

Overview Highlights of **DISC**

Presented by : Bill Asbi, www.billasbi.com
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Apakah yang dimaksud dengan **DISC**?

“We hire people for their technical skills”
“We fire them for behavioural faults”

FINANCIAL TIMES - ANONYMOUS





“We hire people for their technical skills”
“We fire them for behavioural faults”

FINANCIAL TIMES - ANONYMOUS



William Moulton Marston

AB(1915), LL.B(1918), Ph.D.(1921)

- 1928 Book *The Emotions of Normal People* 
- 1930 Book *The Art of Sound Pictures* with Walter Pitkin
- 1931 Book *Integrative Psychology* with Marston & King
- 1932 Book *The Psychology of Consciousness* with C Daly King
- 1932 Book *The Private Life of Julius Caesar – Venus with Us*
- 1936 Book *You Can Be Popular*
- 1938 Book *Try Living*
- 1938 Book *The Lie Detector* 
- 1941 Book *March On*
- 1941 Comic Strip *Wonder Woman* Pen Name, Charles Moulton
- 1943 Book *F.F. Proctor Vaudeville Pioneer* with John Feller

Basic Concepts

OF MOTIVATIONAL BEHAVIOR

- Anda tdk dapat memotifasi orang lain. 
- Semua orang sudah termotifasi.
- Orang-orang termotifasi karena alasannya sendiri, bukan karena kita.
- Kekuatan seseorang jika dilakukan berkelebihan akan menjadi suatu kelemahan..

Basic Concepts

OF MOTIVATIONAL BEHAVIOR

- Jika saya lebih tahu tentang anda dibanding pengetahuan anda tentang saya, maka ..
- Jika saya lebih tahu tentang anda dibanding pengetahuan anda tentang diri anda sendiri, maka ... 

How You See Yourself



Dominance (D) – Bagaimana orang bereaksi terhadap masalah & tantangan.

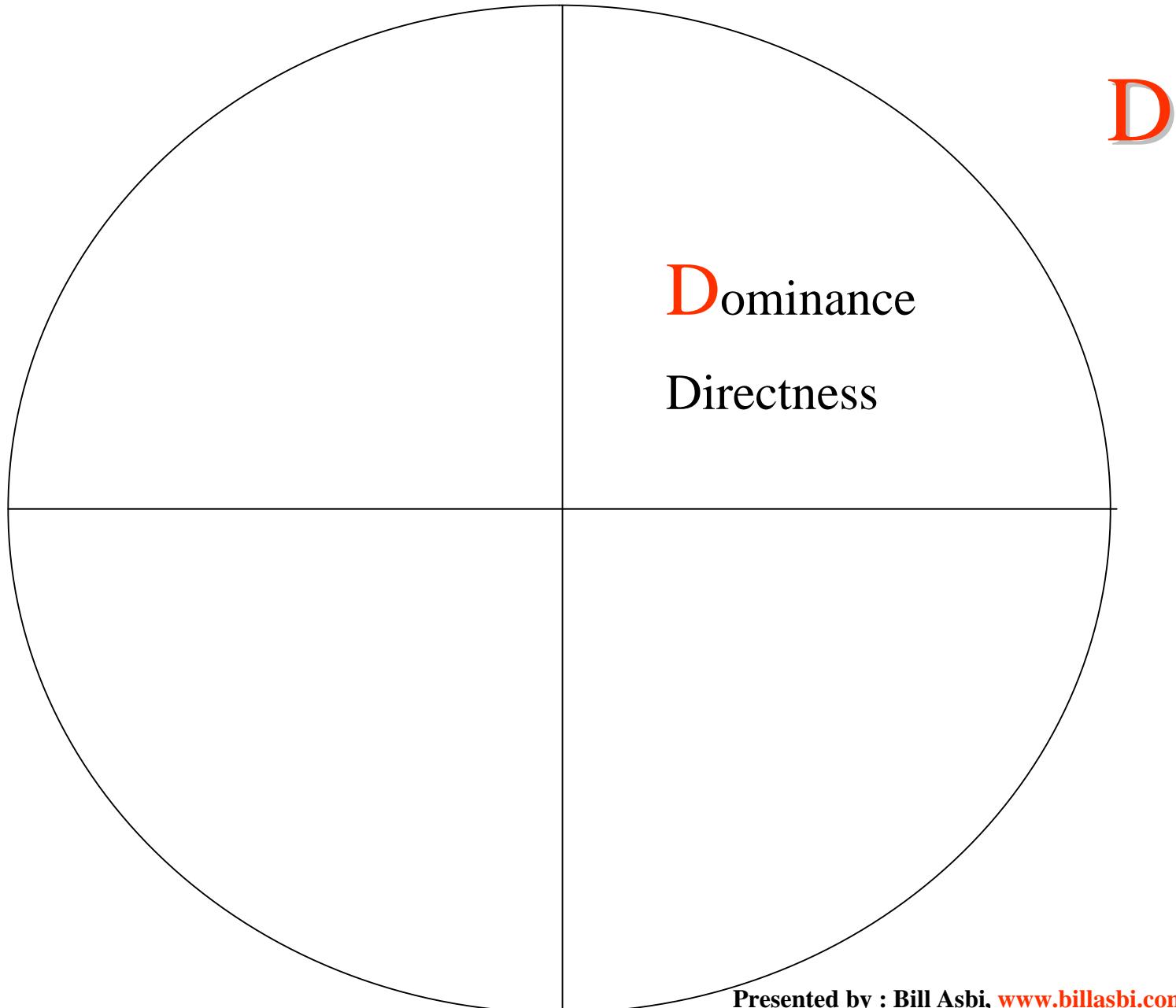
Influence (I) – Bagaimana mempengaruhi orang-orang disekitarnya sesuai cara pandang diri sendiri.

Steadiness (S) – Ikut serta menyesuaikan terhadap langgam dan kecepatan lingkungan.

