JEST FOR SCHOOLS

Human Behaviours

Understanding Yourself and Others at Work

Human Behaviour

We all have a natural behavioural style, a style that takes the least amount of energy.

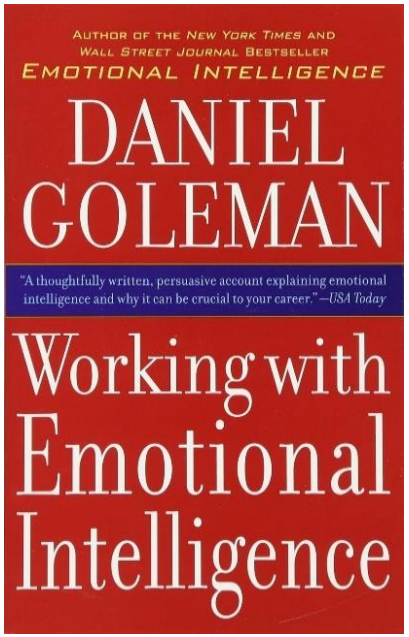
Knowing your natural behavioural style and how others may perceive you, is the **single most powerful tool** you can have in any business situation.

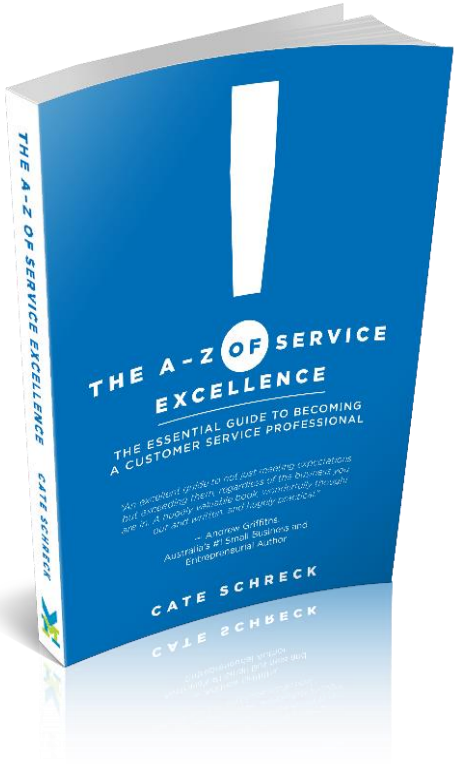
Knowing your style can help to improve your **EQ**

