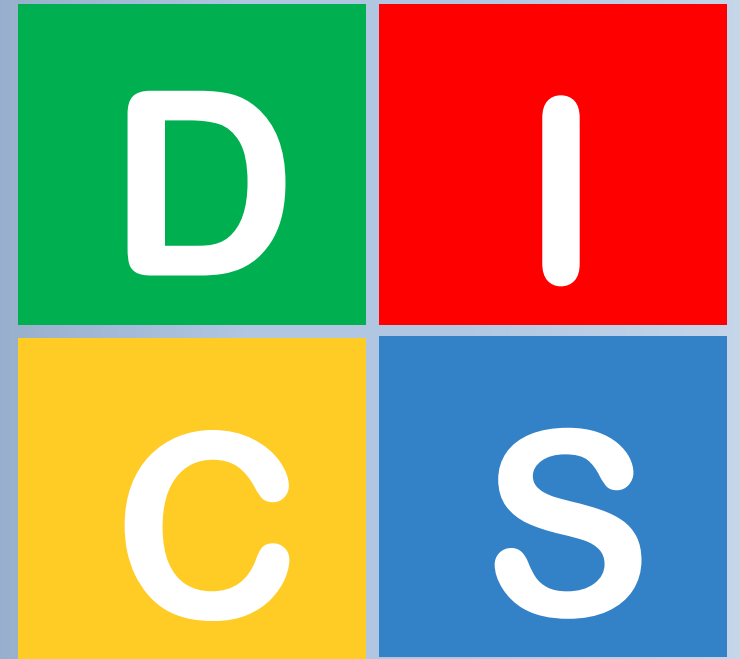


Change the Direction of your Connection



MarianneRenner.com

The point is....



If we want to make an impact, we need
to bring others along.

We need to:

Connect more authentically
Trust more deeply
Work together more effectively

IT MATTERS



1. It's difficult to connect with people we don't understand
2. We misinterpret those whose personalities are different than ours
3. We lose our ability to impact and influence

