Step 1: Identify Temperaments Through Observation

Task
(Purpose)

Priority

Slower — Pace — Quicker

Relationships
(People)

C 16%

D 3%

S 69%

I 12%

TREA
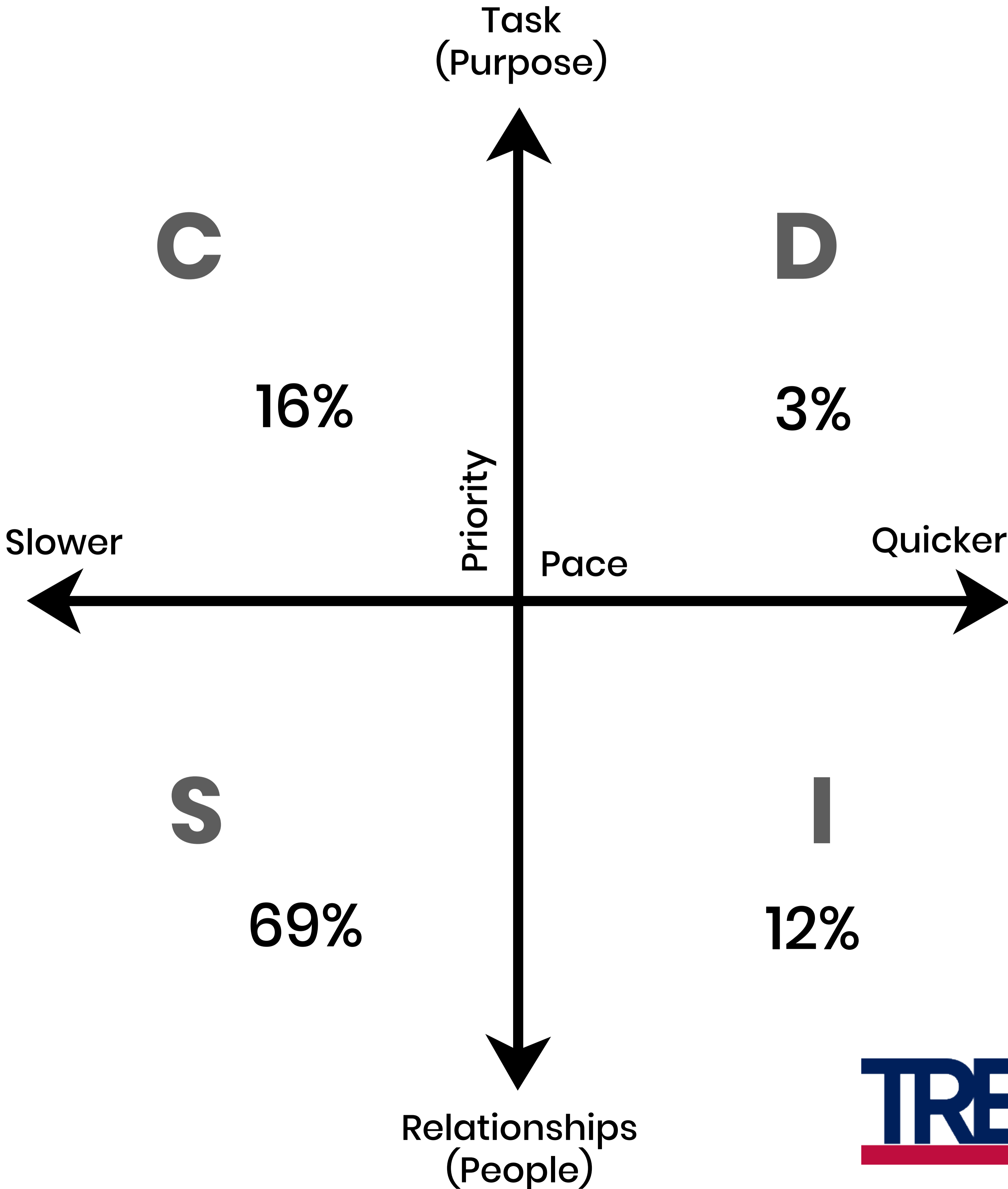
Step 2: Understand Relational Needs

	D	I	S	C
How to Relate to a:	**BE DIRECT** • Start with results/benefits first and then provide details only as needed • Be quick and to the point • Challenge them	**BE ENTHUSIASTIC** • Be positive, friendly • Provide praise • Validate their self-worth • Give them a feeling of "I need you"	**BE RELATIONAL** • Use friendship • Be easy-going • Be low-key on objectives • Don't push • Let them respond at their own pace	**BE ANALYTICAL** • Give clear facts • Present ideas objectively • Don't rush • Be specific and thorough
How to persuade a:	**Key question: WHAT?** • Focus on results/ bottom line first • Answer their question, "What are the benefits?"	**Key question: WHO?** • Provide emotions/ be enthusiastic • Share testimonies of significant people • Answer their questions, "Who else has done this?"	**Key question: WHY?** • Be friendly with them • Take time with them • Answer their question, "Why do you want to change things."	**Key question: HOW?** • To them it is important to do it right • Show them step-by-step how to do it • Answer their questions, "How do you want me to do this"
How to lead a:	**GOAL/RESULTS** • Give them the "what"—let them determine • the "how" Let them have CONTROL, be in charge of something	**GROUP/RECOGNITION** • Consult/counsel with them about ideas, projects, people • Recognize their efforts in front of others • Let them have FUN	**GROUP/TOGETHER** • Doing things • together is • important Always maintain • the relationship • Let them have PEACE—minimize conflict	**GOALS/QUALITY** • How to do it the • best way is important • Be available to • work closely with them Le them have time to do things RIGHT
How to disagree with a:	**AGREE with their GOAL+TEST** Ask, "Why do you think this is the best way? Have you considered other alternatives to reach your goal?"	**AGREE with their VISION+TIME** Allow time to pass. They get excited about so many things, they'll move on to something else	**TOGETHER** Take time to convince them that the disagreement will not disturb the relationship.	**FACTS** Gather your facts. They will not be swayed by emotions appeals or verbal persuasiveness.

