

# What's Your Style?

Understanding DiSC Behavioral Characteristics and Impact on your Team's Results

There's no rule that says your co-worker needs to be your best friend, but even if you don't have anything in common or even like each other, treating co-workers positively, with respect, is a must for successful business results. Today's business environment is based on diversity of people – background, culture and personalities. Diverse personalities in the workplace produce creativity, energy, high performance and workplace effectiveness. However, mixing different styles can lead to personality conflicts, distrust and lack of respect between co-workers.

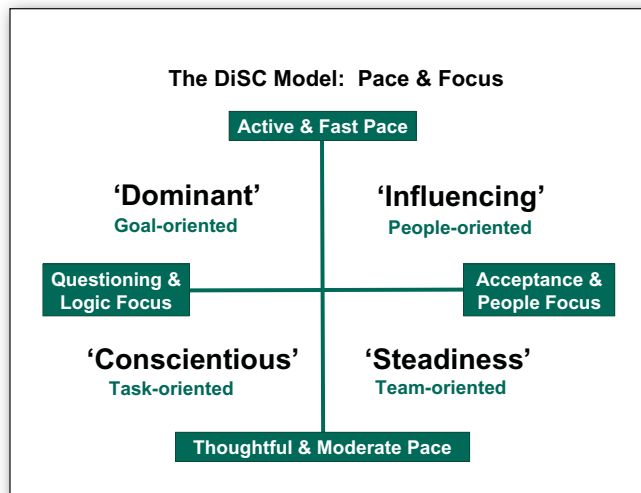
Personalities are a reflection of what motivates us. Motivation is a reflection of getting our needs met. When our needs are met, we feel good about ourselves and others and self-esteem increases. But what happens when a co-worker's behavioral style is difficult to understand or work with? What happens when your style doesn't mesh with another co-worker?

*What's Your Style?* equips you with the skills, knowledge and tools to navigate the diverse personalities within your workplace. You'll develop the ability to recognize when and how to modify your style to get the job done, and, recognize your co-worker's core motivations behind their actions. Knowledge is power and this is a powerful learning session.



It's a 1-day classroom experience. You'll attend with your co-workers and interact with them frequently during the class. It's very results-focused. You'll learn the DiSC concepts and then apply them immediately to the relationships and interactions with your co-workers.

In addition, you'll receive the 110-page *What's Your Style?* Concepts Guide, plus the People Reading Card job-aid, for effective on-job use of the DiSC concepts.



This class focuses on understanding your personal preferences for how you interact with others and get your work done. You'll complete an on-line survey and receive a customized report that describes your personal behavioral characteristics. You'll also spend time learning each of your team member's behavioral preferences. Benefits of this assessment and class are:

- In-depth understanding of the 4 dimensions of human behavior.
- How your behavioral style can speed your projects or slow them down – make sure you know the difference.
- Knowledge of your co-workers' predominant behavioral preferences and how to work with those preferences.
- Greater ability to influence your co-workers by learning to speak their behavioral language, not yours.
- Increased skill in communication - knowing how, what, when and extent of information to share with others – based on their style, not yours.
- How to present information to others that taps into their needs and motivation.



FOCUS PERFORMANCE SYSTEMS, INC.

13911 Ridgedale Drive • Minnetonka, Minnesota 55305 • Phone 952.595.8000 • Fax 952.595.0679 • Email [Info@FocusTools.com](mailto:Info@FocusTools.com) • [www.FocusTools.com](http://www.FocusTools.com)