Greater awareness = Connection

Resolve
conflict

Build trust

Reduce
negative
reactions

Diffuse
problems before
they start

Gain
credibility

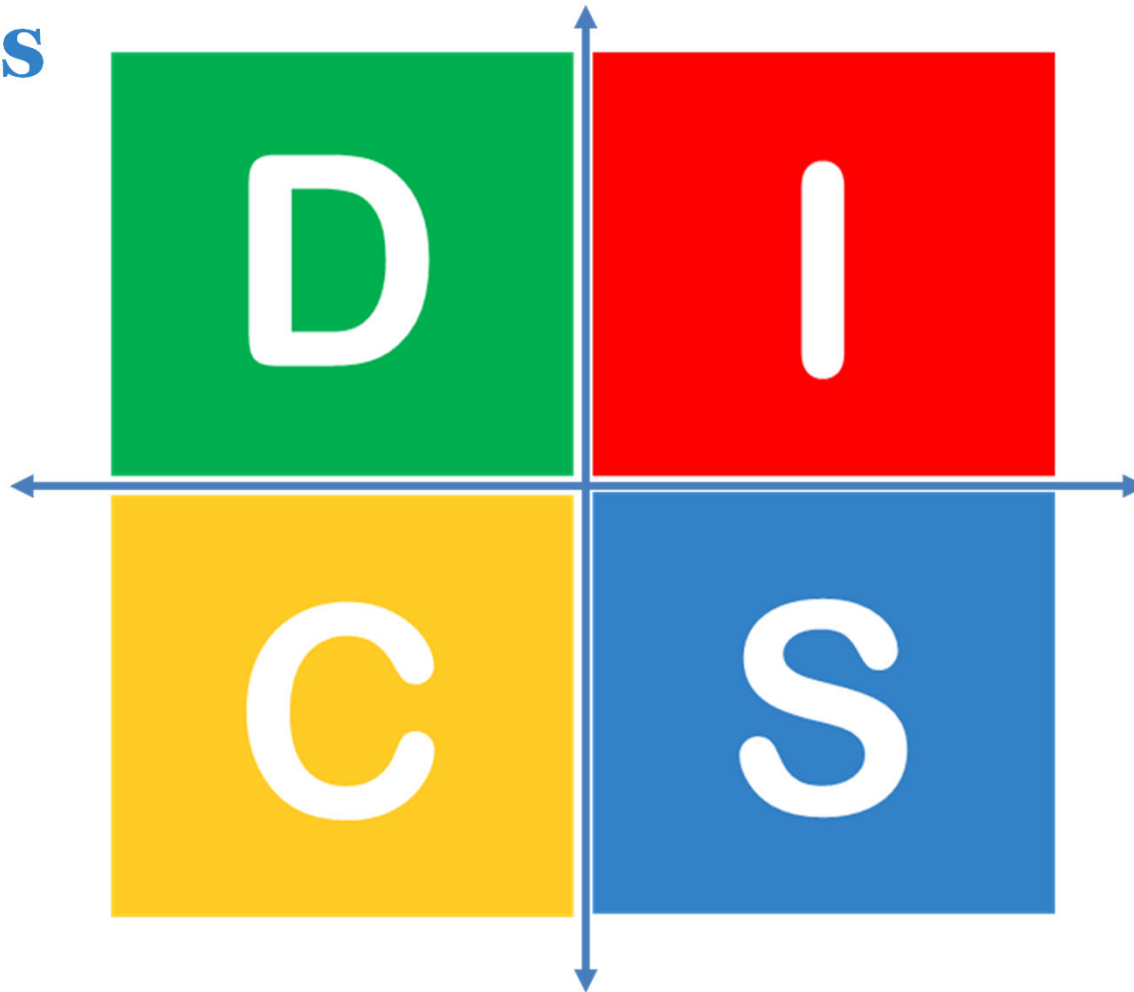


1. Pace

2. Focus

Fast, Active

Task

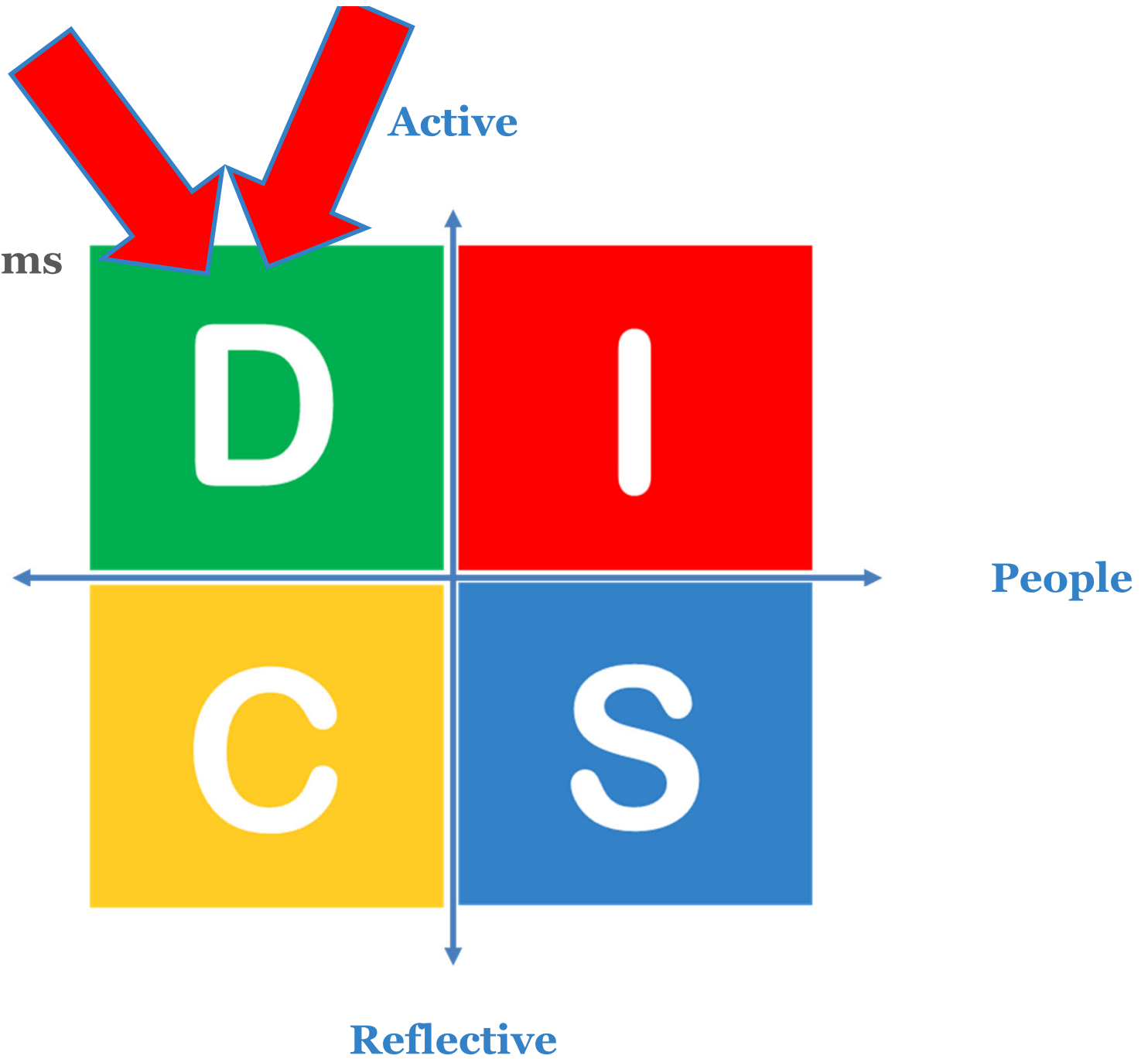


People

Cautious, Reflective

Direct

Solve problems
Decisive
Risk-taker
Results





D	I
C	S

Direction
Vision
Fast Paced

Communication To:

D

I

C

S

- Direct
- To the point
- Bottom line
- Efficient with time

Communication From:

D

I

C

S

D

- Request, not demand
- Please and thank you
- Listen before responding

Direct

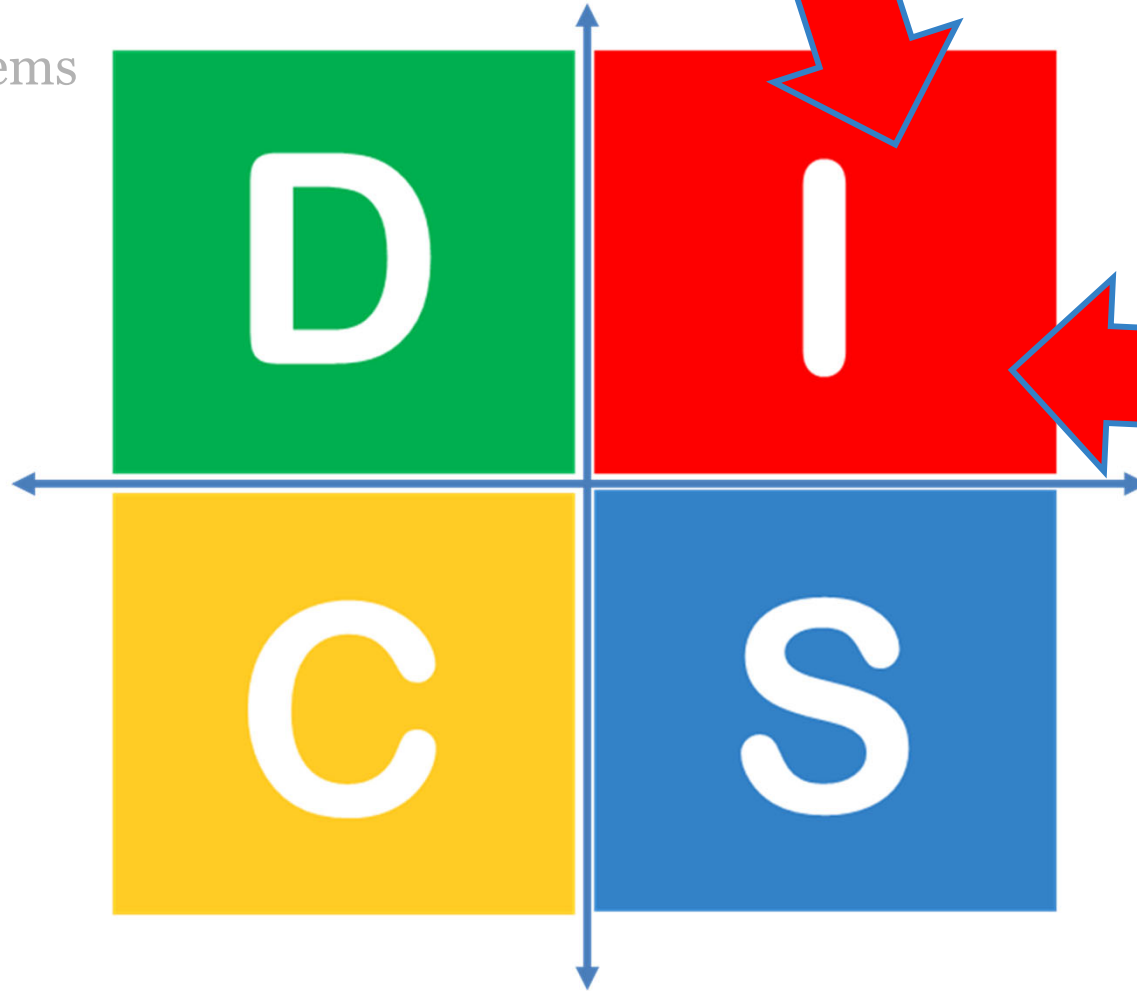
Solve problems
Decisive
Risk-taker
Results

Active

Influence

Outgoing
Story-telling
Optimistic
Praise

Task



Reflective

D I
C S

Relationship

People
person



Communication To:

D

I

C

S

- Stories
- Colorful anecdotes
- Listen

Communication From:

D

I

C

S

- Pause
- Listen
- Softer tone
- Stay on task

Direct

Solve problems
Decisive
Risk-taker
Results

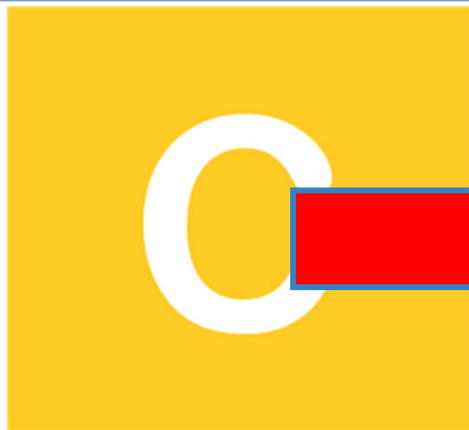
Active

Influence

Outgoing
Story-telling
Optimistic
Praise



Task



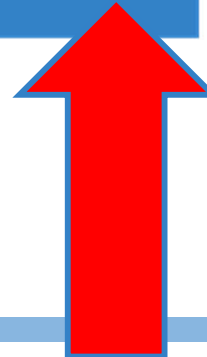
People

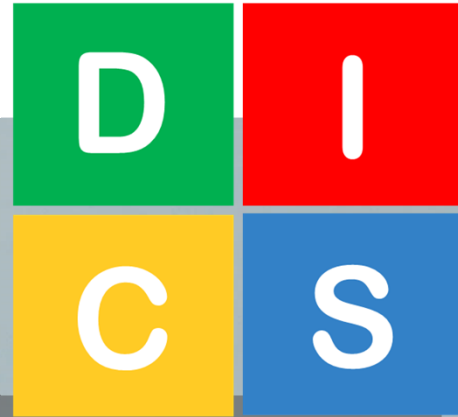


Steady

Team player
Loyal
Practical
Security

Reflective

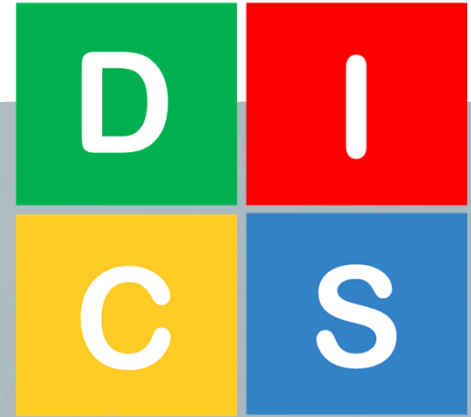




Encouragement
“Let’s get along”
Cheerleader

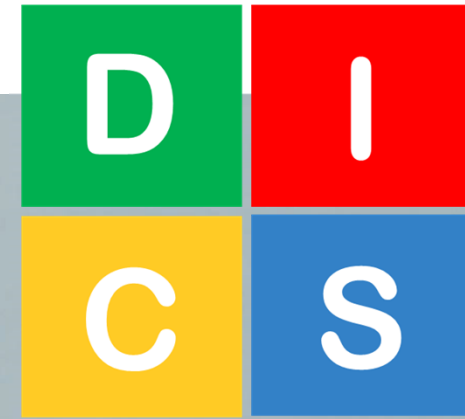


Communication To:

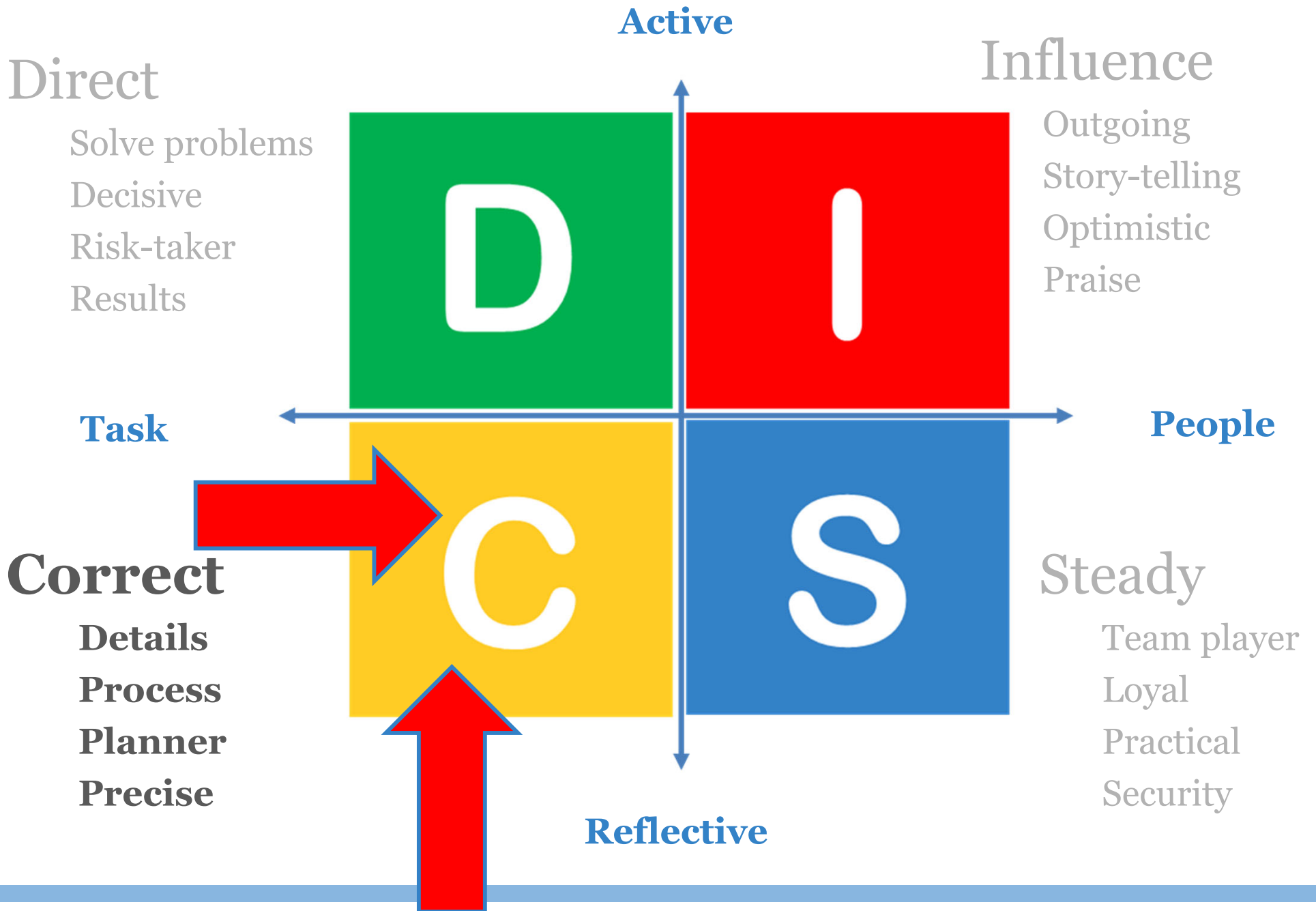


- Slow down
- “Count to 7”
- Don’t overwhelm
- Give lots of praise
- Be focused in conversation

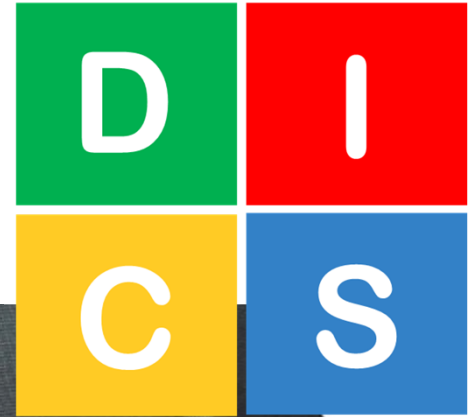
Communication From:



- Express opinions
- Make decisions
- Speak faster than is comfortable
- Louder tone



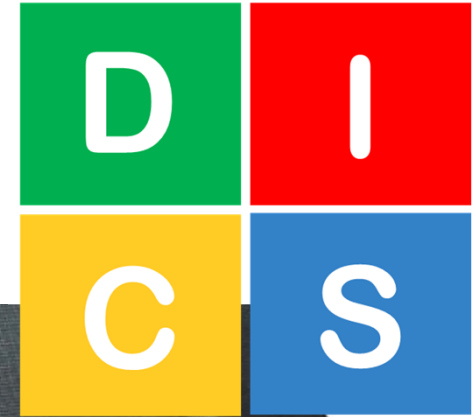
C-Correct



A large, bold, yellow letter 'C' is overlaid on the left side of the image. The background shows a person in a grey suit holding a tablet. On the tablet, there is a 3D bar chart with several bars of varying heights. Two lines are overlaid on the chart: a red line that starts high and trends downwards, and a green line that starts low and trends upwards. The person's hands are visible at the bottom of the tablet.

Order from
chaos

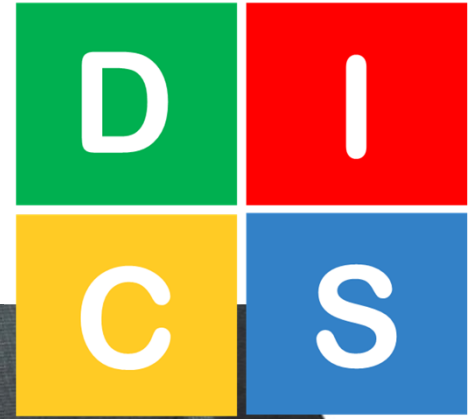
Communication To:



A large, bold, yellow letter 'C' is overlaid on the left side of the image. The background shows a person in a grey suit holding a tablet displaying a 3D bar chart with a red and green line graph.

- “Is this a good time?”
- Slow down
- Allow them space
- Details

Communication From:



A large, bold, yellow letter 'C' is overlaid on the left side of the image. The background shows a person in a grey suit holding a tablet. The tablet displays a 3D bar chart with a red line graph and a green line graph. The person's hands are visible at the bottom of the tablet.

- Fewer details
- Person vs task
- Make decisions

D

Get Results

I

Get Recognition

S

Get Along

C

Get It Right

The point is....



When you have greater awareness of yourself and others, you get the best from yourself and your team.

- 1. Connect more authentically**
- 2. Trust more deeply**
- 3. Work together more effectively**

D

I

C

S

How could
you apply
DISC?