Components of Emotional Intelligence

Daniel Goleman

1. **Self-Awareness**
2. **Self-Regulation**





DISC History

460 BC - Hippocrates - Medicine

Identified 4 Styles of Behaviour

Choleric, Sanguine, Phlegmatic, Melancholic

1928 - Dr William Moulton Marston

Developed DISC - **D**ominance **I**nfluence **S**tability **C**ompliance

1950's - Ph.D. Students

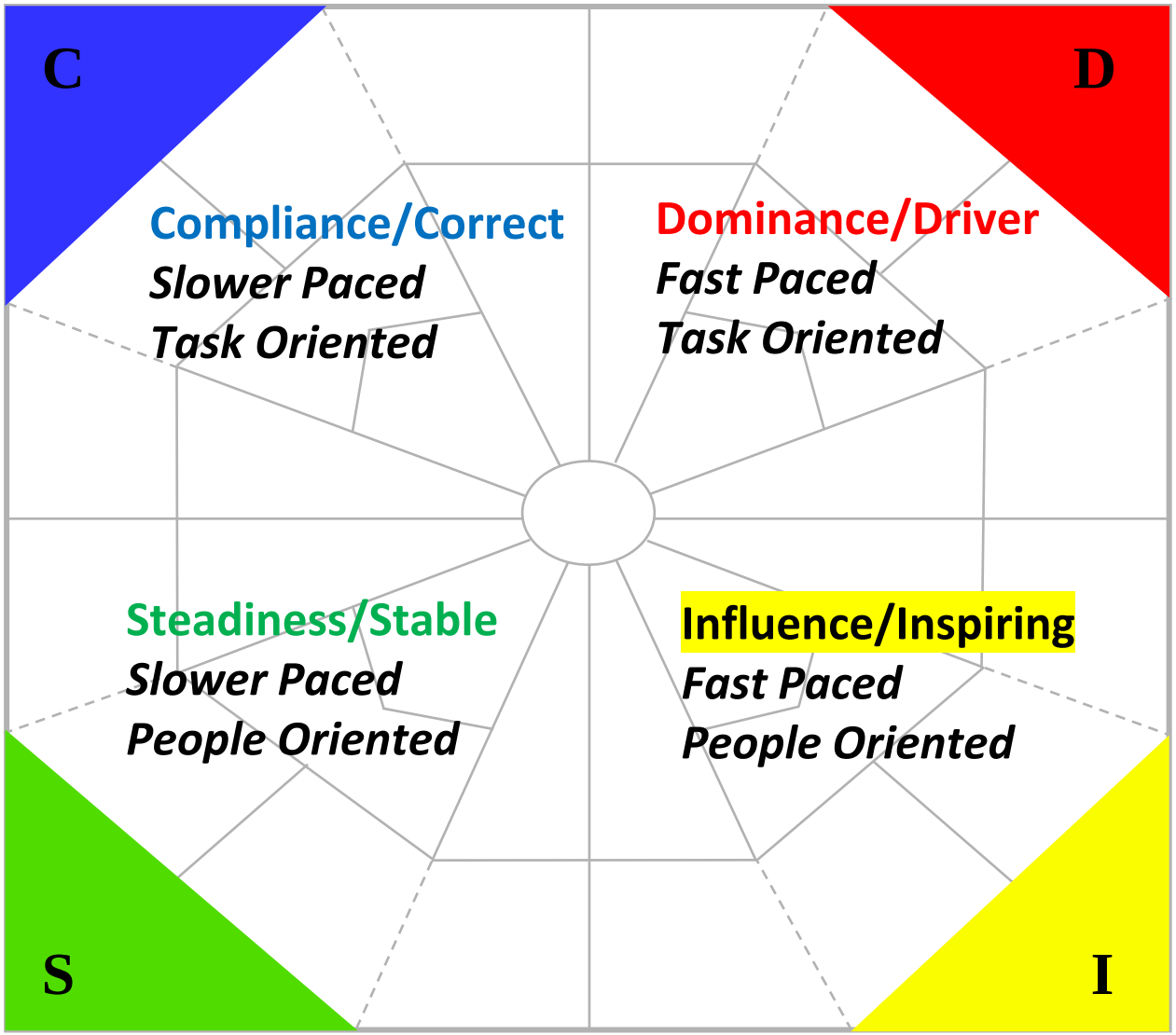
Developed the first DISC questionnaire

DISC Today

Evolved to incorporate a broad range of applications

Used by companies large and small around the world

The DISC Diamond



The DISC Model

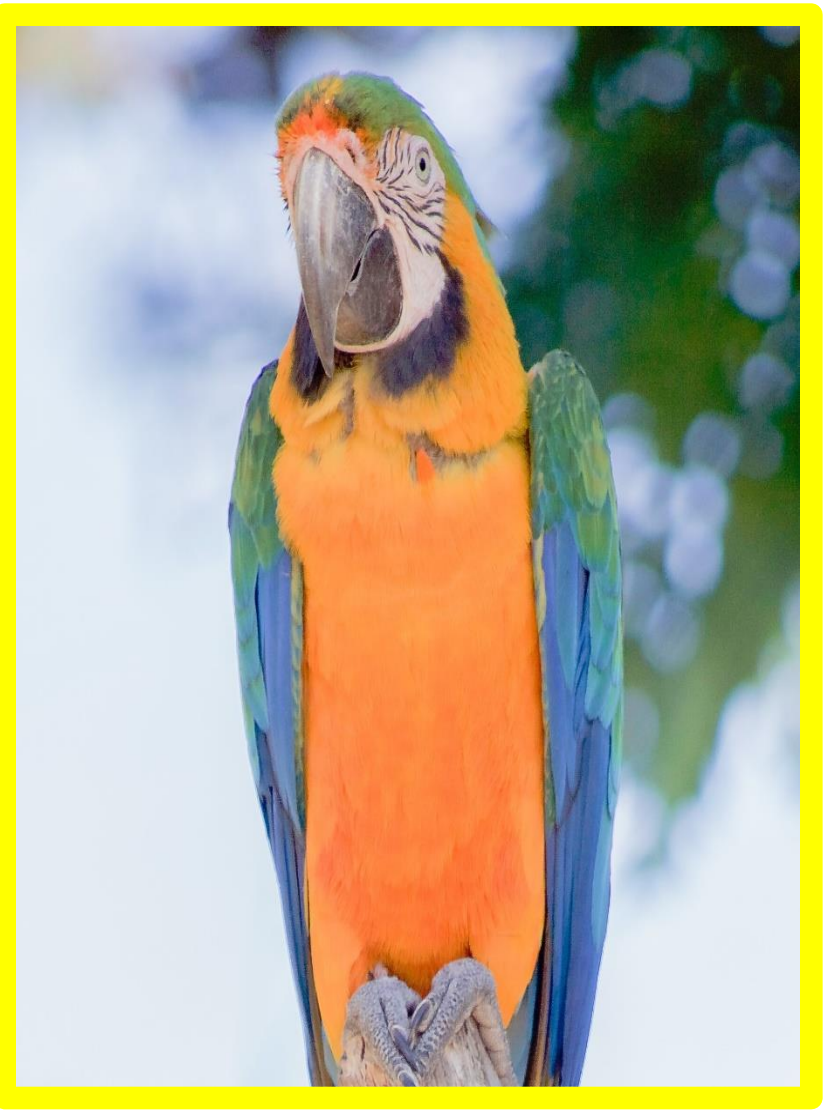
- Is a tool for **observing and analysing behaviour** - **not analysing an individual's whole personality.**
- **Does not** classify people as **good or bad, nor measures intelligence, knowledge or skills.**
- **None** of the behavioural styles is **better or worse.**
- You will likely identify with **a blend** of the 4 styles.

D-Style

- Decisive, tough