What is your Superpower?

Simple Personality Test

Number between One and Five

_____

Number between One and Ten

_____

Favorite Color

_____

Vegetable

_____

The major Personality types

1. You _____ to others the same as you are.

2. _____ is _____ and has a strength

3. Why the DISC Model?

4. D = _____

5. I = _____

6. S = _____

7. C = _____

_____

_____

_____

_____

_____

_____

_____

_____

Higher D :

1. Tends to _____ problems _____

2. Thrives on the _____

3. Willing to ____ risk, _____ with force.

Lower D :

4. Solves _____ problems _____

5. Routine _____ are solved _____

6. _____ in taking _____

Higher I:

1. interacts, _____ with new people _____

2. Might be _____

Lower I:

3. Meets new people in a _____ manner.

4. Reserved with _____ not known _____

5. Approach New _____ reflectively vs.

   emotionally.

Higher S:

1. Wants _____ , deliberate _____

2. Team loyalist, Good _____

3. Might not get the ___ _____

Lower S:

4. Flexible, _____ Workplace

5. Multitasker, _____ easily

6. Might not get the _____ done

Higher C:

1. _____ to rules and _____

2. Like _____ done _____

3. _____ control _____

4. An MLS takes a _____ _

Lower C:

5. _____ of standard rules & _____

6. With Rules and _____, _____ will win

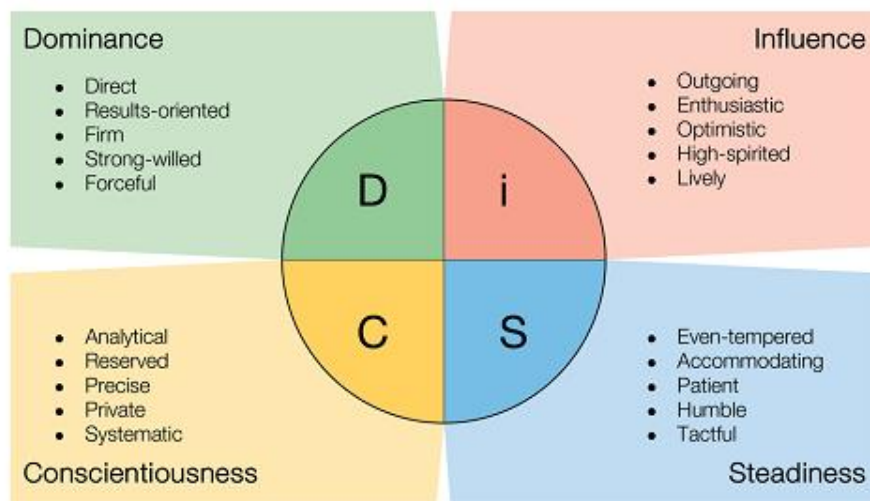7. Getting the listing into MLS, = _____

Not Good or Bad

Every profile has introverts

There is _____ such thing as killer _____

What is your Superpower?

Simple Personality Test

Number between One and Five

_____

Number between One and Ten

_____

Favorite Color

_____

Vegetable

_____

The major Personality types

1. You *relate* to others as you are.

2. *Everyone* is *unique* and has a strength

3. Why the *DISC* Model?

4. D = *Dominance : 3%*

5. I = *Influencer : 11%*

6. S = *Stability : 69*

7. C = *Cautious : 17%*

Higher D :

1. Tends to *Solve* problems *quickly*

2. Thrives on the *Difficult*

3. Willing to *take* risk, *Possibly* with

    force.

Lower D :

4. Solves *New* problems *deliberately*

5. Routine *problems* are solved *quickly*

6. *Might* *hesitate* in taking *control*

Higher I:

1. interacts, *connects* with new people

    easily

2. Might be *impulsive*

Lower I:

3. Meets new people in a *controlled*

    manner.

4. Reserved with *people* not known *well*.

5. Approach New *relationships* reflectively

    vs. emotionally.

Higher S:

1. Wants **_Controlled_**, deliberate

   predictable _environment_.

2. Team loyalist, Good **_Listener_**.

3. Might not get the **_easily or naturally_**

Lower S:

4. Flexible, **_unstructured_** Workplace

5. Multitasker, **_boars_** easily

6. Might not get the **_all tasks_** done

Higher C:

1. **_Adhears_** to rules and standards

2. Like **_things_** done **_correctly_**.

3. **_Quality_** control **_interests_**.

4. An MLS takes a **_forever_**.

Lower C:

8. **_Independent_** of standard rules &

   procedures.

9. With Rules and **_guidelines_**, **_results_** will

   win

10. Getting the listing into MLS, = **_this_**

    month.

Not Good or Bad
Every profile has introverts

There is **not** such thing as killer **profile**.