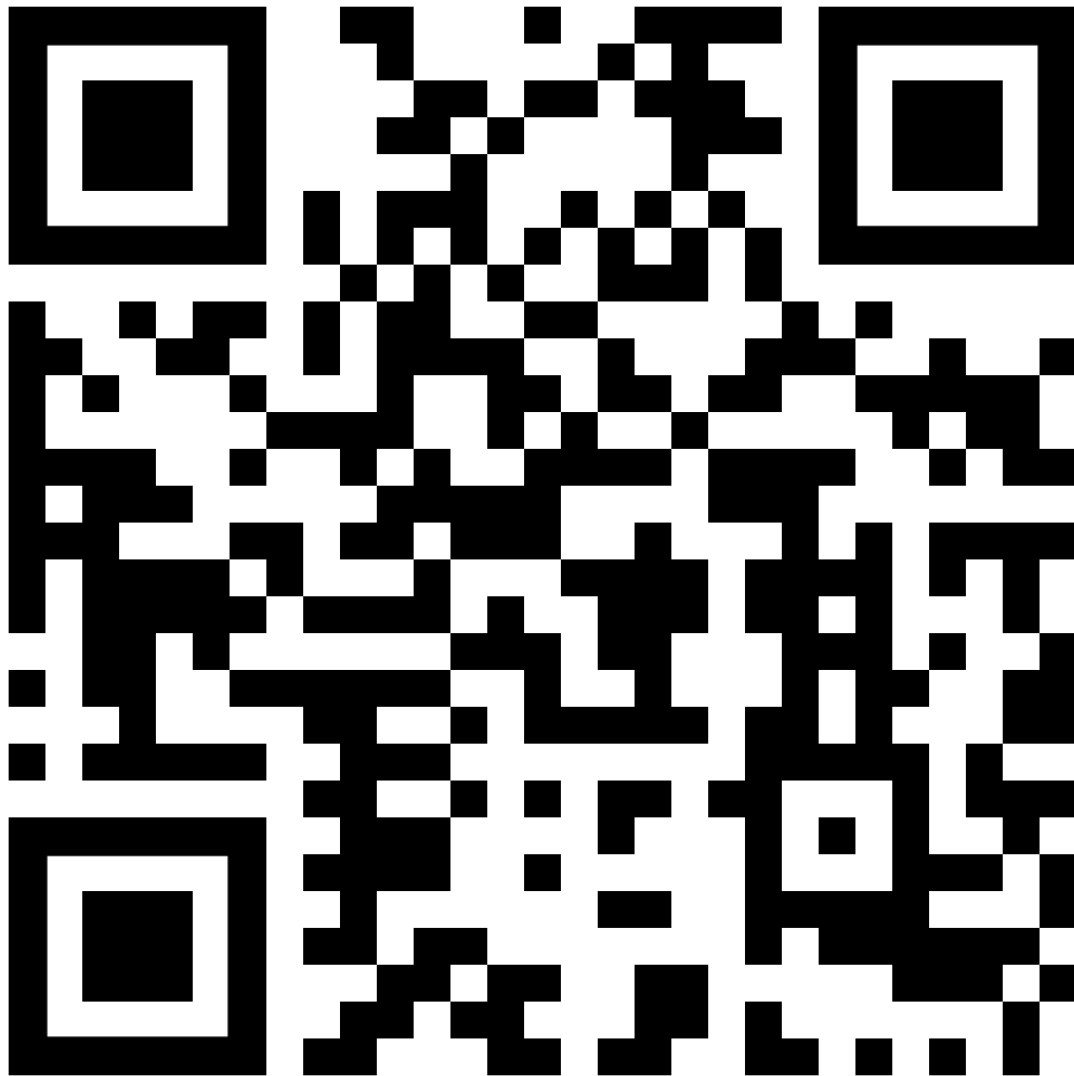
Practical uses

- Team-building activity
- Understanding strengths
 - right people in the right places
- Preferred communication style
- Problem-solving
 - brainstorm with opposite style

