

**Understanding the DISC Wheel**

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Before we begin...

- Handouts for presentation
- Be sure to ask questions in chat
- Show of hands/poll

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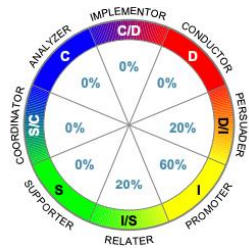
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DISC Wheel in Eight Segments



The SUCCESS INSIGHTS WHEEL is made up of eight different spokes, which are:

Relater	I,S
Supporter	S
Coordinator	S,C
Analyzer	C
Implementer	D,C
Conductor	D
Persuader	D,I
Promoter	I

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**Conductor**

tends to be direct, decisive and seeks results.



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**Persuader**



- Convinces others by
- appealing to reason
  - understanding
  - emotion

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**Promoter**



tends to verbalize many thoughts to influence outcomes.

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Relator

- Takes time
- Thinks positively
- Focuses on interpersonal relationships

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Supporter



Sound ideas



Works steadily and diligently



Ensures a project is fully realized

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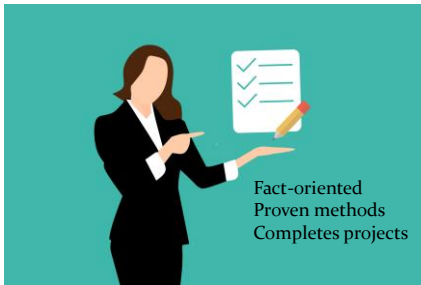
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Coordinator



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- Assess
- Facts and figures
- Solution



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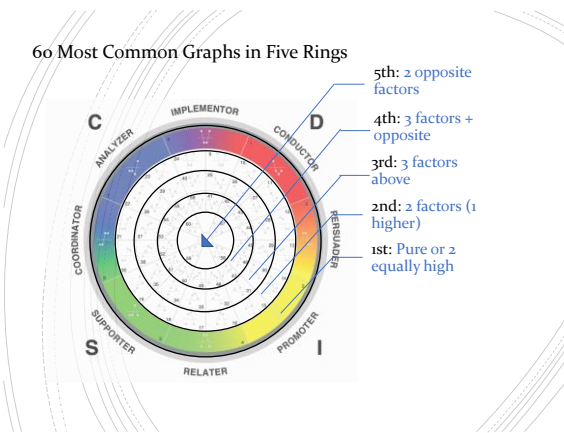
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When do we use the Wheel?

-  Possible conflicts
-  Display strengths/weaknesses of a team
-  Understand team culture
-  Behavior differences between natural and adapted style
-  Identify top performers for specific jobs
-  Job matching/benchmarking

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Conflict Patterns

- Me/Me Conflict**
  - Two or more traits to pull him/her in different directions
- You/Me Conflict**
  - Opposing traits of others causing tension in relationships
- Me/Job Conflict**
  - Lacks traits that can cause performance-related issues

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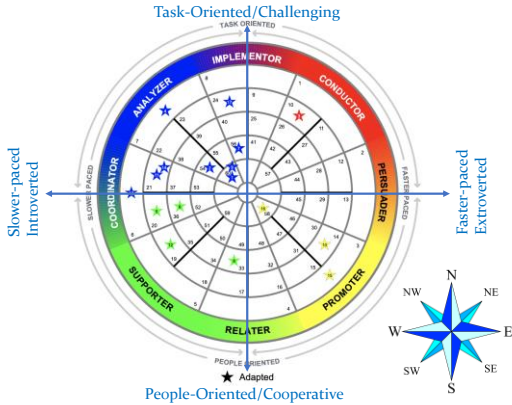
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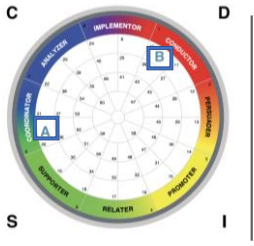
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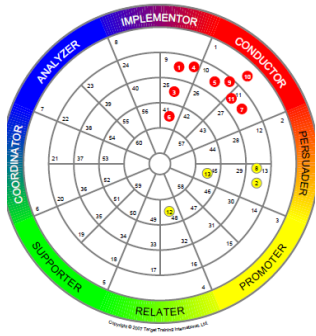
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What conflict might present here?

