

VALUING OURSELVES & OUR DIFFERENCES

“Leadership Perspective”

USING THE DISC & OTHER ASSESSMENTS WITHIN CLOVERLEAF TO IMPROVE & MAINTAIN
SELF-AWARENESS COMMUNICATION & INTERPERSONAL RELATIONS

Our Time Together

- Be Present
- Be willing to Listen to Understand
- Be Open to Learn and to Share
- Be Respectful
- Brave-Safe Zone / Vegas Rules
- Participate
- Have Fun



OBJECTIVES

- **INCREASE EFFECTIVENESS**
- **IMPROVE COMMUNICATION & INTERPERSONAL RELATIONS**
- **REDUCE STRESS**
- **SELF & TEAM AWARENESS**

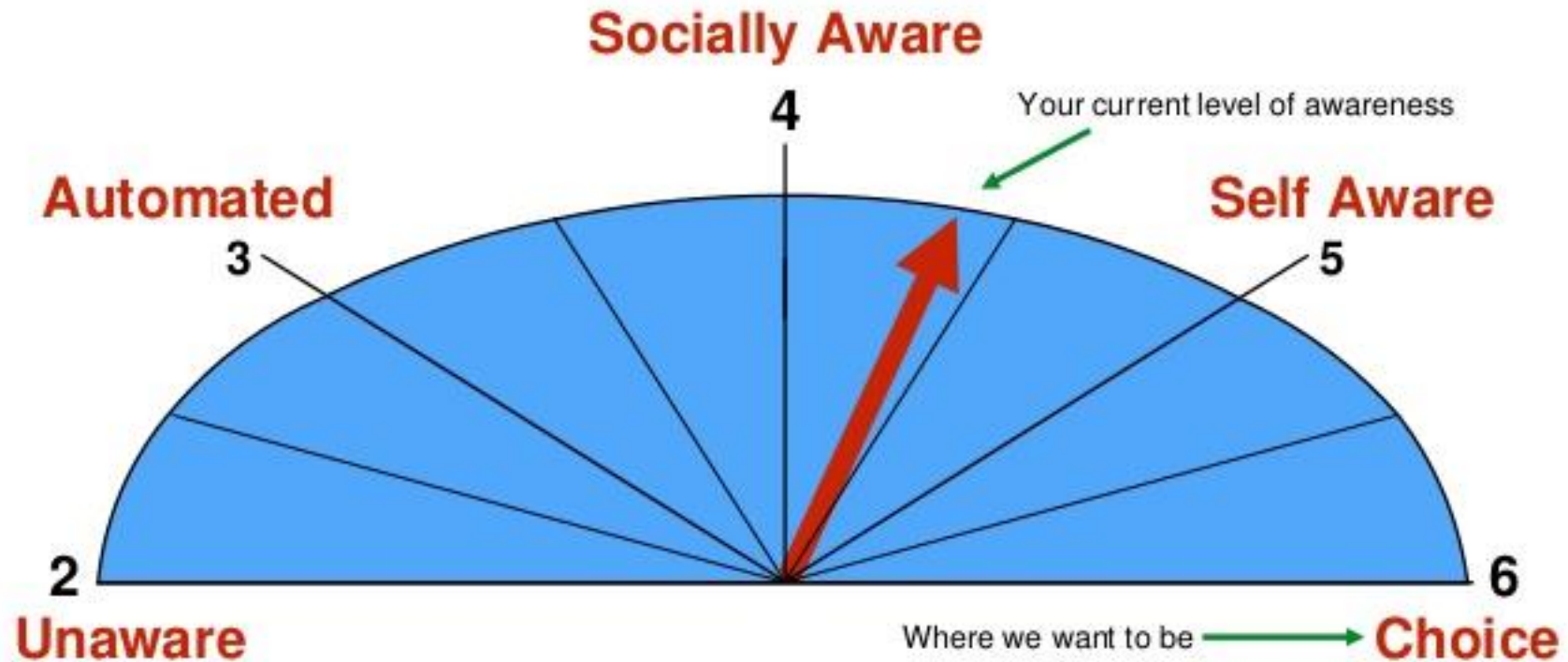


4 Domains of Emotional Intelligence (EI) / Emotional Quotient (EQ)

- **Self-awareness:** This involves recognizing one's own emotions and how they affect thoughts and behavior. It includes an accurate self-assessment of one's strengths and limitations and a well-grounded sense of self-confidence.
- **Self-management:** This refers to managing one's emotions in healthy ways, maintaining control and adaptability in the face of change, stress, or challenging circumstances. It includes the ability to follow through on commitments, and the capacity to stay optimistic and positive even in the face of difficulty.
- **Social awareness:** This entails the ability to understand the emotions, needs, and concerns of other people, pick up on emotional cues, feel comfortable socially, and recognize the power dynamics in a group or organization. This includes empathy, organizational awareness, and service orientation.
- **Relationship management:** This involves the ability to develop and maintain good relationships, communicate clearly, inspire and influence others, work well in a team, and manage conflict. It is about making deep connections with others and moving people in the desired direction, whether towards a goal or through a process of change.

Self Awareness Scale

This is the AwarenessOmeter





TELL US ABOUT YOURSELF!

- NAME
- WHAT ABOUT THE ASSESSMENT SURPRISED YOU?"