Remember



1. Not judgments
2. Empathy
3. Understanding
4. Unique way of seeing the world
5. Inclusion of diverse ideas



QUIZ

Let's Get Started... ✕

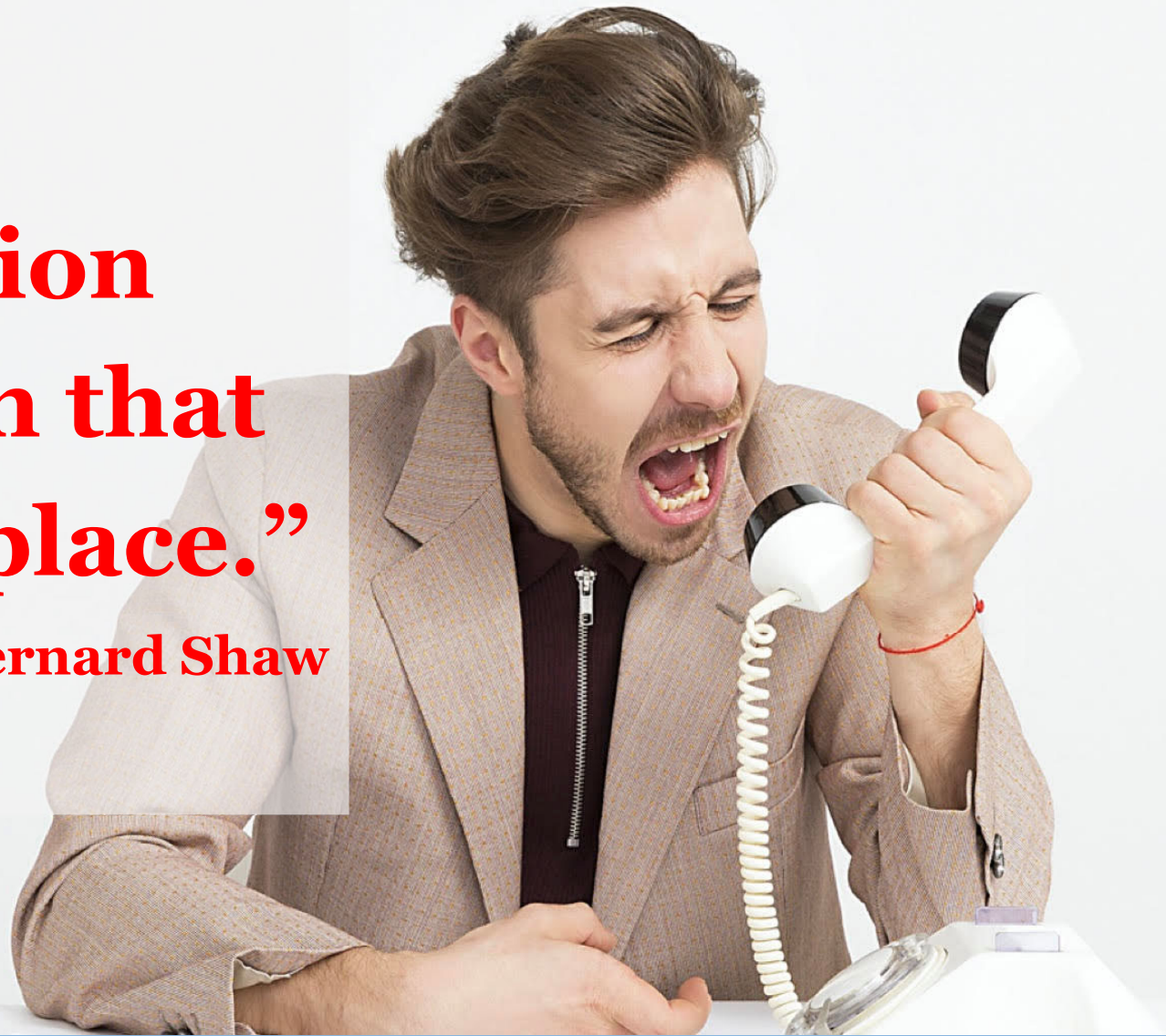
Take me to the Quiz!

MarianneRenner.com/DISCQuiz

Communication

“The biggest problem in communication is the illusion that it has taken place.”

-George Bernard Shaw





Behavior style is like a thread that weaves through everything you do.