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Team Wheel

- Team Culture?
- Effective?
- Behavioral Blindness?
- Strengths and weaknesses?

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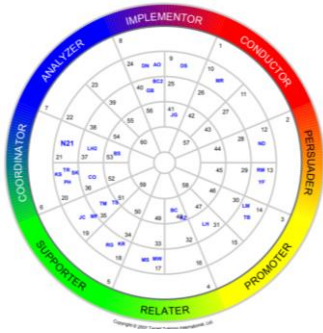
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Team Wheel

- Team Culture?
- Effective?
- Behavioral Blindness?
- Strengths and weaknesses?




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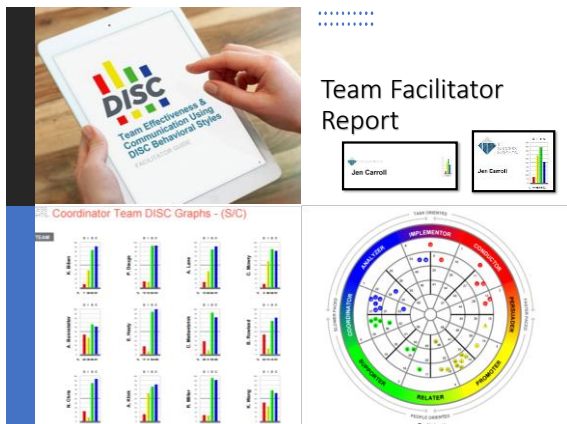
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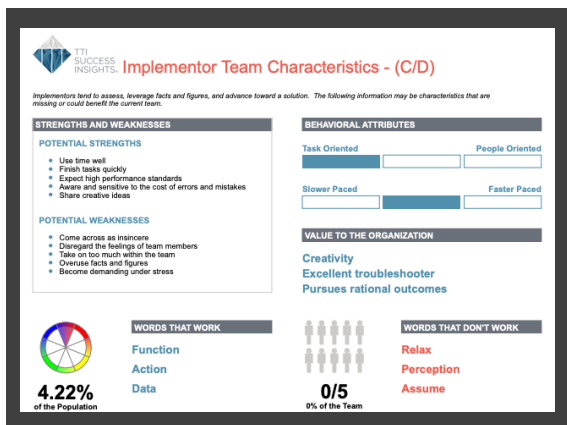
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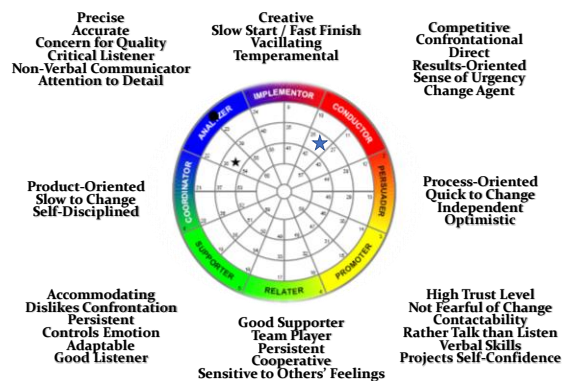
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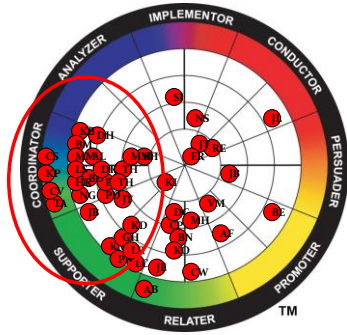
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### Identifying Top Performers



Turnover Reduced from 30% to 16%

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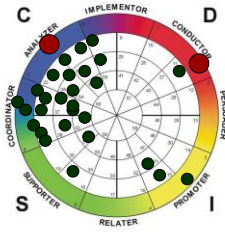
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### Problem Solving Approach

Evaluating  
Investigating  
Planning  
Critical



Reacting  
Efficient  
Decisive  
Harsh

Observing  
Reflecting  
Applying  
Avoiding

Supporting  
Trusting  
Experimenting  
Appealing

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- "discdiscount"

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Free DISC  
E-book

**D.I.S.C.**  
The Universal  
Language of  
Observable  
Behavior

<https://www.chartcourse.com/disc-e-book/>

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