

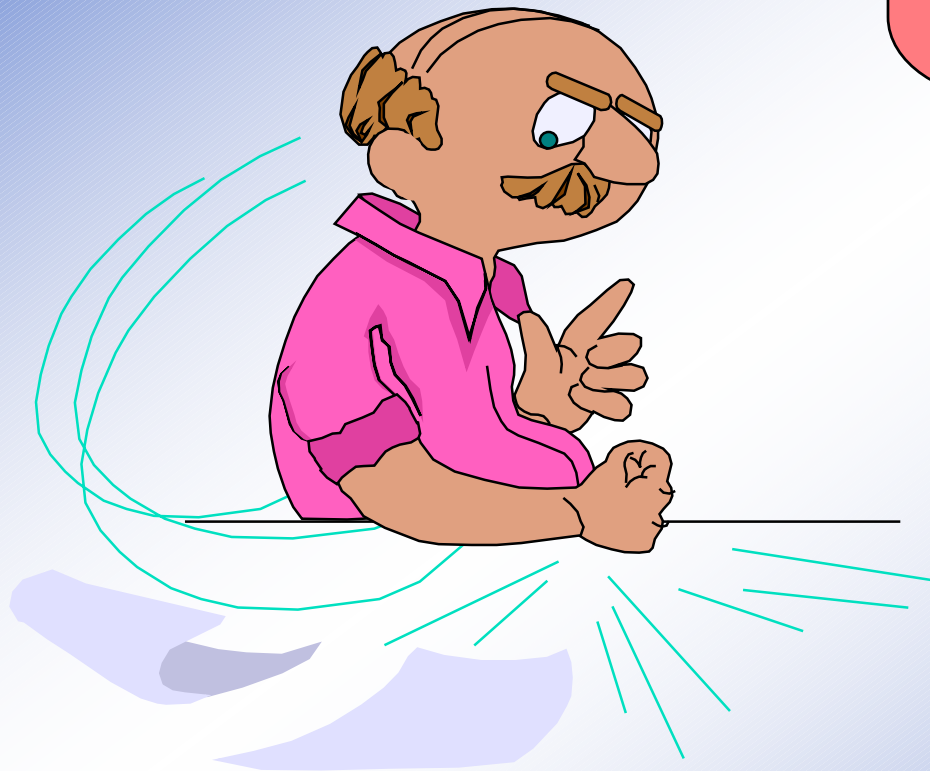
**The Primary Function
of the Work Preference
Profile is...**

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.

*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



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

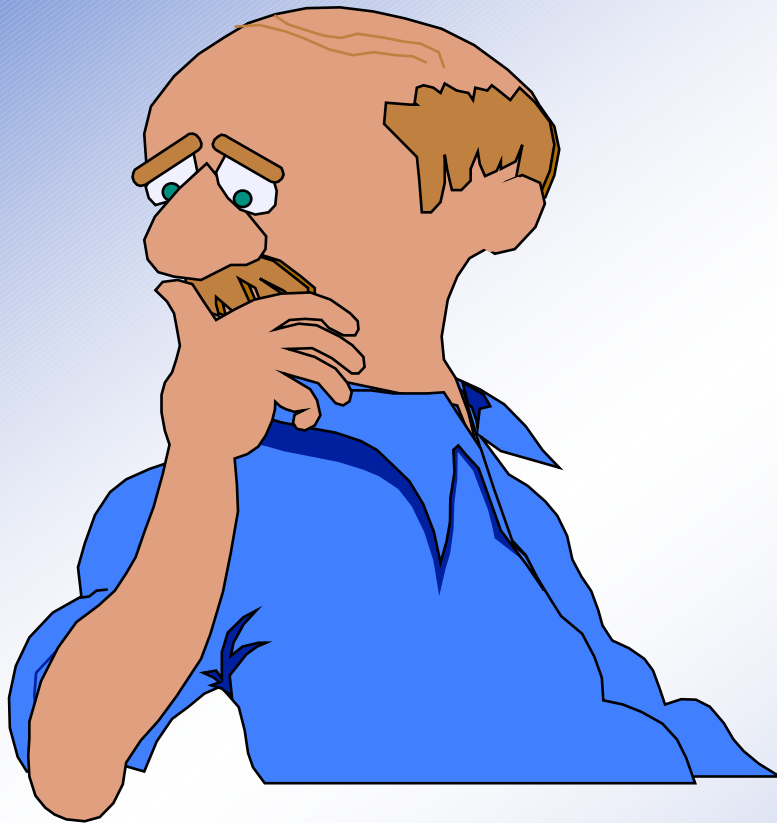
- ➡ **Characteristic:** Consistent Performer
- ➡ **Orientation:** Team Oriented
- ➡ **Motivated By:** Maintenance of Status Quo
- ➡ **Basic Fear:** Loss of Stability/Change
- ➡ **Under Pressure:** Can Become Overly Willing to Give In

