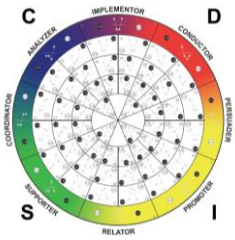


Understanding the DISC Wheel

Greg Smith, President
Heather Matthews, VP Training
Chart Your Course International Inc.
770-860-9464, chartcourse.com

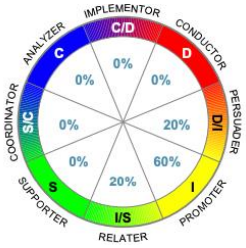
1

Before we begin…

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

2

DISC Wheel in Eight Segments



The SUCCESS INSIGHTS WHEEL is ma up of eight different spokes, which a	
Relater	I,S
Supporter	S
Coordinator	S,C
Analyzer	C
Implementer	D,C
Conductor	D
Persuader	D,I
Promoter	I

3

4

Persuader

Convinces others by
- appealing to reason
- understanding
- emotion

5

Promoter

tends to verbalize many thoughts
to influence outcomes.

6

Relator

- Takes time
- Thinks positively
- Focuses on interpersonal relationships

7

Supporter

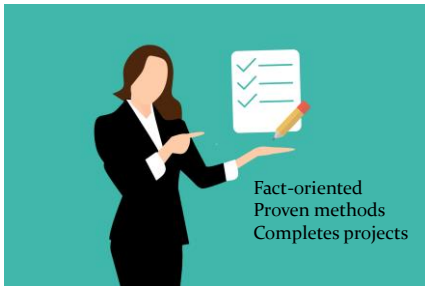
Sound ideas

Works steadily and diligently

Ensures a project is fully realized

8

Coordinator



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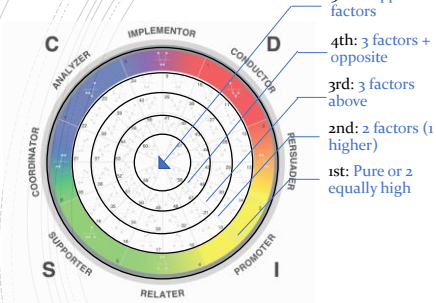
10

- Assess
- Facts and figures
- Solution

Implementor

11

60 Most Common Graphs in Five Rings



5th: 2 opposite factors

4th: 3 factors + opposite

3rd: 3 factors above

2nd: 2 factors (1 higher)

1st: Pure or 2 equally high

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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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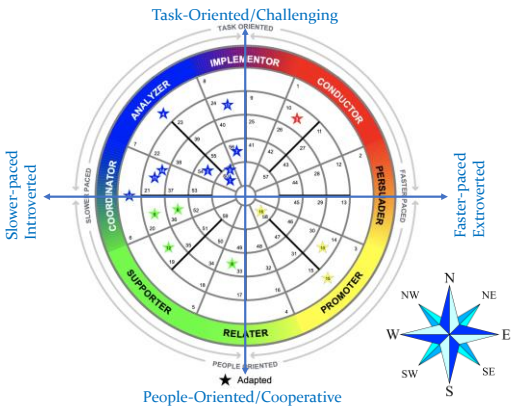

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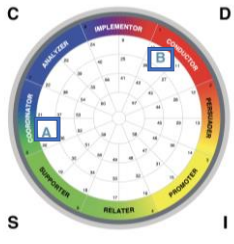

What conflict might present here?

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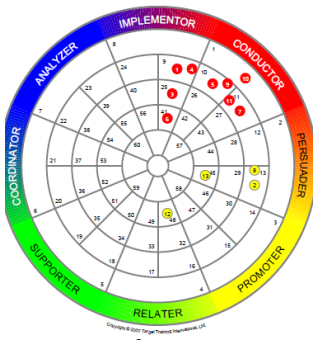

Team Wheel

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

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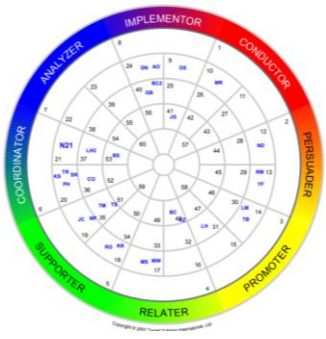
Team Wheel