PEOPLE I PREFER & OTHERS

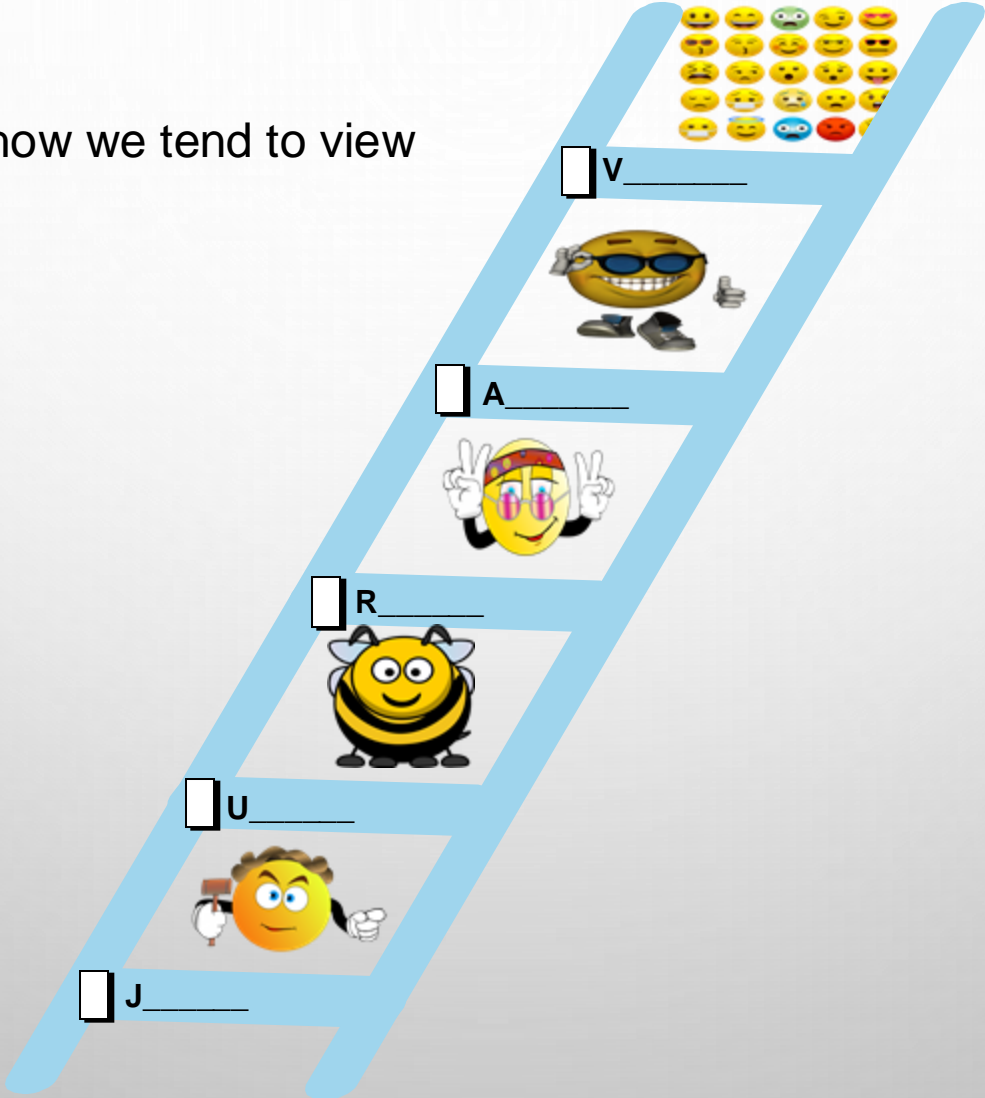
•EXERCISE:

1. PICK TWO PEOPLE IN YOUR LIFE THAT YOU THINK ARE LIKE YOU.
2. PICK TWO PEOPLE IN YOUR LIFE THAT ARE DIFFERENT THAN YOU.
3. PICK TWO PEOPLE IN YOUR LIFE THAT YOU REALLY ENJOY BEING WITH.
4. PICK TWO PEOPLE IN YOUR LIFE THAT YOU FIND ANNOYING.
5. PICK TWO PEOPLE IN YOUR LIFE THAT YOU WOULD LIKE TO IMPROVE YOUR RELATIONSHIP WITH.

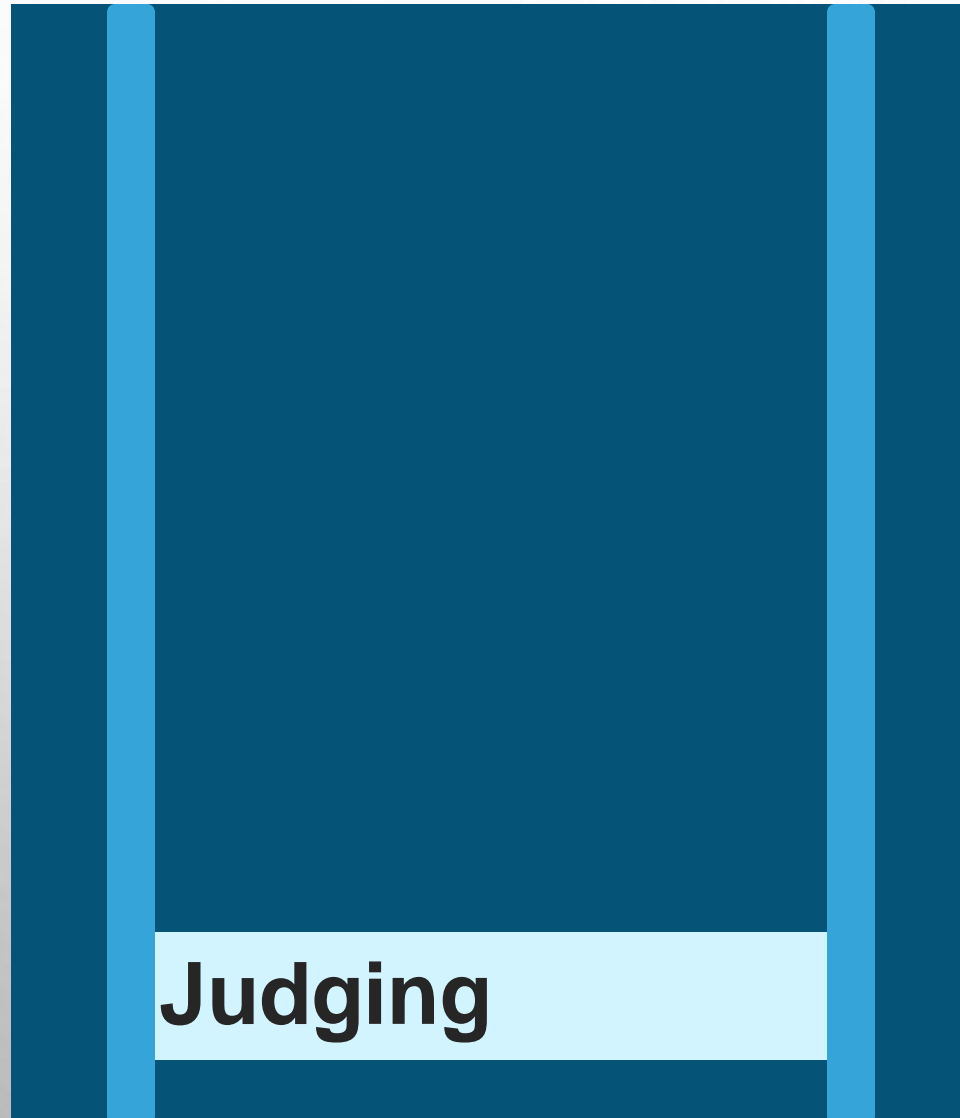


JUDGING TO VALUING LADDER

There is a natural progression of how we tend to view others.