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

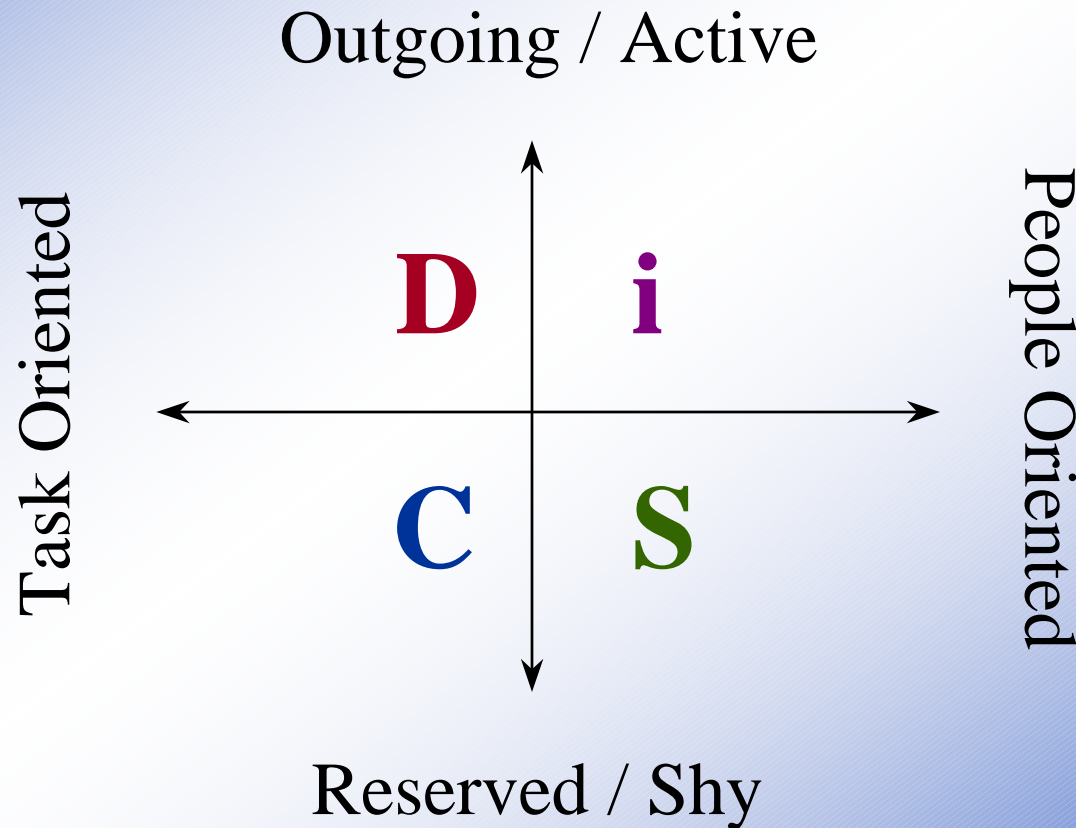
Common “C” Characteristics

- ➡ 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

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

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

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