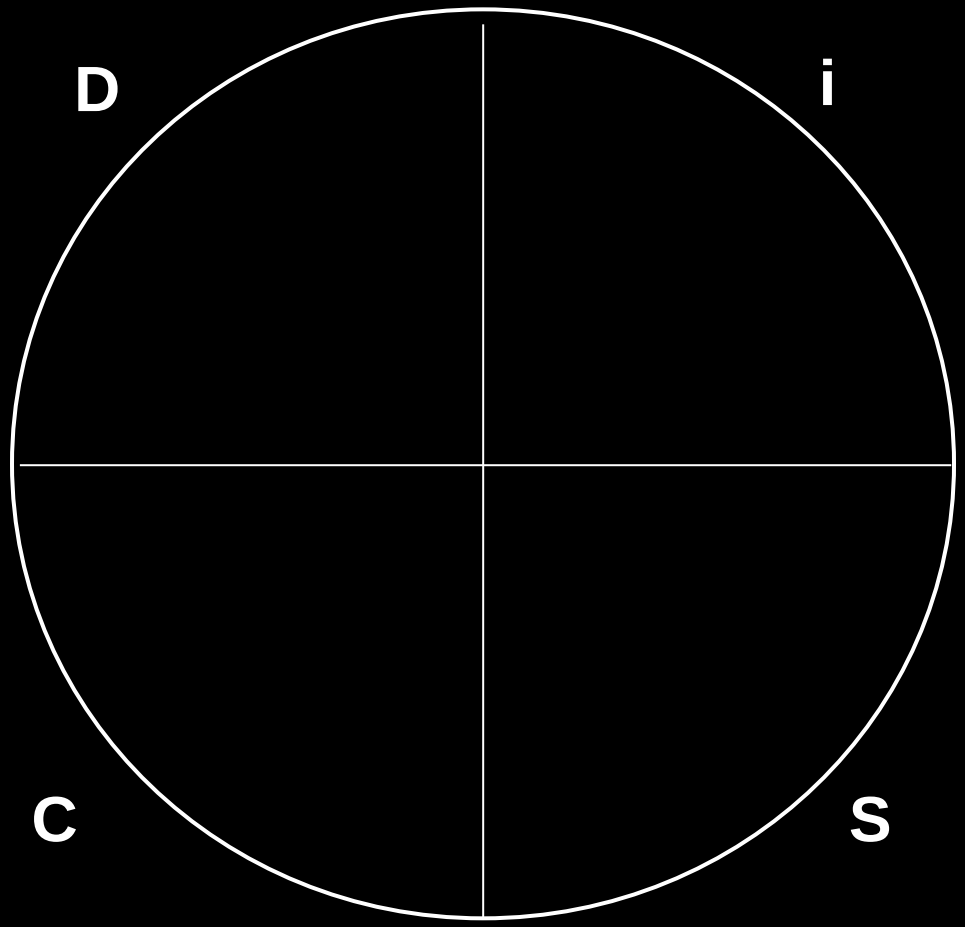
- More powerful than the environment
- Less powerful than the environment