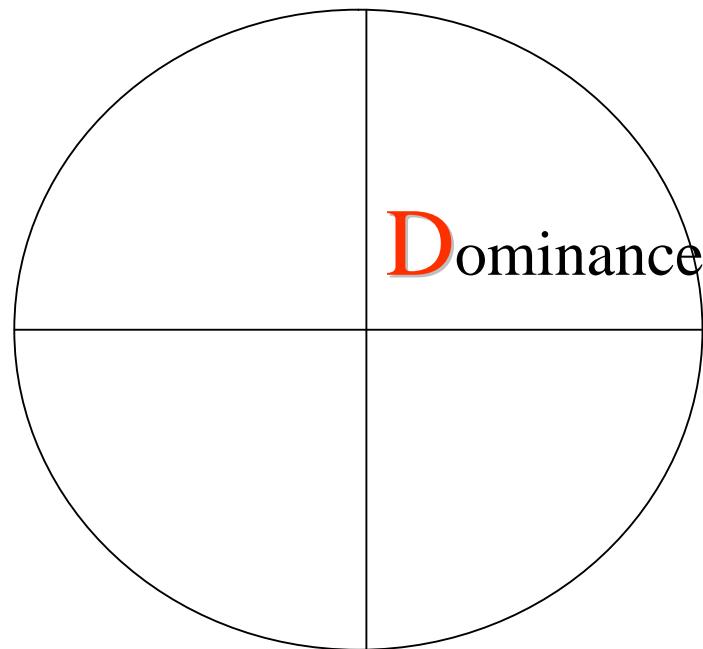
Conscientious (C) – Bagaimana bereaksi terhadap aturan yang ditetapkan oleh lingkungan.

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D Behavior Tendencies:

1. Tdk sabar
2. Ego tinggi – PeDe tinggi
3. Butuh perubahan –
Mengambil keputusan
dgn data yg sangat minim
4. Butuh jawaban langsung
5. Benci di “kadalin”

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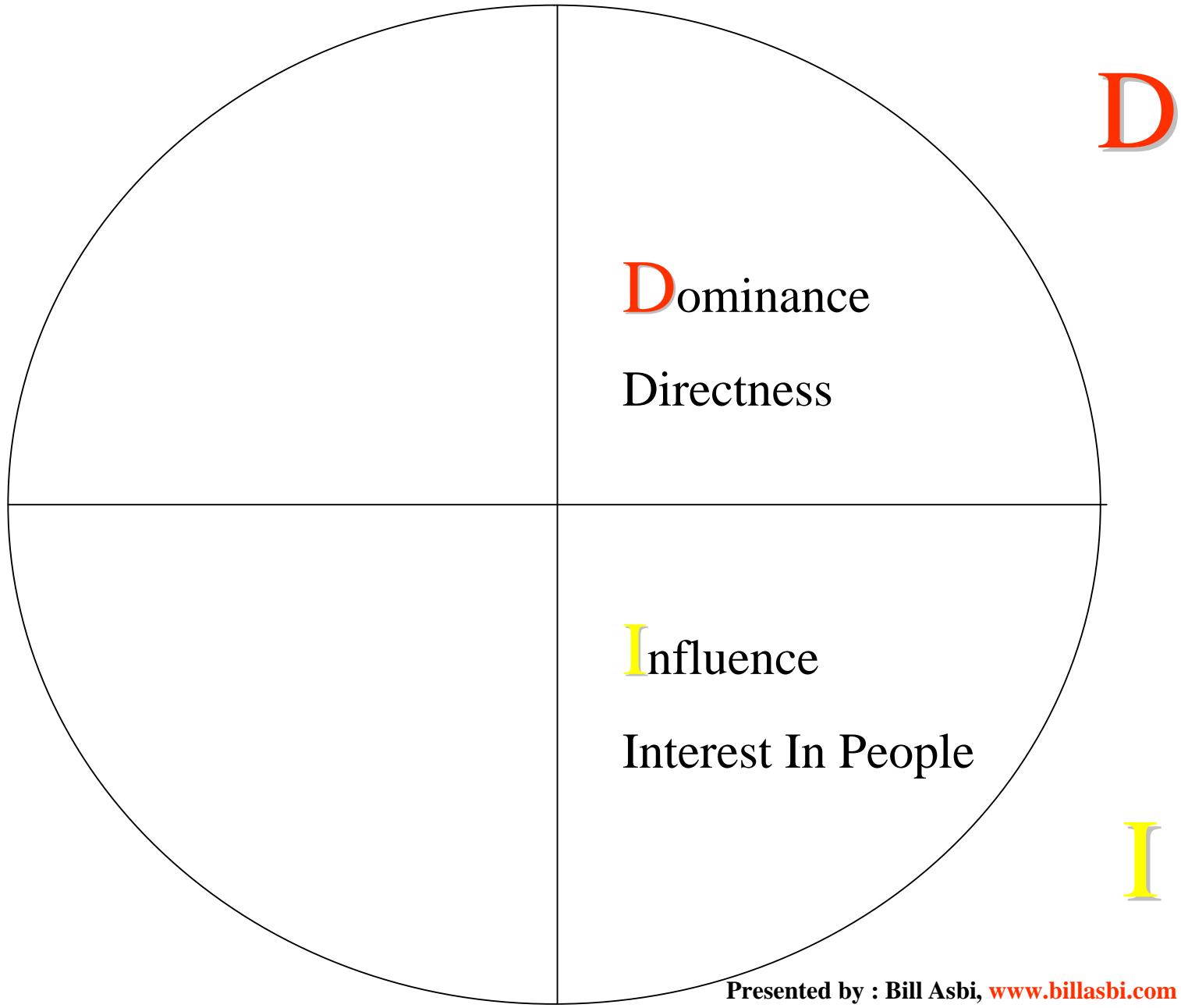


HIGH D

- Driving
- Competitive
- Forceful
- Inquisitive
- Direct
- Self starter
- Assertive
- Non antagonistic
- Mild
- Slow decisions
- Non demanding
- Cautios