Conflict

Change

Feedback

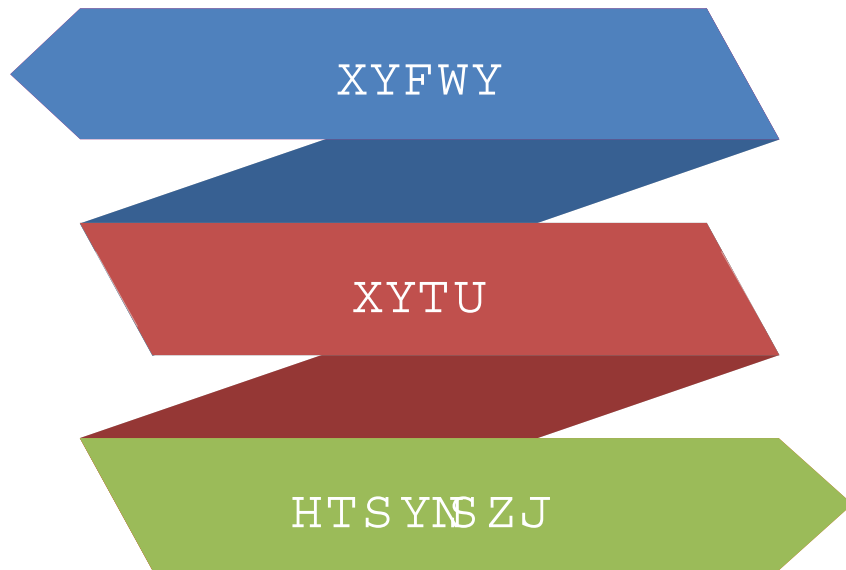
Decisions

Procedure

Email replies

Meeting engagement

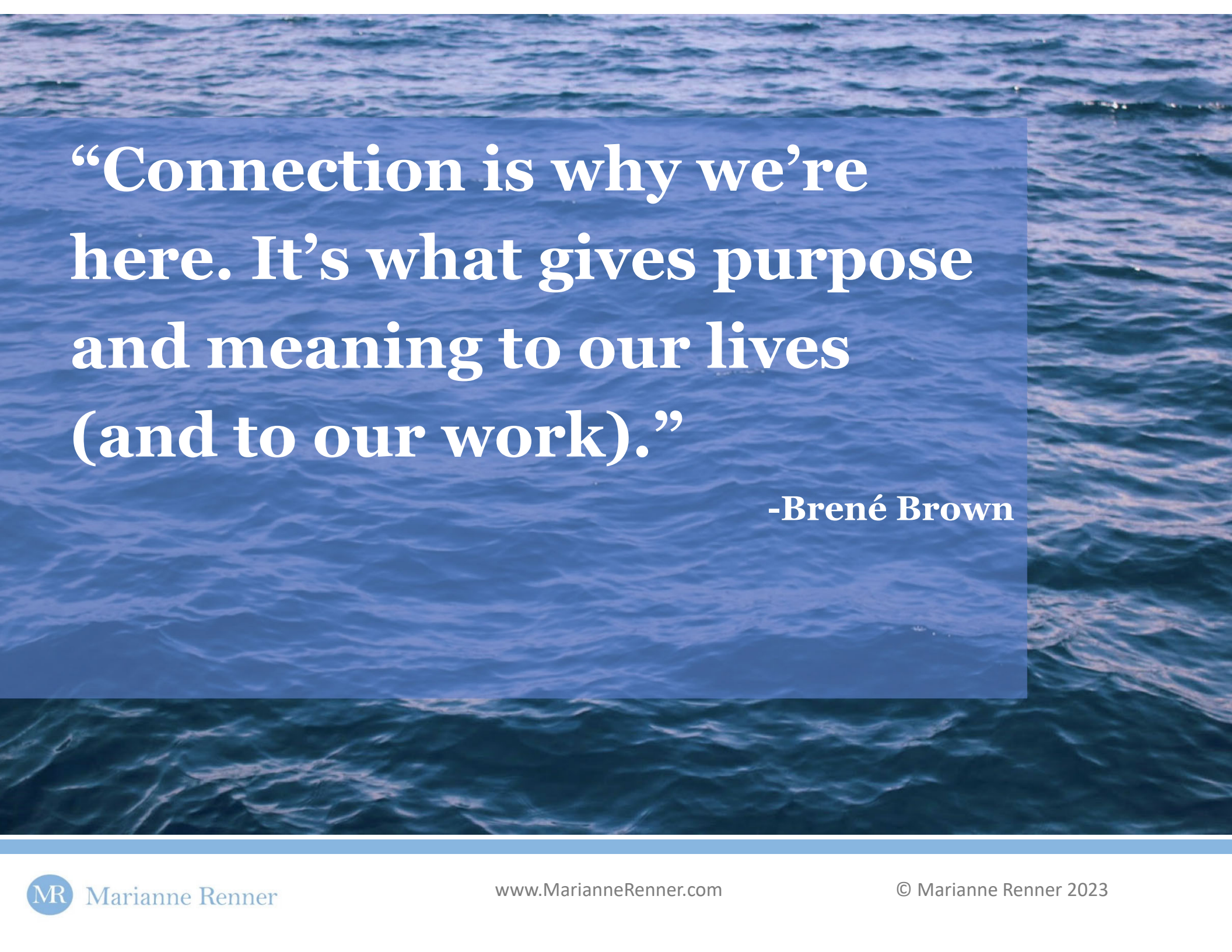
Wrap Up – your biggest “aha”



6 | \ mfy | mp NXYFWY itrsLD

7 | \ mfy | mp NXYTU itrsLD

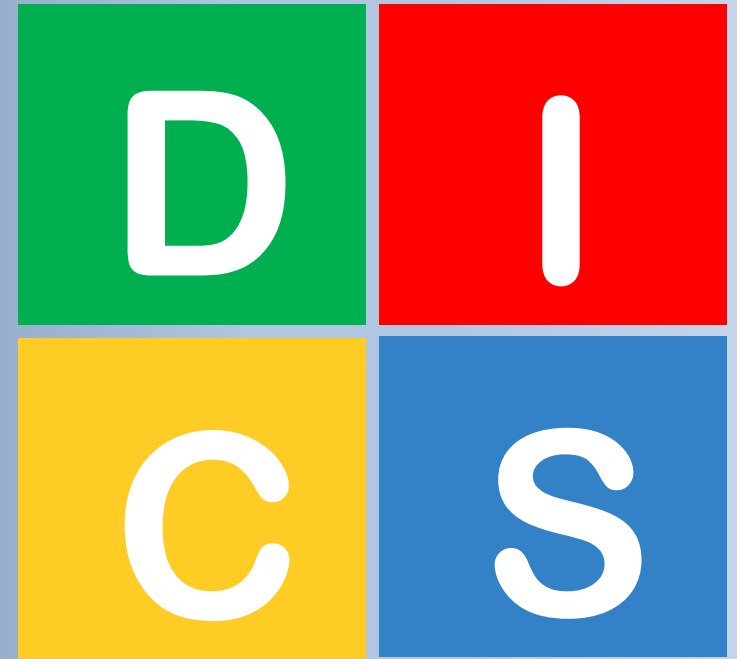
8 | \ mfy | mp NHTSYNSZJ itrsLD



**“Connection is why we’re
here. It’s what gives purpose
and meaning to our lives
(and to our work).”**

-Brené Brown

Change the direction
of your connection



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