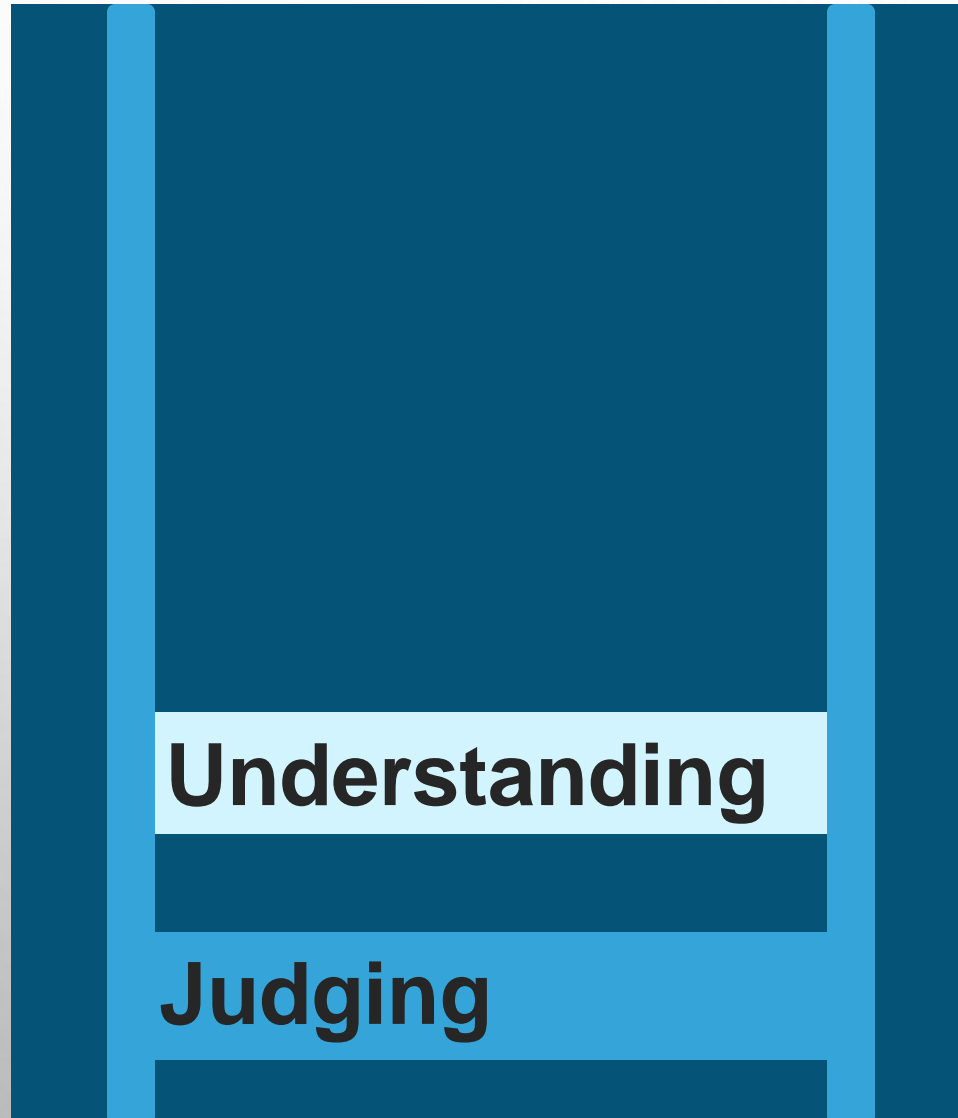
JUDGING TO VALUING LADDER



JUDGING OTHERS BASED
ON OUR OWN
PREFERENCES.