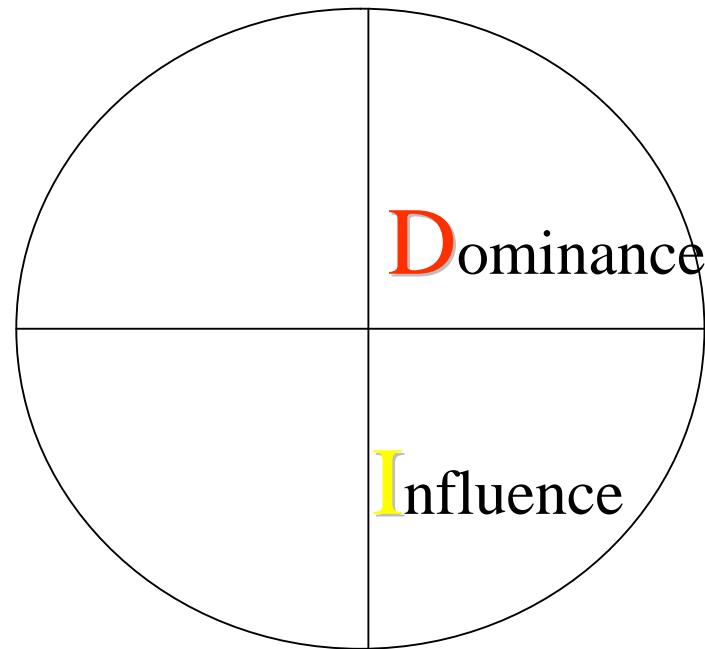
LOW D





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I Behavior Tendencies:

1. Terlihat emosinya
2. Orientasi orang – Persuasif – Selalu punya idea/ gagasan
3. Tidak teratur
4. Optimis – Ambil kptsn pd momen yg dianggap baik
5. Takut dikucilkan, dihindari orang.

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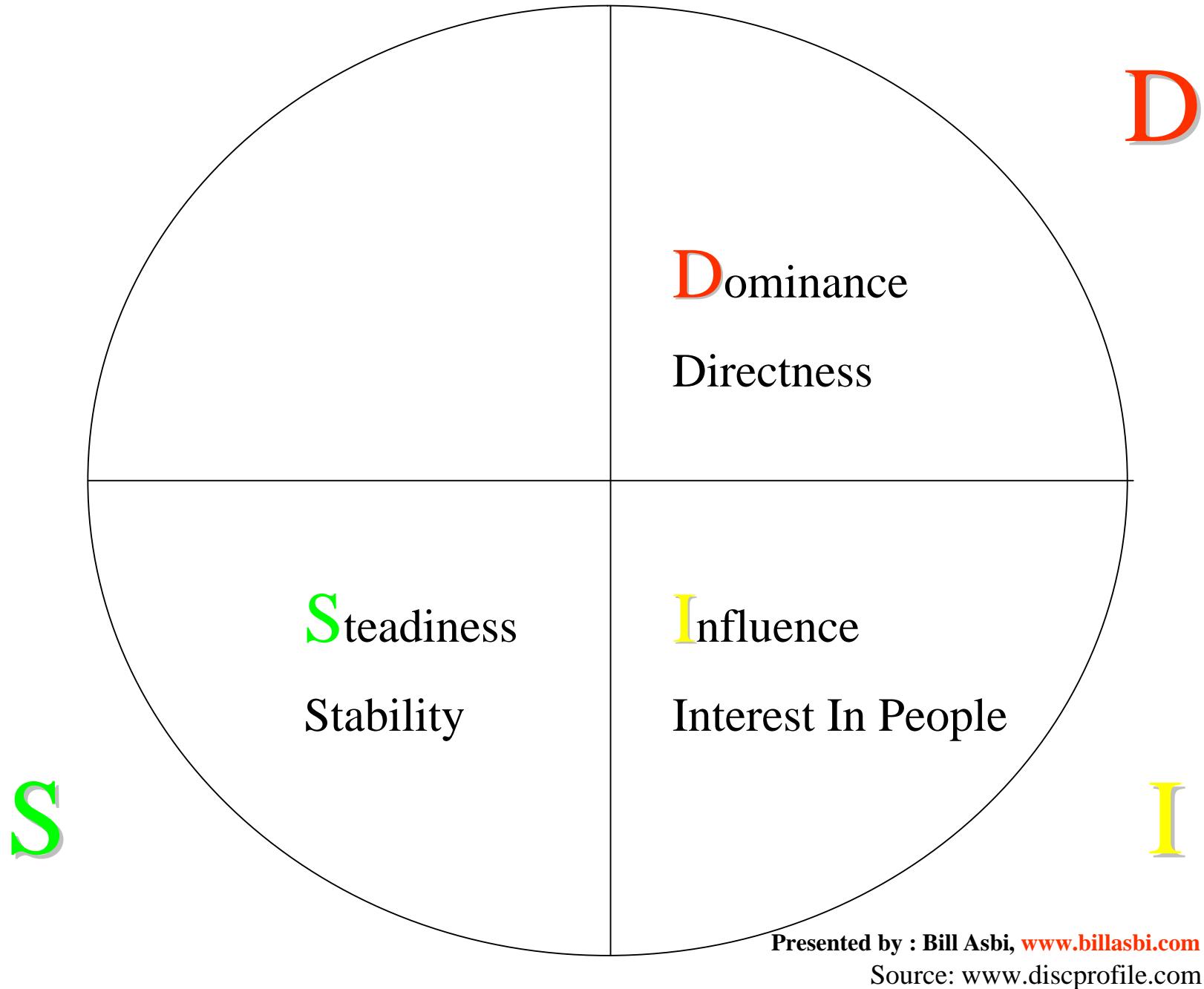
HIGH I