Marston's Model: Environment



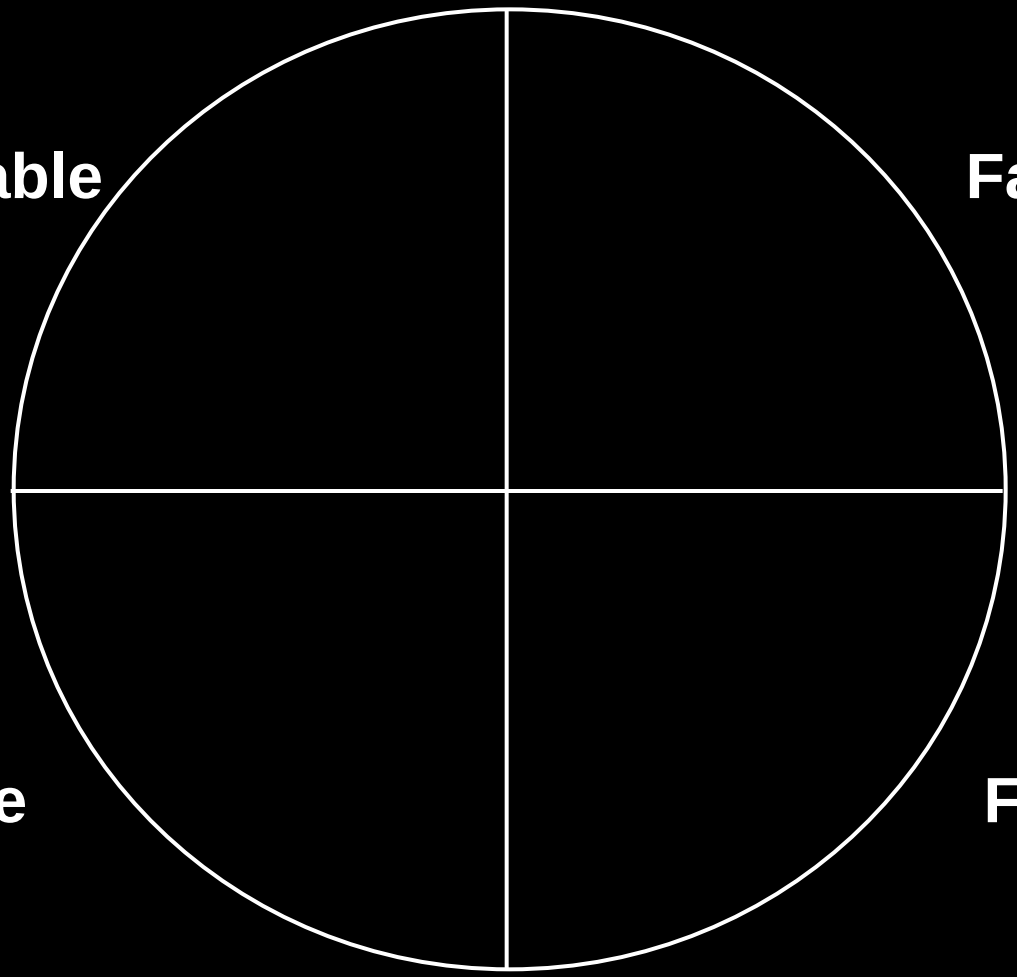
Marston's Model: Self

Perceives Self as More Powerful than the Environment

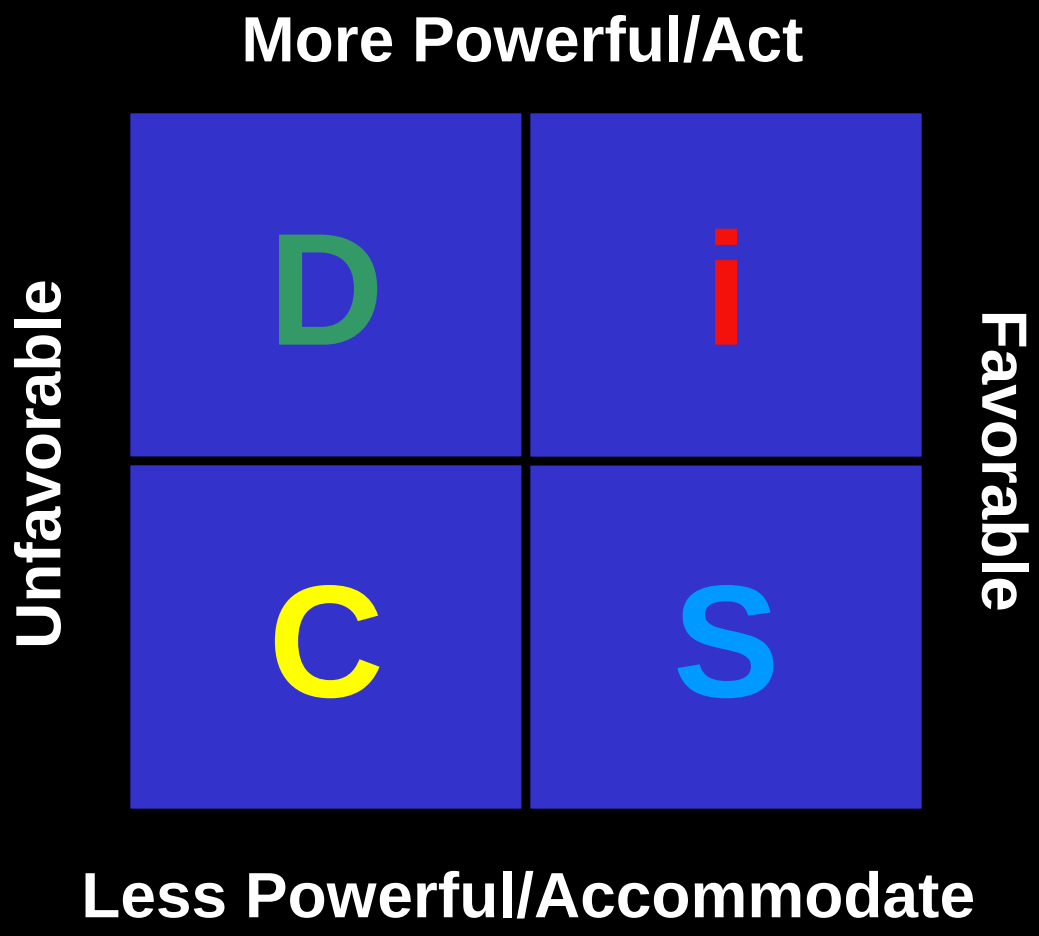


Perceives Self as Less Powerful than the Environment

Marston's Model: Integrated



Marston's Model: Integrated



Marston's Model: Integrated

Integrated Perception of Environment and Self

Dimension	Environment	Self
Dominance	Unfavorable	More powerful
Influence	Favorable	More powerful
Steadiness	Favorable	Less powerful
Conscientiousness	Unfavorable	Less powerful

High D

- Baginya yg harus dihadapi adalah kondisi lingkungan yg tidak menyenangkan