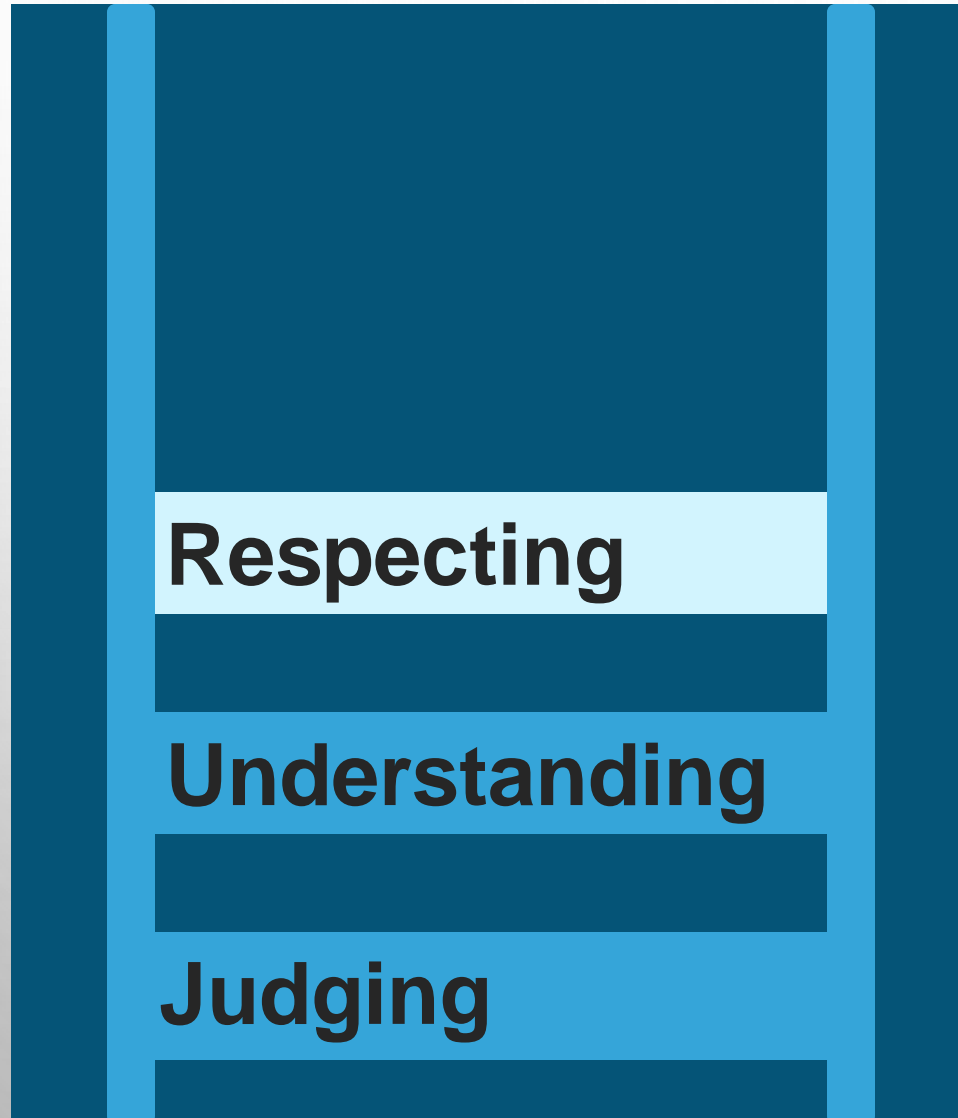
JUDGING TO VALUING LADDER



UNDERSTANDING HOW AND WHY PEOPLE ARE NOT LIKE US.



JUDGING TO VALUING LADDER



SINCERELY RESPECTING
DIFFERENCES.



JUDGING TO VALUING LADDER

Appreciating

Respecting

Understanding

Judging

APPRECIATING THAT PEOPLE ARE DIFFERENT FROM US INSTEAD OF BEING COPIES OF OURSELVES.



JUDGING TO VALUING LADDER

Valuing

Appreciating

Respecting

Understanding

Judging

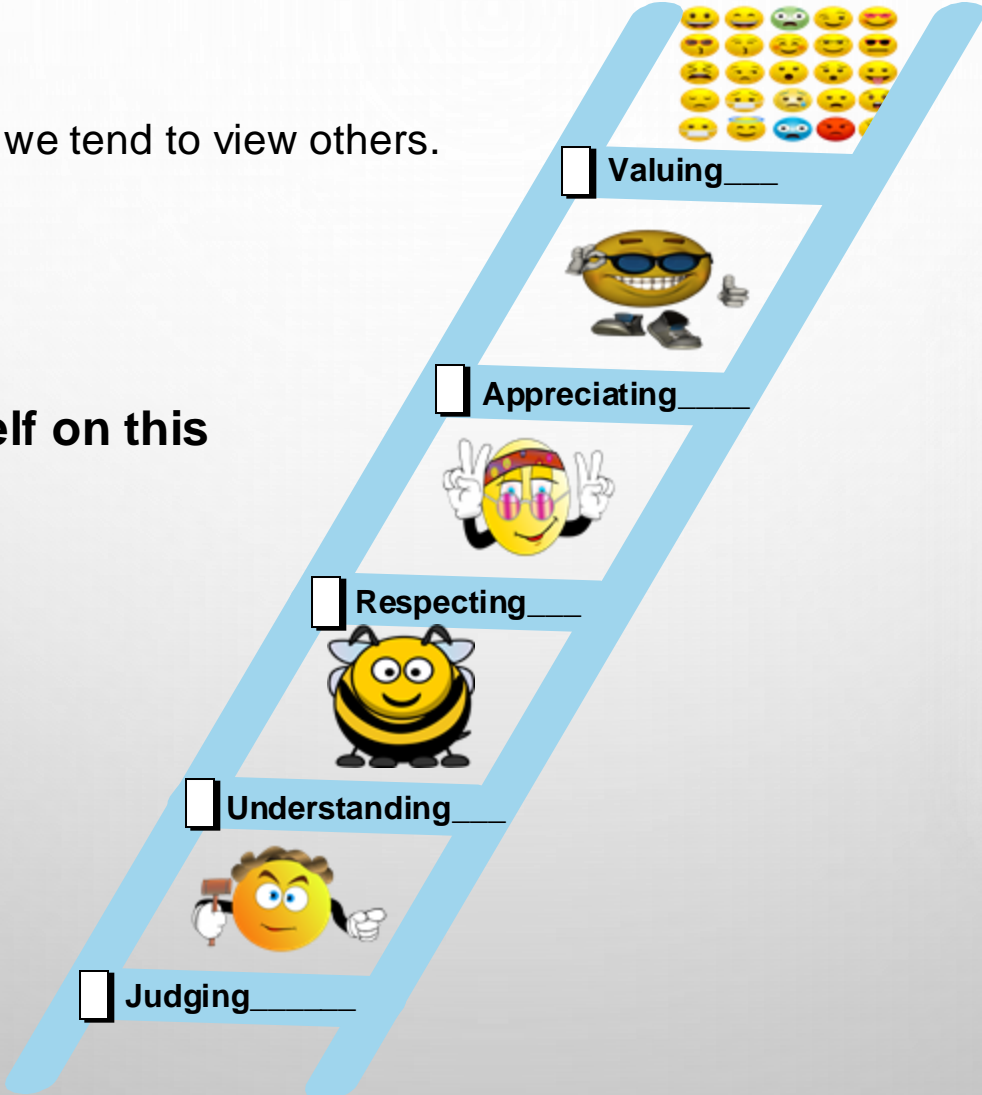
VALUING OTHERS AND
MAKING THE MOST OUT
OF THE DIFFERENCES IN
OUR LIVES.