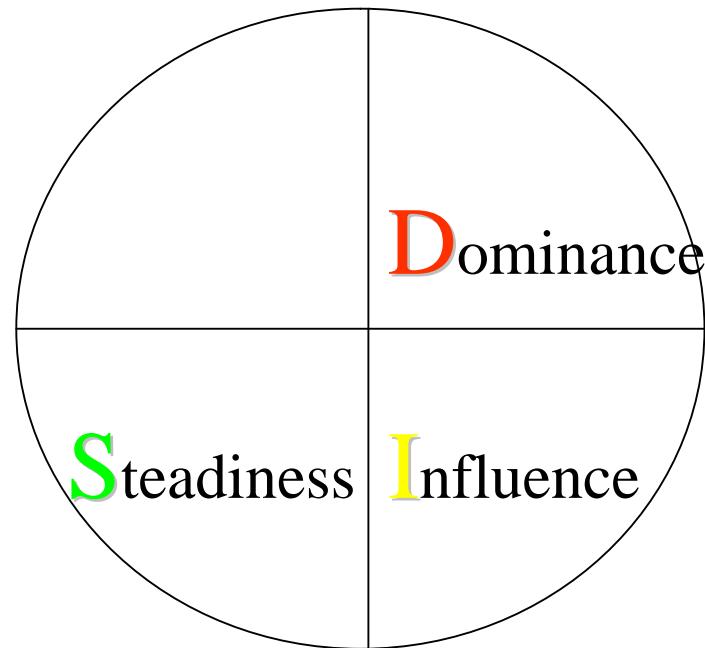
- Influential
- Persuasive
- Friendly
- Verbal
- Communicative
- Positive
- Sociable

-
- Reserved
 - Reflective
 - Non trusting - sceptical
 - Self conscious
 - Serious

LOW I





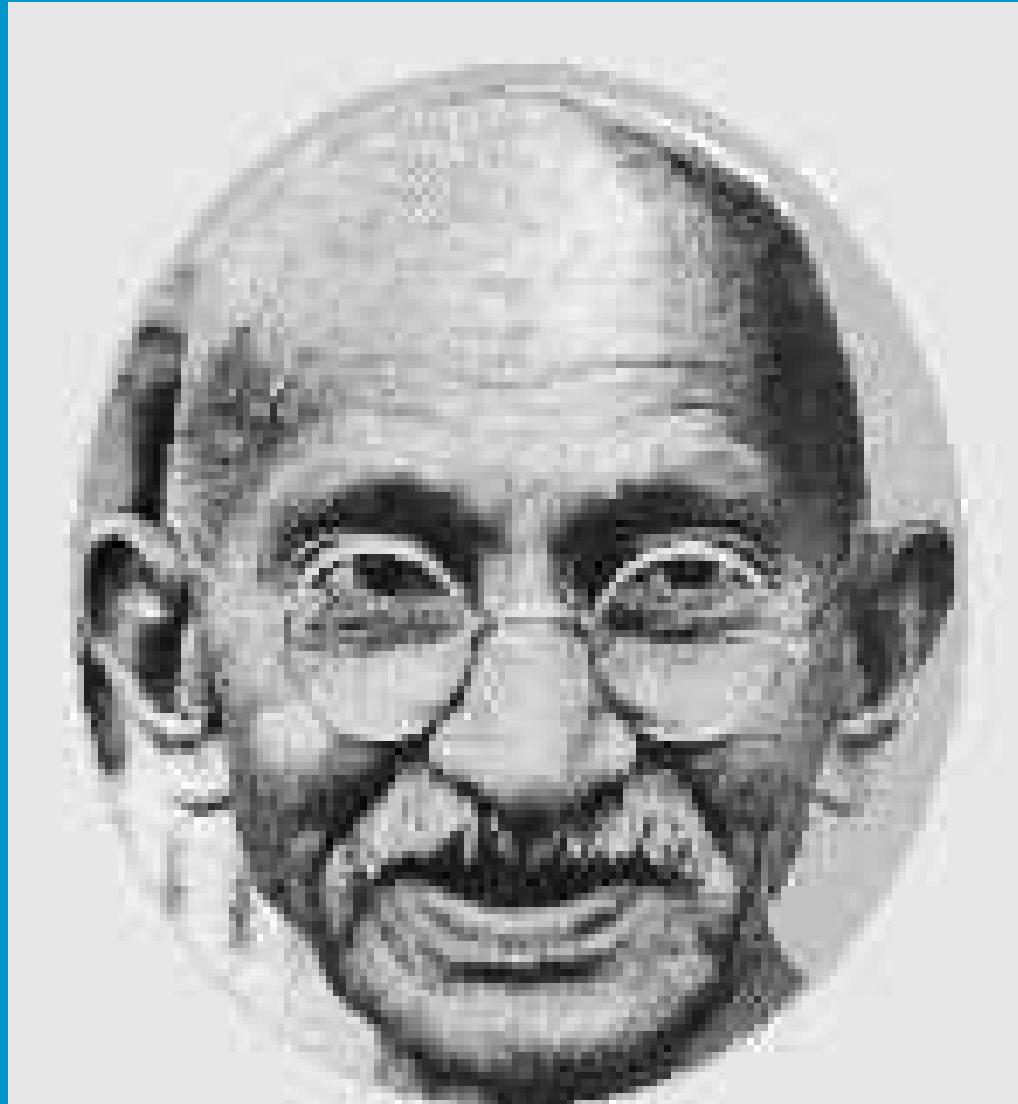


S

Behavior Tendencies:

1. Loyal – Anggota team yg baik – Pendengar yg baik - Sabar
2. Orientasi pd keluarga
3. Possessive
4. Lambat berubah – Keputusan berdasarkan rasa percaya (trust)
5. Takut kehilangan rasa aman (nyaman)