- Mencoba memperbaiki, mengubah dan menguasai keadaan

High i

- Butuh lingkungan yg nyaman utk dapat mempengaruhi orang lain
- Persuasi, mempengaruhi, bahkan merayu orang lain merupakan keahliannya

High S

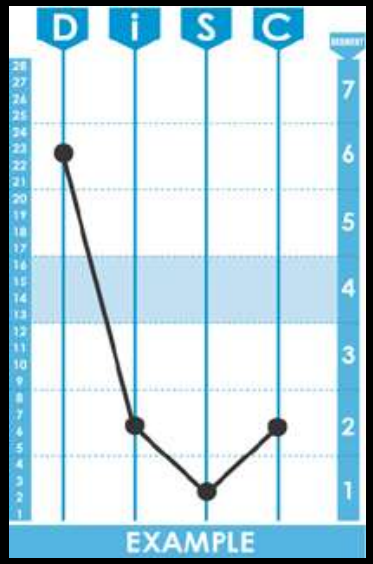
- Mempertahankan kondisi nyaman selama mungkin
- Pada kondisi mapan mereka dengan mudah bekerjasama, mendukung dan saling memberi

High C

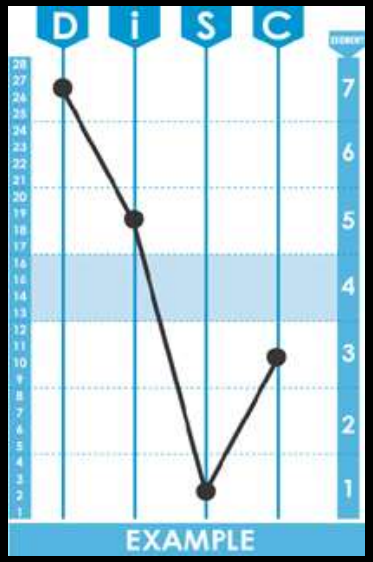
- Menghindar diri dari upaya merubah kondisi lingkungannya yang kurang nyaman
- Bekerja dan berperan dalam pengarahan dan prosedur serta aturan demi meningkatkan kualitas dan akurasi pekerjaan