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



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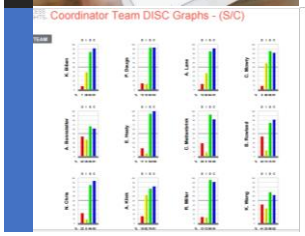
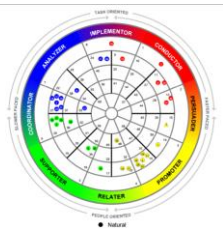
Team Facilitator Report





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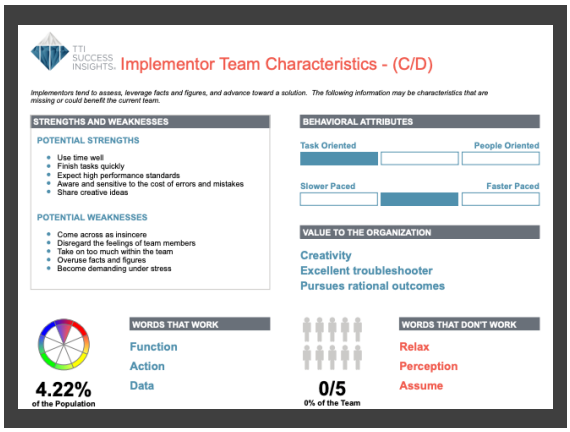

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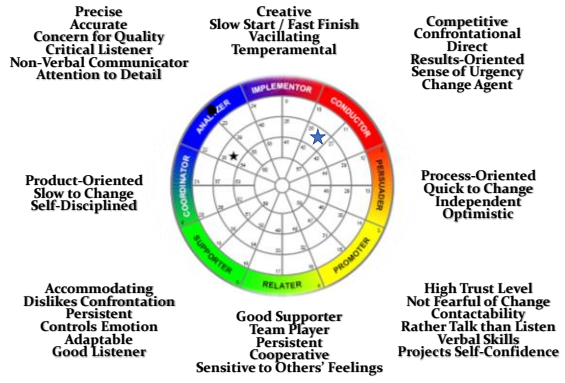

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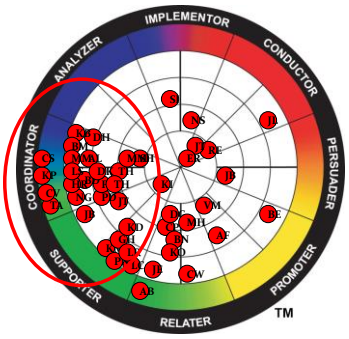
Identifying Top Performers



Turnover Reduced from 30% to 16%

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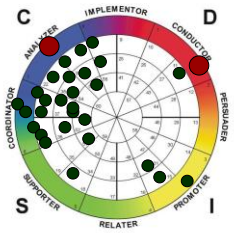
Problem Solving Approach

Evaluating
Investigating
Planning
Critical

Reacting
Efficient
Decisive
Harsh



Observing
Reflecting
Applying
Avoiding

Supporting
Trusting
Experimenting
Appeasing

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DISC CERTIFICATION CLASS

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- "discdiscount"

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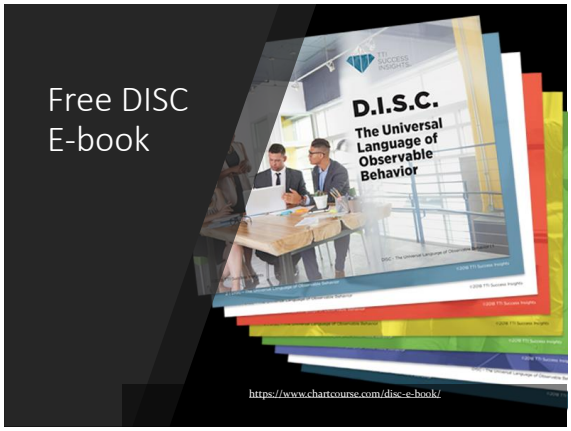

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