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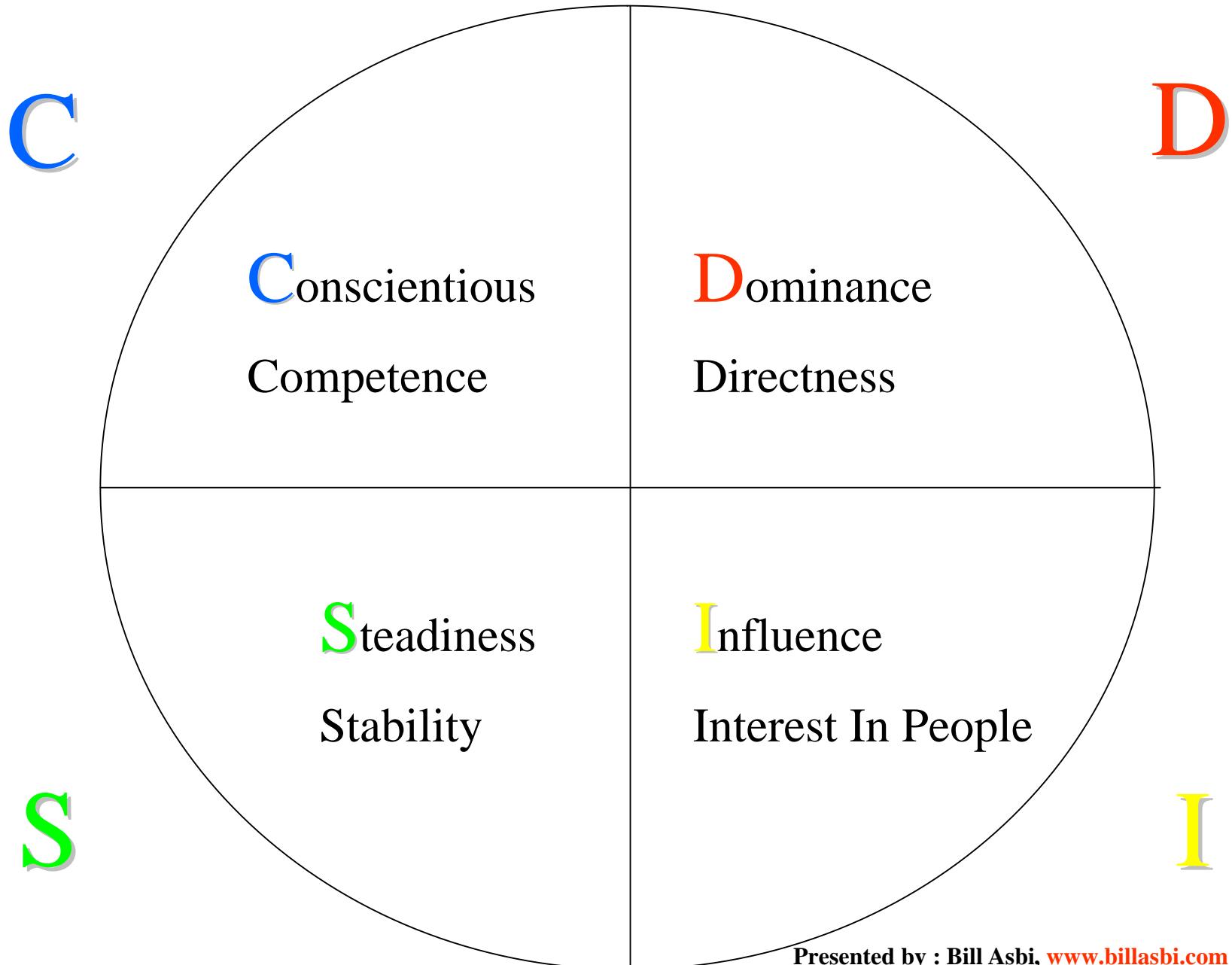


HIGH S

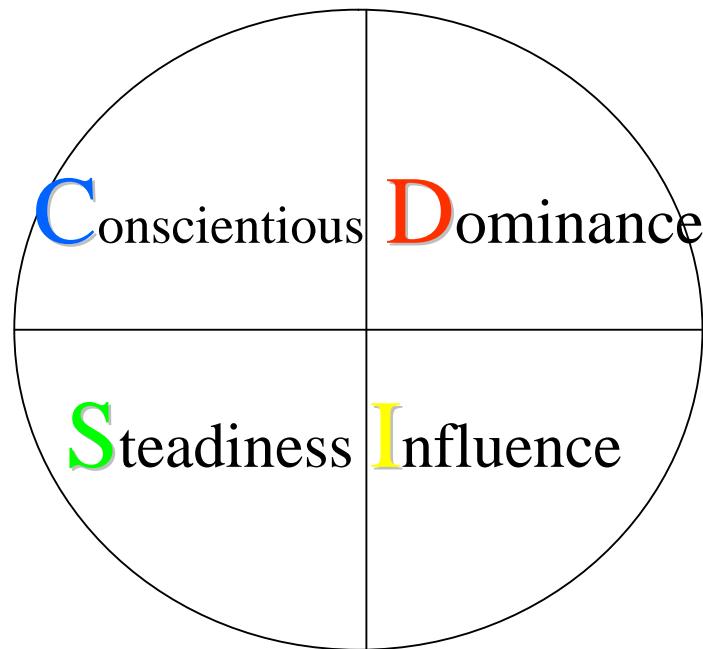
- Dependable
- Deliberate
- Amiable
- Persistent
- Good listener
- Thorough
- Self controlled
- Mobile
- Active
- Alert
- Eager
- Restless