JUDGING TO VALUING LADDER

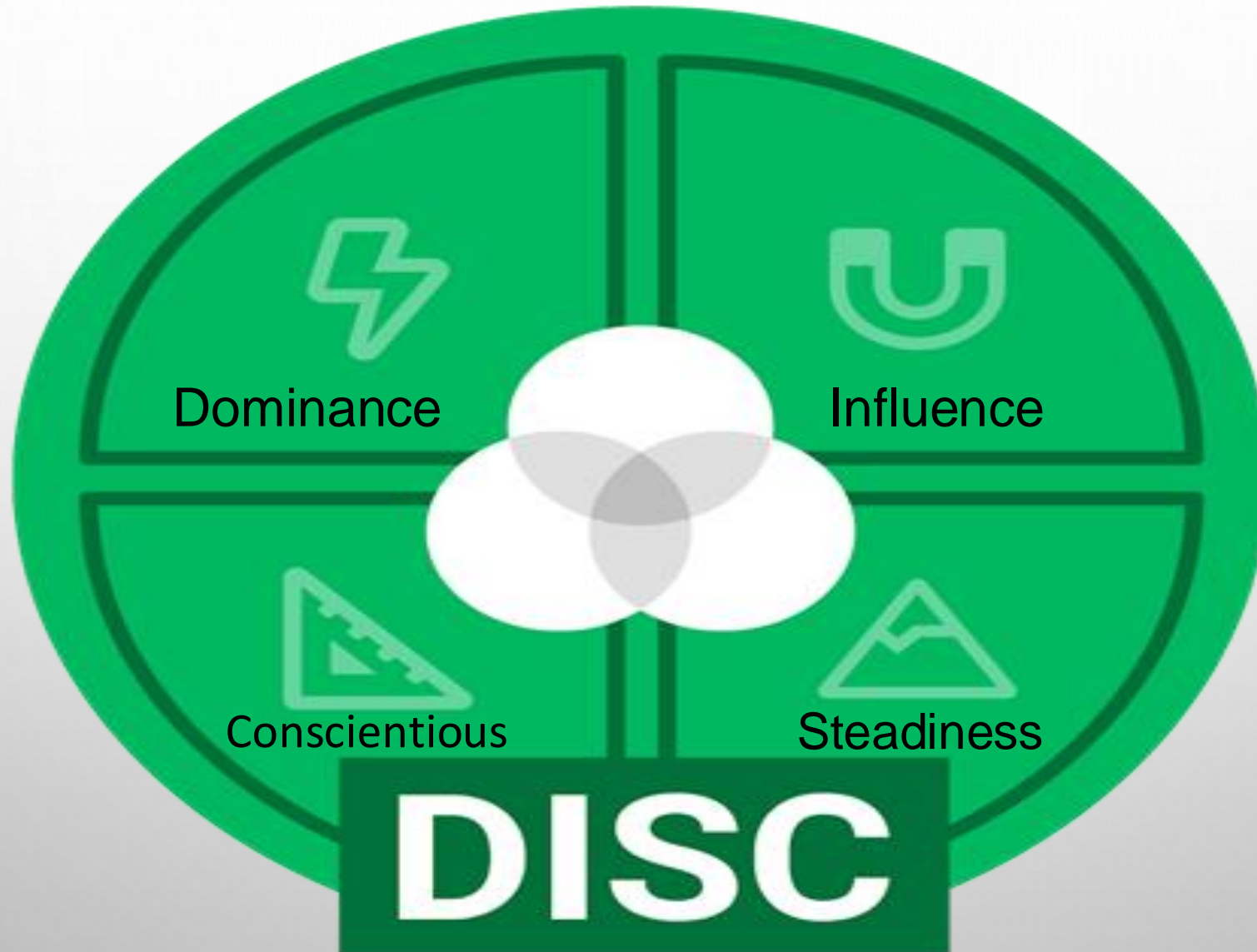
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Where might you plot yourself on this ladder?



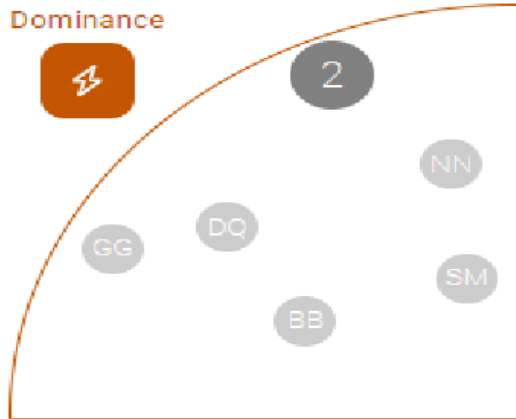


DISCOVER OUR
STYLES OF BEHAVIOR
AND EXPLORE THE
GENERAL
PREFERENCES OF OUR
STYLES

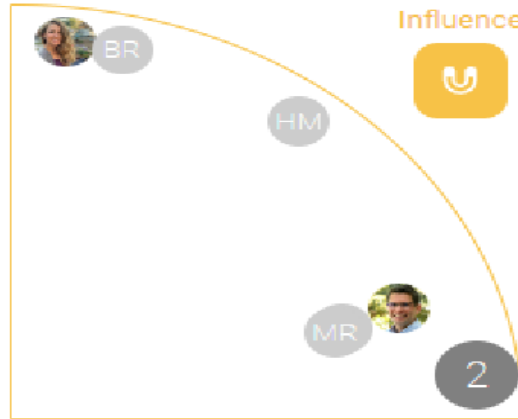


TEAM DISC CIRCLE ?