- Strong-willed
- Competitive, demanding
- Independent
- Moves fast, takes risks
- Goal oriented
- Gets things done now
- Likes control and power

D-Styles

I-Style



- Sociable
- Talkative, open
- Enthusiastic, energetic
- Persuasive
- Emotional
- Optimistic, lively
- People-oriented
- Spontaneous

I-Styles

S-Style

- Calm, steady
- Careful, patient
- Good listener
- Modest
- Trustworthy
- Laid back
- Persistent
- Shy/Quiet

S-Styles

C-Style

- Precise
- Follows rules
- Logical, careful
- Formal, disciplined
- Analytical
- Needs data, information
- Matter-of-fact
- Does things correctly

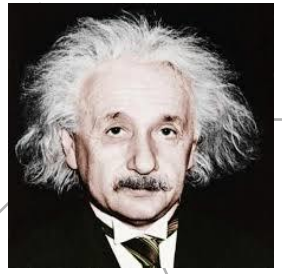
C-Styles

C

D

S

I



Is Not …
‘Can or Cannot Do’

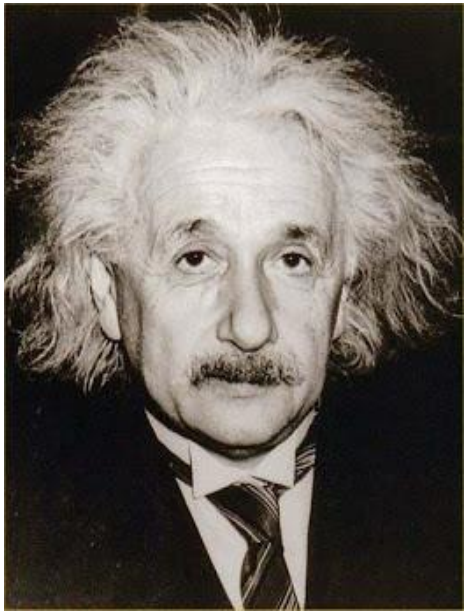
DISC relates to Energy

Why Bother?

Definition of Insanity

“Doing the same thing over and over and expecting a different result”

Einstein



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in the chat box

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