LOW S





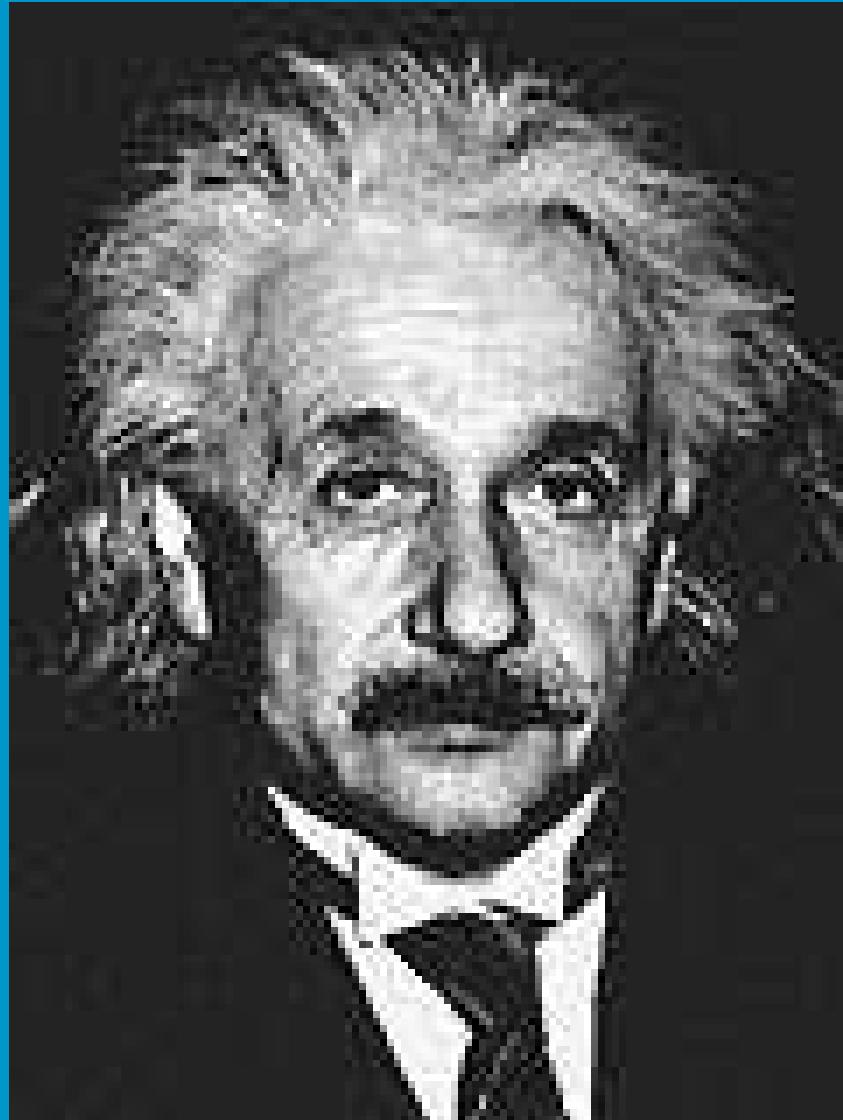
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C Behavior Tendencies:

1. Perfeksionis
2. Sensitif
3. Akurat – Keputusan berdasarkan informasi & fakta – Menimbang pro & kontra
4. Butuh banyak penjelasan
5. Takut thd kritikan

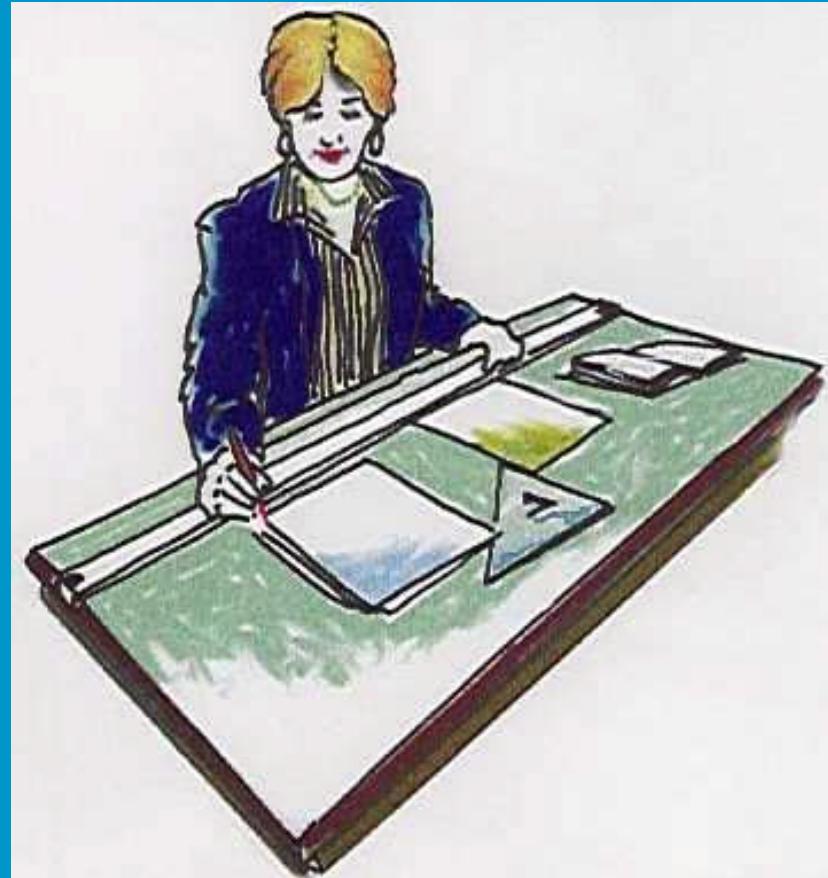
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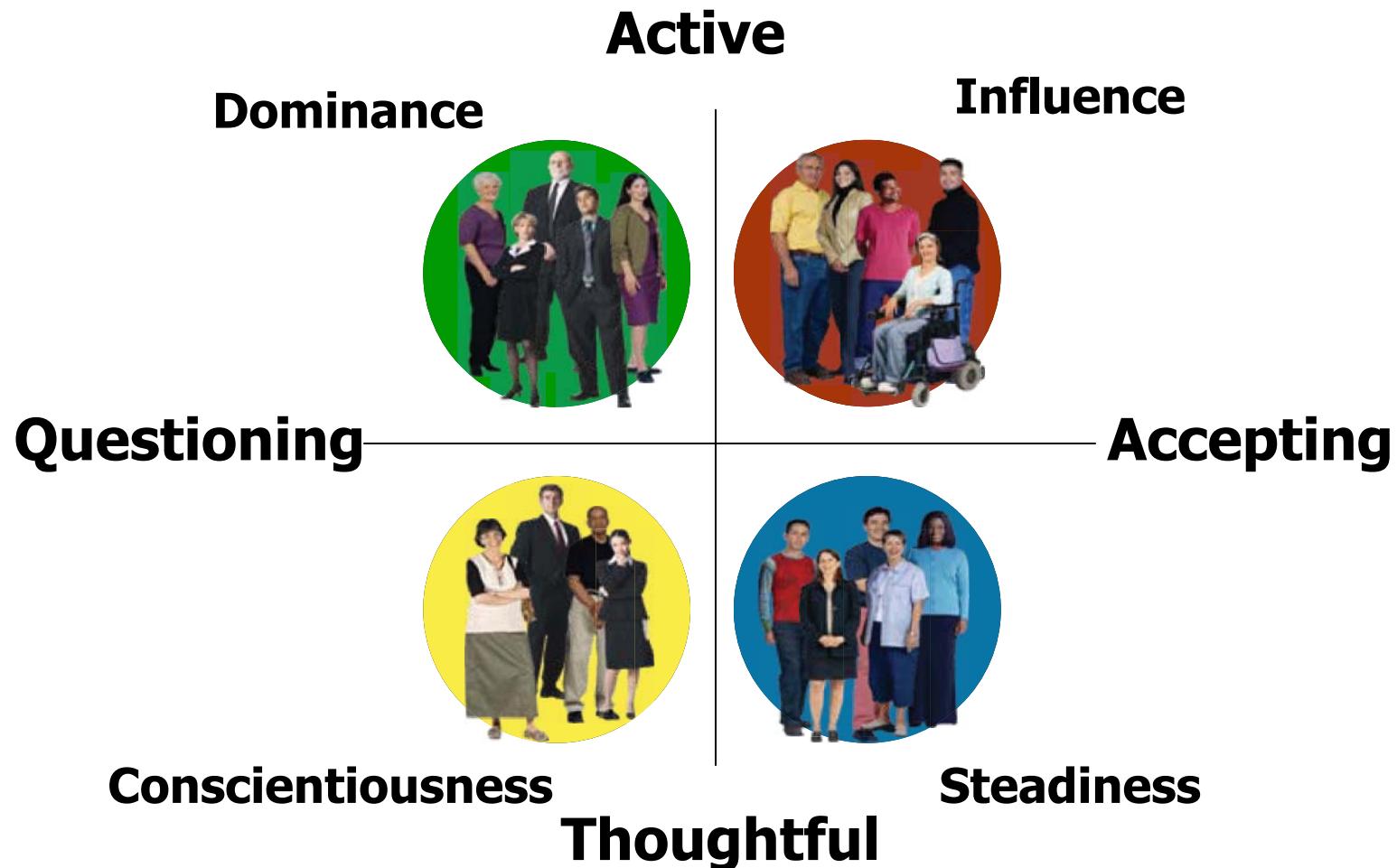
HIGH C