D Profile Patterns

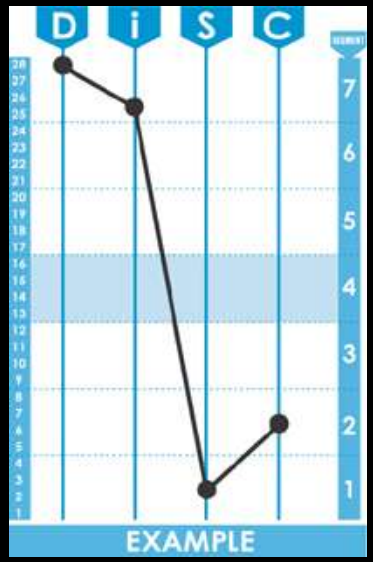
Developer



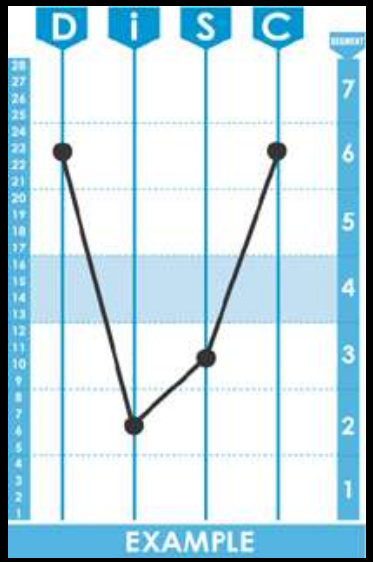
Result-Oriented



Inspirational

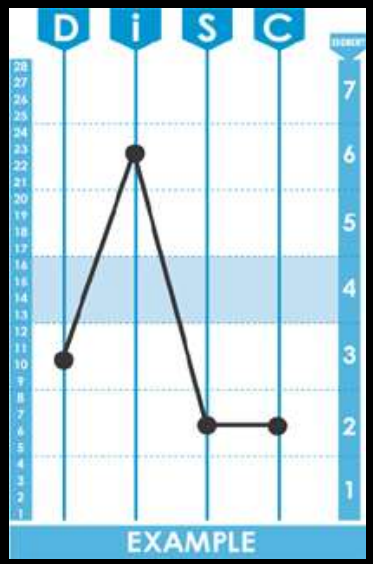


Creative



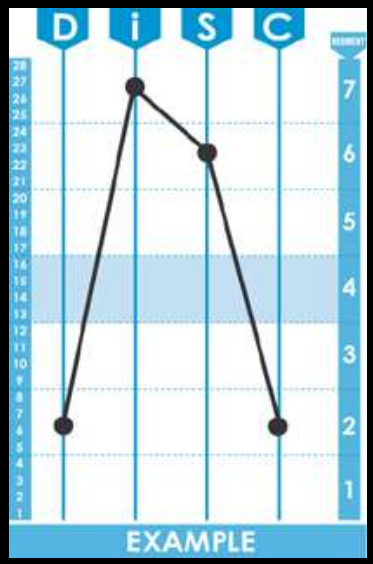
i Profile Patterns

Promoter

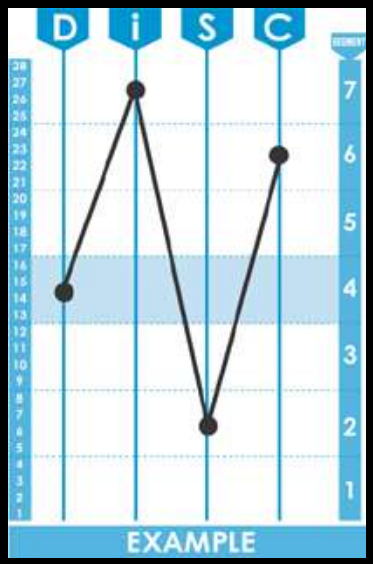


Persuader

Counselor

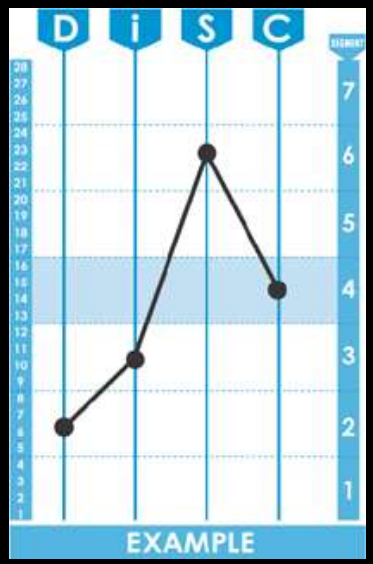


Appraiser

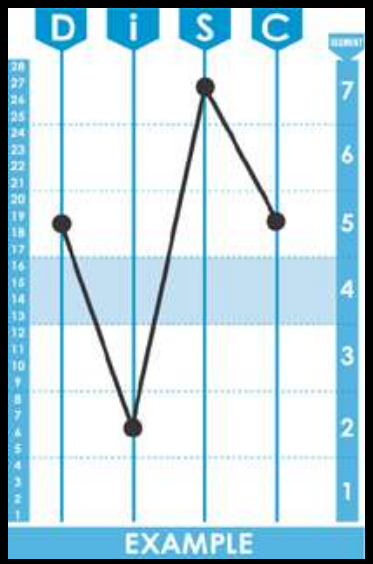


S Profile Patterns

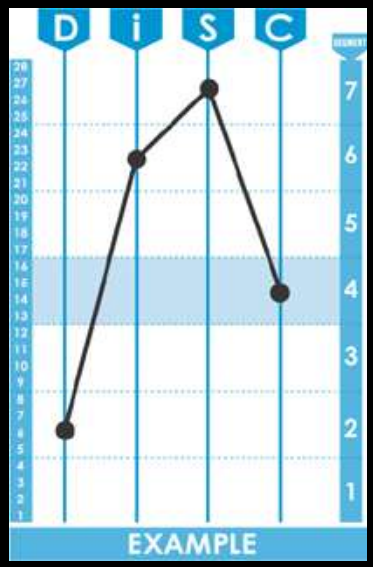
Specialist



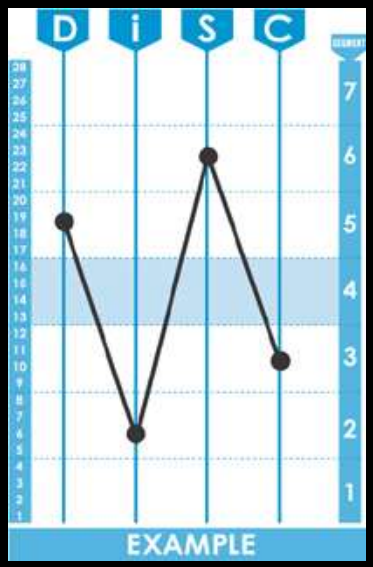
Achiever



Agent

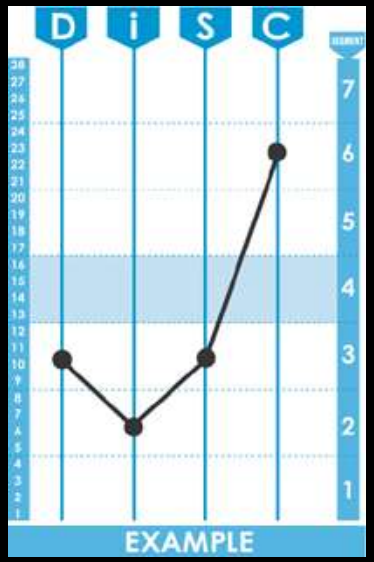


Investigator

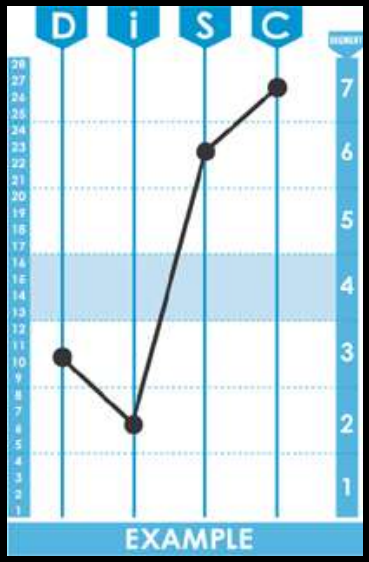


C Profile Patterns

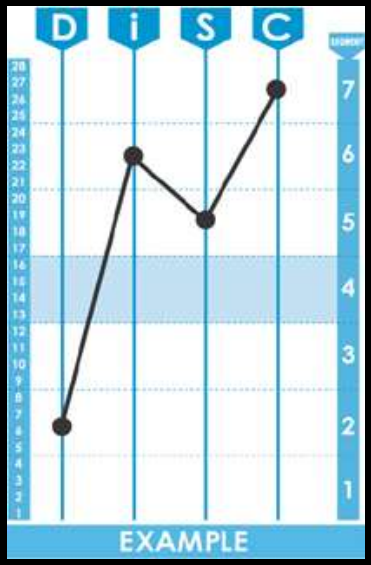
Objective Thinker



Perfectionist

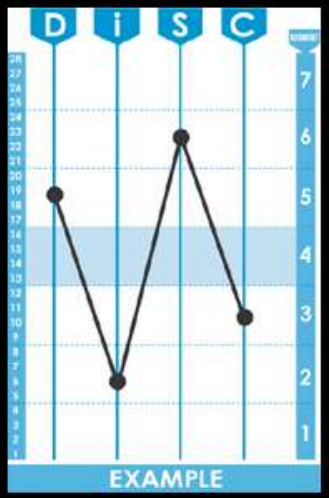


Practitioner



Example of "Achiever" Pattern, SD or DS pattern

Achiever Pattern



Emotions: is industrious and diligent; displays frustration

Goal: personal accomplishments, sometimes at the expense of the group's goal

Judges others by: ability to achieve concrete results

Influences others by: accountability for own work

Value to the organization: sets and completes key result areas for self