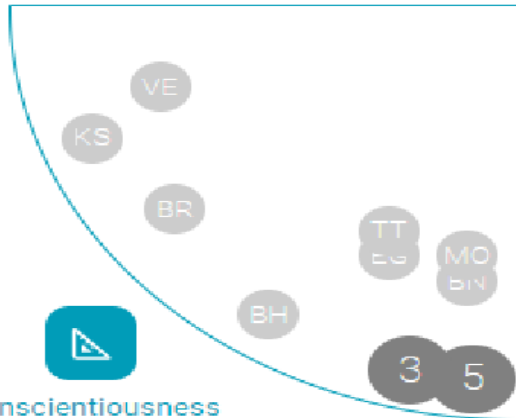
Dominance



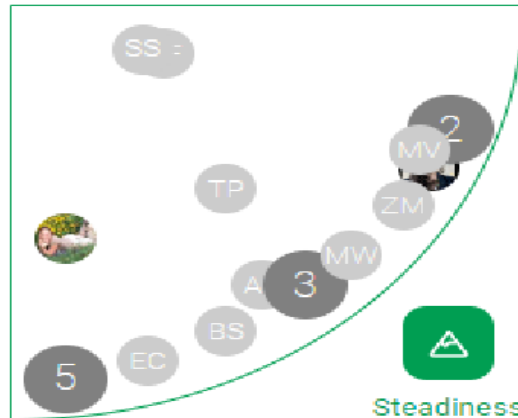
Influence



Conscientiousness



Steadiness



TEAM DISC ?

✓ SC: Technician

Patient, persistent, orderly, precise Likes challenging technical assignments with data to interpret and draw conclusions. Opinionated, prefers logic over emotion. Not focused on pleasing people, prefers to work alone. Can be perceived as blunt. Inflexible when change is necessary, prefers predictability, certainty and the familiar.