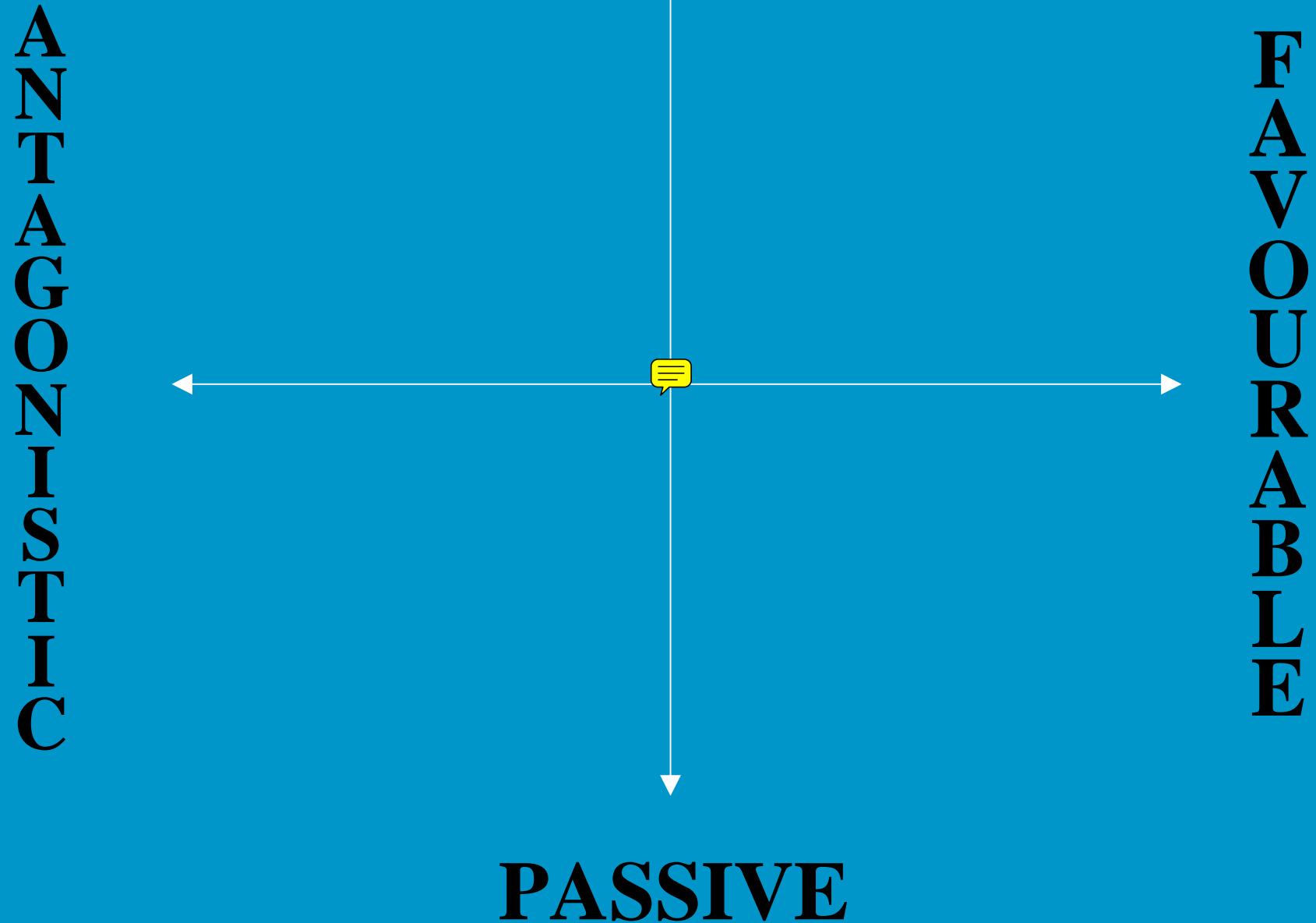
- Compliant
 - Careful
 - Systematic
 - Precise
 - Accurate
 - Perfectionist
 - Logical
-
- Firm
 - Persistant
 - Stubborn
 - Strong willed
 - Independant