Overuses: self-reliance; absorption in the task

Under pressure: becomes frustrated and impatient; becomes more of a "do-er" and less of a "delegator"

Fears: others with competing or inferior work standards affecting results

Would increase effectiveness through: less "either-or" thinking; clearer task priorities; consideration of optional approaches; willingness to compromise short-term for long-range benefits

The motivation of Achievers is largely internal and flows from deeply felt personal goals. Their commitment to their own goals prevents them from automatically accepting the group's goals. Achievers need to see how they can blend their personal goals with the organization's goals. By retaining control over the direction of their lives, Achievers develop a strong sense of accountability.

Achievers demonstrate a keen interest in their work and an intense, continual pursuit of accomplishment. They have a high opinion of their work and may hesitate to delegate tasks when under pressure. Instead, they take on the work themselves to ensure that things are done right. When they delegate, they have a tendency to take back the task if it does not go according to their expectations. Their guiding premise is, "If I succeed, I want the credit; if I fail, I will take the blame."

An Achiever should communicate more with others to expand their thinking beyond either "I have to do it myself" or "I want all the credit." They may need help in finding new approaches for achieving their desired results. Achievers function at peak efficiency, and they expect recognition equal to their contribution — high wages in for-profit organizations and leadership positions in other groups.

Rules About Others

Different ≠ Wrong
Different = Different

There is richness in diversity!

Compatibility

DiSC Styles	Work and Social Compatibility							
	Excellent		Good		Fair		Poor	
	1	2	3	4	5	6	7	8
D-D			S		W			
D-i			S			W		
D-S	W					S		
D-C					W			S
i-i	S						W	
i-S	W				S			
i-C			W				S	
S-S	S		W					
S-C		S W						
C-C	S		W					

Motivating Principles

- Anda tdk dapat memotivasi orang lain.
- Semua orang sudah termotivasi.
- Mereka melakukan sesuatu karena alasan mereka sendiri, bukan alasan yg anda anggap benar.
- Kekuatan seseorang, jika dimanfaatkan pd waktu dan tempat yg tidak tepat dapat menjadi suatu kelemahan.

Johari Window

	Known to Self	Not Known to Self
Known to Others	Open	Blind
Not Known to Others	Hidden	Unknown

Perception

Terima kasih !