

Understanding How to Fit on a Team

Dr. Gregory Wiens
greg@gregwiens.com

Table of Contents

Understanding Temperaments Summary
Understanding Relational Needs
Understanding Behavioral constructs Summary
Personal and Work compatibility
How They Relate

Understanding Temperaments Summary

High Point	D	I	S	C
Value to a Team	Takes Initiative	Influences people	Builds relationships	Focuses on details
Major Strengths	Strength of purpose; goal oriented, gets things done	Enthusiasm; gets people motivated, involved	Good skills; good team player or leader	Thoroughness, accuracy in analyzing all data
Major Weaknesses	Can be insensitive to feelings of others; impatient	Impulsive; may not focus attention on details/facts	May sacrifice results for harmony; reluctant to initiate	Overly cautious; can be too thorough and lose sight of time
Motivated By	Results; challenge, action	Recognition; approval, visibility	Relationships; appreciation	Being Right; quality
Time Management	Focus: Now; Efficient use of time... likes to get to the point	Focus: Future; Tends to rush to the next exciting thing	Focus: Present; Spends time in personal interaction sometimes to the detriment of the task	Focus: Past; Works more slowly to ensure security
Communication	One-way... not as good a listener, better at initiating communication	Enthusiastic, stimulating, often one-way, can inspire others	Two-way flow, a good listener	Good listener, especially in relation to tasks
Emotional Response	Detached; independent	Highs and lows, excitable	Warm, friendly	Sensitive, careful
Decision Making	Impulsive; Always makes decisions with goal in mind	Intuitive; Quick, lots of wins and loses	Relational; Makes decisions more slowly, due to input from others	Reluctant; thorough, Needs lots of evidence
Behavior Under Tension	Autocratic	Attacks	Acquiesces	Avoids
Would Improve Effectiveness By	Listening	Pausing	Initiation	Declaring

Understand Relational Needs

	D	I	S	C
How to relate to a	<p><u>Be Direct</u></p> <ul style="list-style-type: none"> * Start with results/benefits first and then provide details only as needed * Be quick and to the point * Challenge them 	<p><u>Be Enthusiastic</u></p> <ul style="list-style-type: none"> * Be positive, friendly * Provide praise * Validate their self worth * Give them a feeling of "I need you" 	<p><u>Be Relational</u></p> <ul style="list-style-type: none"> * Use friendship * Be easy-going * Be low-key on objectives * Don't push * Let them respond at their own pace 	<p><u>Be Analytical</u></p> <ul style="list-style-type: none"> * Give clear facts * Present ideas objectively * Don't rush * Be specific and thorough
How to persuade a	<p><u>Key Question: WHAT?</u></p> <ul style="list-style-type: none"> * Focus on results/ bottom line first * Answer their question, "What are the benefits?" 	<p><u>Key Question: WHO?</u></p> <ul style="list-style-type: none"> * Provide emotion/be enthusiastic * Share testimonies of significant people * Answer their question, "Who else has done this?" 	<p><u>Key Question: WHY?</u></p> <ul style="list-style-type: none"> * Be friendly with them * Take time with them * Answer their question, "Why do you want to change things?" 	<p><u>Key Question: HOW?</u></p> <ul style="list-style-type: none"> * To them it is important to do it right * Show them step-by-step how to do it * Answer their question, "How do you want me to do this?"
How to lead a	<p><u>Goals/Results</u></p> <ul style="list-style-type: none"> * Give them the what—let them determine the how * Let them have control, be in charge of something 	<p><u>Group/Recognition</u></p> <ul style="list-style-type: none"> * Consult/counsel with them about ideas, projects, people * Recognize their efforts in front of others * Let them have fun 	<p><u>Group/Together</u></p> <ul style="list-style-type: none"> * Doing things together is important * Always, maintain the relationship * Let them have peace—minimize conflict 	<p><u>Goals/Quality</u></p> <ul style="list-style-type: none"> * How to do it the best way is important * Be available to work closely with them * Let them have time to do things right
How to disagree with a	<p><u>Agree With Their Goal + Test</u></p> <p>Ask: Why do you think this is the best way? Have you considered other alternatives to reach your goal?</p>	<p><u>Agree on Their Vision + Time</u></p> <p>Allow time to pass. They get excited about so many things, they'll move on to something else.</p>	<p><u>Together</u></p> <p>Take the time to convince them that the disagreement will not disturb the relationship.</p>	<p><u>Facts</u></p> <p>Gather your facts. They will not be swayed by emotional appeals or verbal persuasiveness.</p>

UNDERSTANDING BEHAVIORAL CONSTRUCTS SUMMARY

Attribute	D	I	S	C
Their value in a Team	Provides the drive	Brings people along	Builds stable bonds	Dwells on details
Their major Strengths	Strength of initiative; task oriented, gets things done	Excitement; gets people involved, motivated and enthused	Good people skills; team player or leader	Very thorough and accurate in looking at all of the facts
Their major Weaknesses	Can be oblivious to feelings of others; impatient with others' weaknesses	Can be impulsive and may not focus attention on details or facts	Can sacrifice results for harmony or stability; reluctant to initiate	Can be too cautious or too thorough and lose sight of time
They are motivated By	Getting the task completed, and a challenge	Being important and approval of others; being visibility	Stable environments and relationships; appreciation	Being recognized as right; high quality
Their time Management	Their Focus is on the Now; Efficient use of time... likes to get to the point quickly without process	Their Focus is on Future; Tends to rush to the next exciting thing without completing the Now	Their Focus is on Present; Spends time in personal interaction sometimes to the detriment of the task	Their Focus is on Past; Works more slowly to ensure utmost quality and all of the "bases are covered"
The way they communicate	Tends to be one-way... not great listeners, better at starting conversations; becomes forceful under pressure:	Tends to be enthusiastic, often one-way, can inspire others; becomes talkative under pressure	Tends to be very good listener to others; becomes quiet and withholds under pressure	Tends to be a considerate listener, especially in relation to tasks; becomes very precise and defensive under pressure
Decision Making	Quickly; Always makes decisions with goal in mind	Intuitive; impulsively with lots of wins and loses	Stability; moves slowly, seeks the input from others	Reluctant; usually wants lots of facts
Their behavior Under Tension	Domineering	Talkative	Concedes	Fact finding
They need more of	Listening to others	Pausing and listening	Initiate in spite of hesitation	Make decisions without all facts

Personal and Work compatibility:

Styles	Excellent		Good		Fair		Poor	
	1	2	3	4	5	6	7	8
D - D			P		W			
D - I			P			W		
D - S	W					P		
D - C					W			P
I - I	P						W	
I - S	W				P			
I - C			W					P
S - S	P		W					
S - C		P W						
C - C	P		W					

K E Y	P ----- Personal Relationships
	W ----- Work Tasks
	1 ----- Best Possible
	8 ----- Poorest Possible

How DISC relate?