LOW C



Discovering DiSC®





ACTIVE

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D=DOMINANCE

**A
N
T
A
G
O
N
I
S
T
I
C**

Kekuasaan
“Bahasa perintah”
Engages “Maunya saya”
Engine
Dari diri sendiri

I=INFLUENCE

**F
A
V
O
U
R
A
B
L
E**

Orang-orang
“Bahasa jual”
Engages “Sikap saya”
Accelerator
Dari orang lain

Kebijakan
“Bahasa tulis”
Engages “Ilmu pengthn”
Brakes/map/steering wheel
Tak terduga

C=COMPLIANCE

Tenang
“Dengar”
Engages “Pengalaman”
Wheels/radio/seats
Tradisi

S=STEADINESS

PASSIVE

HIGH D



Style: Task-oriented / Outgoing

Description: Dominant, Driving, Doers

Symbol: Exclamation point - emphatic in everything they do

Focus: Get the job done - just do it! Overcome opposition and achieve your goals! Winners never quit... quitters never win!

Basic Needs: Challenge, Control, Choices

Outlook on Life: To lead or be in charge



HIGH I



Style: People-oriented / Outgoing

Description: Inspirational,
Influencing, Impulsive

Symbol: Star - They love
recognition and being the center of
attention

Focus: I am for you! If we all pull in
the same direction and stay
motivated, there is no end to the
success... and fun... we can have.

Basic Needs: Recognition,
Approval, Popularity

Outlook on Life: To persuade
others to their way of thinking



HIGH S



Style: People-oriented / Reserved

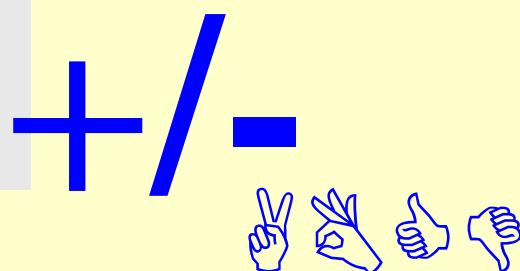
Description: Steady, Stable,
Supportive

Symbol: Plus/Minus - They bring a balance to the 'people equation'

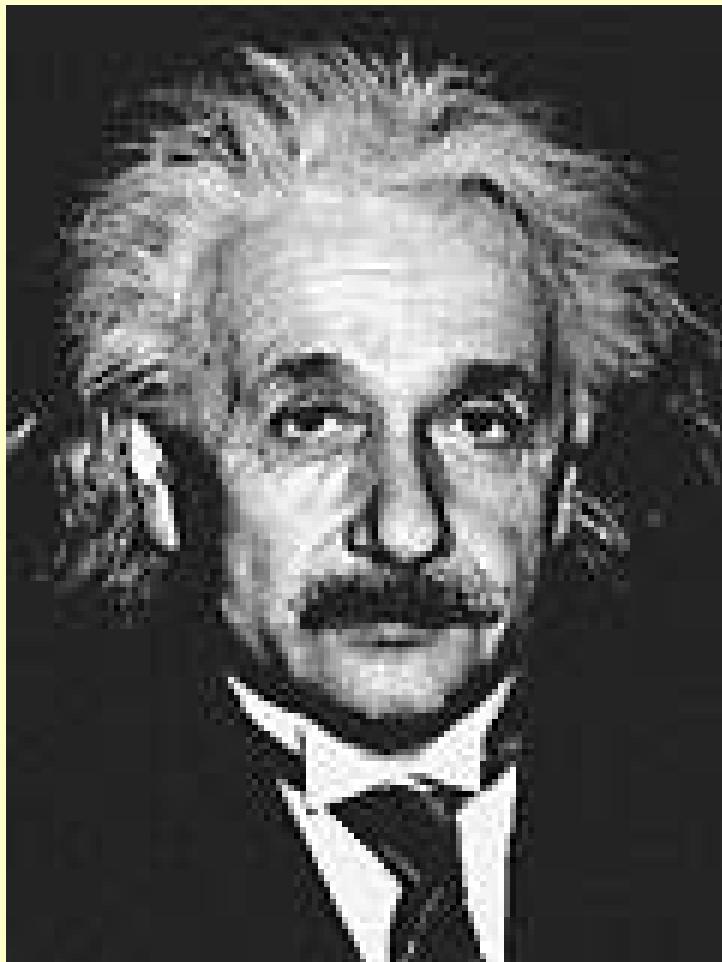
Focus: All for one and one for all.
If we all work together, we can
make a great team. Working
together we can do it!

Basic Needs: Appreciation,
Security, Approval

Outlook on Life: To provide
necessary support to help get
the job completed



HIGH C



Style: Task-oriented / Reserved

Description: Competent, Cautious, Careful

Symbol: Question Mark - They want to know the “why” behind what they do

Focus: Make sure things are done in a correct manner. Goods and services provided with quality ensure long-standing relationships.

Basic Needs: Quality answers, Excellence, Value

Outlook on Life: To be conscientious and consistent



**A
N
T
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G
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N
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S
T
I
C**

Power

“Tell”

Engages force of character

Engine

D

Innier driven

People

“Sell”

Engages personality

Accelerator

I

Other driven

**F
A
V
O
U
R
A
B
L
E**

Policy

“Write”

Engages know-how

C

Brakes/map/steering wheel

Unpredictable

Pace

“Listen”

Engages experience

S

Wheels/radio/seats

Tradition driven

ACTIVE

PASSIVE

Finding Similarities



Questioning

Active

Thoughtful



Accepting





Terima kasih