⚡ Dominance 33

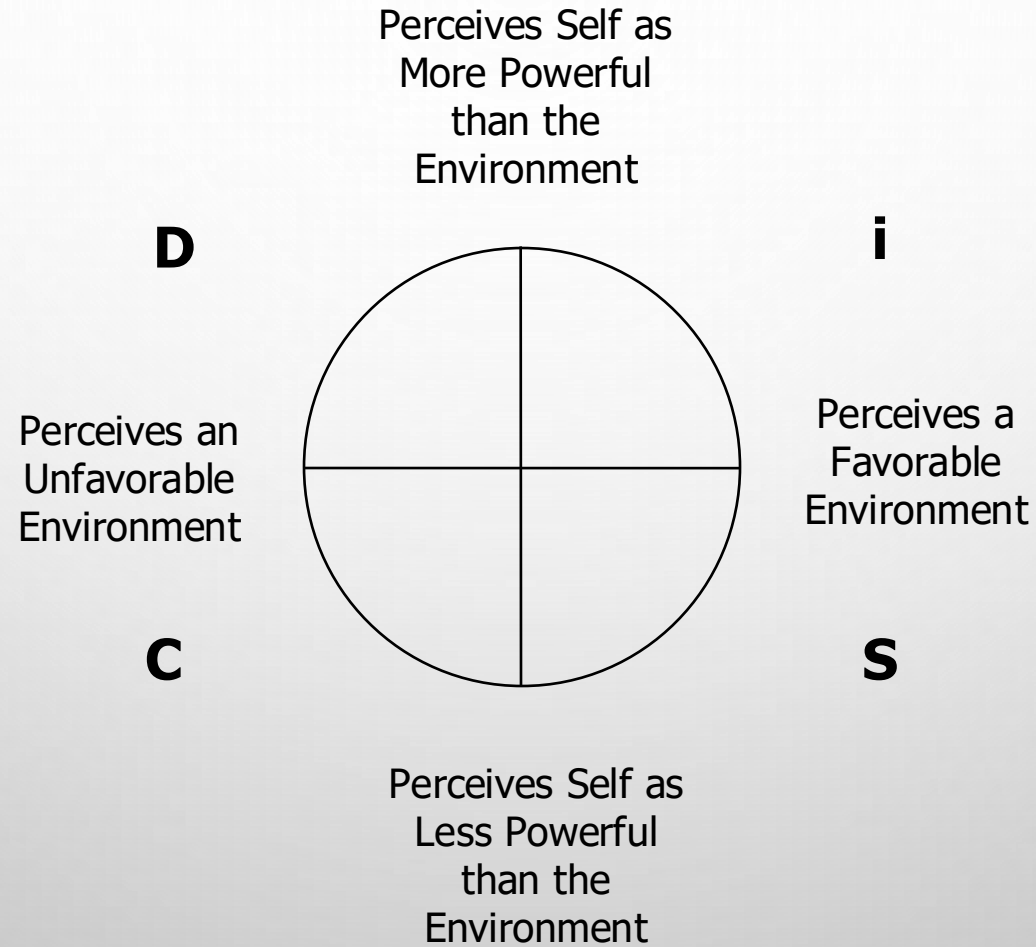
😊 Influence 46

△ Steadiness 69

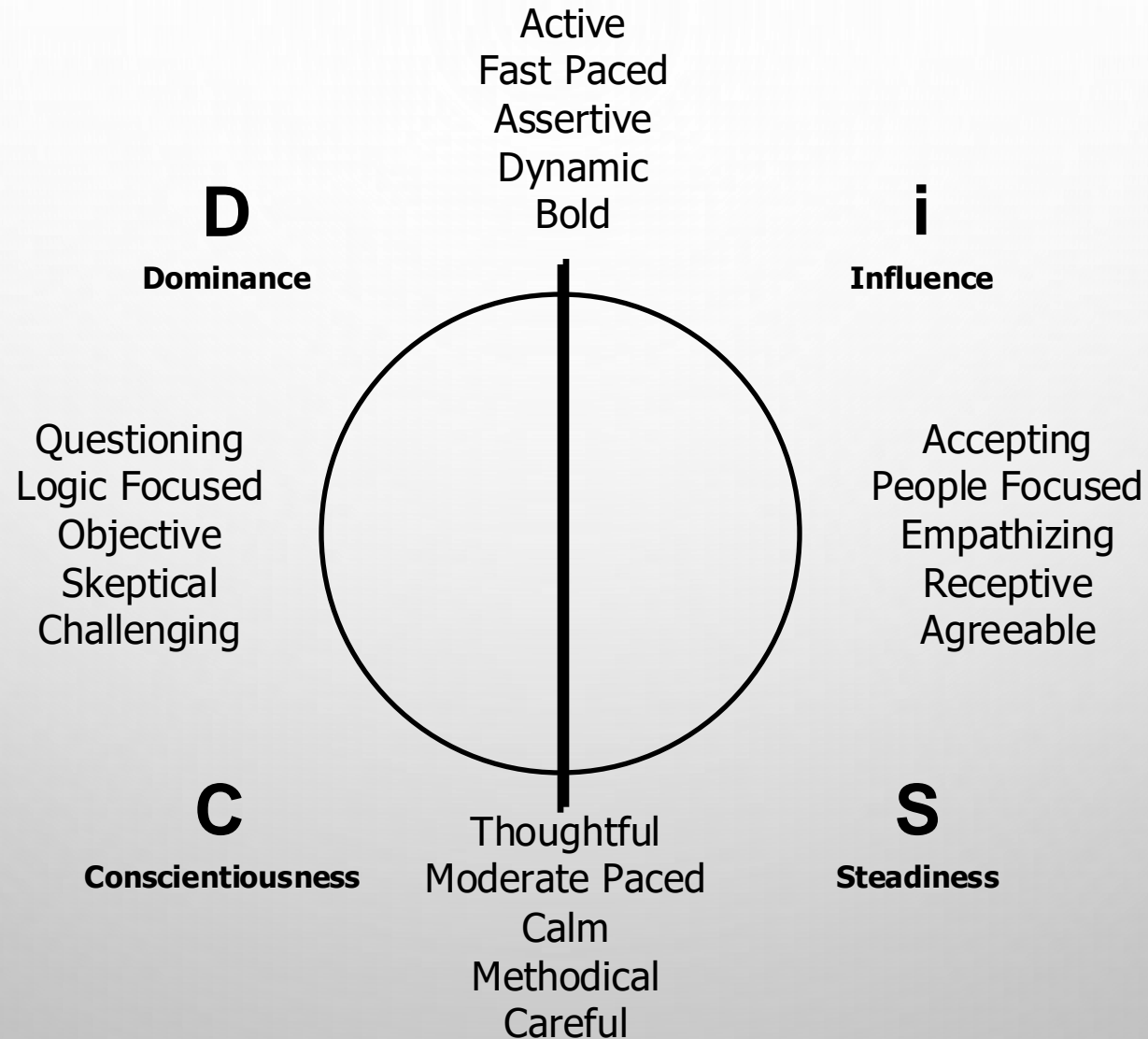
📏 Conscientiousness 64

TRADITIONAL DISC[®] MODEL

Perceived Power and Favorability of the Environment



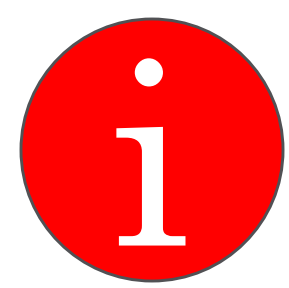
DISC MODEL





Dominant

General Characteristics	Decisive, results-oriented, and competitive. Dominant leaders prefer to lead from the front and are very goal-focused.
Value to Team	Drives results and encourages progress. Takes charge during crises and makes quick decisions. Pushes the team towards achieving objectives.
Possible Weaknesses:	Can be overly aggressive or harsh. Might overlook others' input or feelings. Prone to taking risky decisions without thorough deliberation.
Greatest Fear:	Being seen as weak or ineffective. Losing control over situations.
Motivated By	Challenges and power. Achievements and winning. Direct results from actions.



Influence

General Characteristics	Sociable, persuasive, and optimistic. Leaders with high Influence excel in roles that require engaging and motivating others.
Value to Team	Boosts morale and fosters a positive atmosphere. Excels in communicating, negotiating, and persuading. Brings creativity and a positive outlook.
Possible Weaknesses:	May lack attention to detail. Could Struggle with organization and follow-through. Can be overly optimistic, ignoring potential risks.
Greatest Fear:	Rejection and not being accepted or valued by others.
Motivated By	Social recognition and relationships. Freedom of expression and group activities. Positive environments and collaboration.



Steadiness

General Characteristics	Calm, patient, and cooperative. Steady leaders are very supportive and prefer stability and harmony.
Value to Team	Provides a stabilizing and harmonious influence. Builds strong, loyal relationships. Excellent at roles requiring consistent performance and support.
Possible Weaknesses:	Resistant to change, preferring routine. Can be overly accommodating, sometimes at their own expense. May avoid necessary confrontations.
Greatest Fear:	Loss of security. Loss of stability and sudden change.
Motivated By	Appreciation and safety. Consistency and predictable environments. Cooperation and non-competitive situations.



Conscientiousness

General Characteristics	Detail-oriented, analytical, and methodical. Conscientious leaders thrive on information and accountability.
Value to Team	Brings a critical eye for planning and processes. Ensures accuracy and maintains high standards. Relies on facts and data to guide decisions.
Possible Weaknesses:	Can become bogged down in details, leading to analysis paralysis. May seem overly critical or inflexible. Struggles with spontaneity and quick decision making.
Greatest Fear:	Criticism. Criticism of their work or appearing incompetent.
Motivated By	Quality and accuracy. Stable environments and structured tasks. Logical processes and detailed planning.

Keys for Relating to Other Styles

Keys for relating to D – Dominance

High D's want others to be direct, straightforward, and open to their need for results.

Be sure to

- make communication brief and to the point
- respect their need for autonomy
- be clear about rules and expectations
- let them initiate
- show your competence
- stick to the topic
- show independence
- eliminate time-wasters

Be prepared for

- blunt, demanding approaches
- lack of empathy
- lack of sensitivity
- little social interaction



Keys for relating to i – Influence

High i's want others to be friendly, emotionally honest, and to recognize the high i's contributions.

Be sure to

- approach them informally
- be relaxed and sociable
- let them verbalize thoughts and feelings
- keep the conversation light
- provide written details
- give public recognition for individual accomplishments
- use humor

Be prepared for

- attempts to persuade or influence others
- a need for the limelight
- overestimation of self and others
- overselling ideas
- vulnerability to perceived rejection



Keys for relating to S – Steadiness

High S's want others to be relaxed, agreeable, cooperative, and appreciative.

Be sure to

- be systematic in your approach
- provide a consistent and secure environment
- let them know how things will be done
- use sincere appreciation
- show their importance to the organization
- let them adapt slowly to change

Be prepared for

- friendliness to colleagues and supervisors
- resistance to change
- difficulty identifying priorities
- difficulty with deadlines



Keys for relating to C – Conscientiousness

High C's want others to minimize socializing, give details, and value accuracy.

Be sure to

- provide clear expectations and deadlines
- show dependability
- demonstrate loyalty
- be tactful and emotionally reserved
- allow precedent to be a guide
- be precise and focused
- value high standards

Be prepared for

- discomfort with ambiguity
- resistance to vague or general information
- desire to double-check
- little need for affiliation with others



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Empowerment | Self-Awareness | Curiosity

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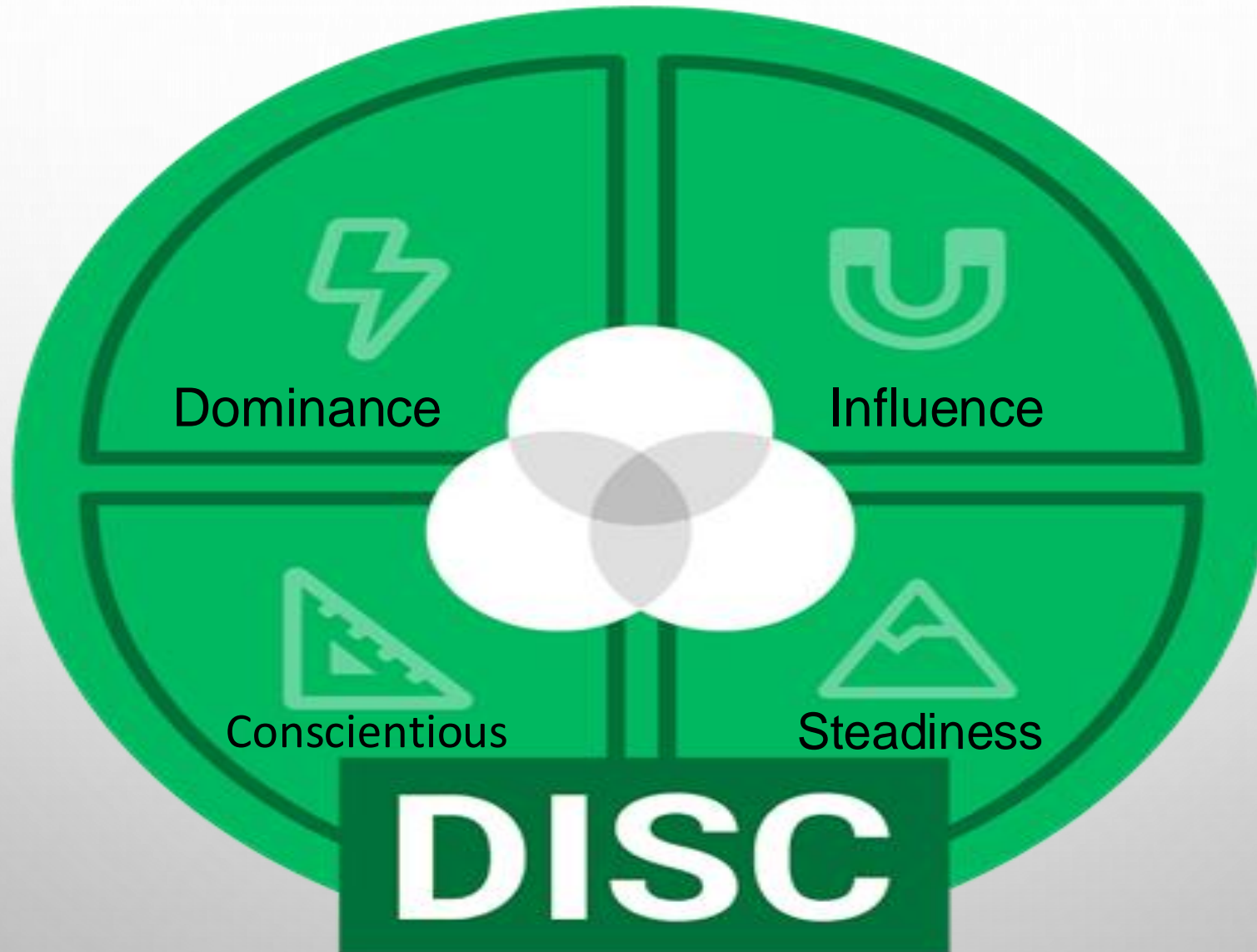
Facilitated by: Demetrius Parker / Trust Leadership Collective

Phone: 720-805-7968

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Style Reactions Under Stress

DEMAND

Goal: Victory

- Becomes aggressive and autocratic
- Creates win/lose outcomes
- Refuses to bend
- Overpowers with force

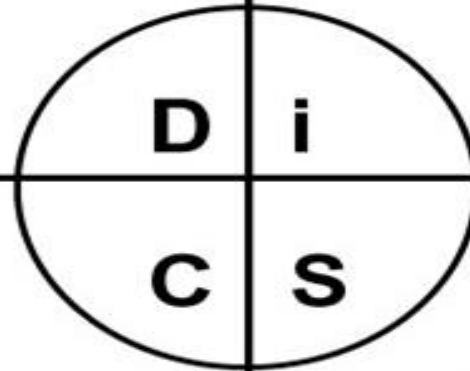
Tends to:
ASSERT

EXPRESS

Goal: Acknowledgement

- Wants to be heard
- Glosses over tension initially
- Verbalizes feelings impulsively
- Personally attacks

Focus on:
LOGIC



Focus on:
FEELINGS

- Becomes defensive
- Strategizes in controlled fashion
- Resists passive-aggressively
- Overpowers with logic and facts

- Avoids aggression
- Tries to save relationships
- Accommodates or gives in
- Simmers beneath the surface

WITHDRAW

Goal: Justice

Tends to:
SUPPRESS

COMPLY

Goal: Harmony

DEMAND

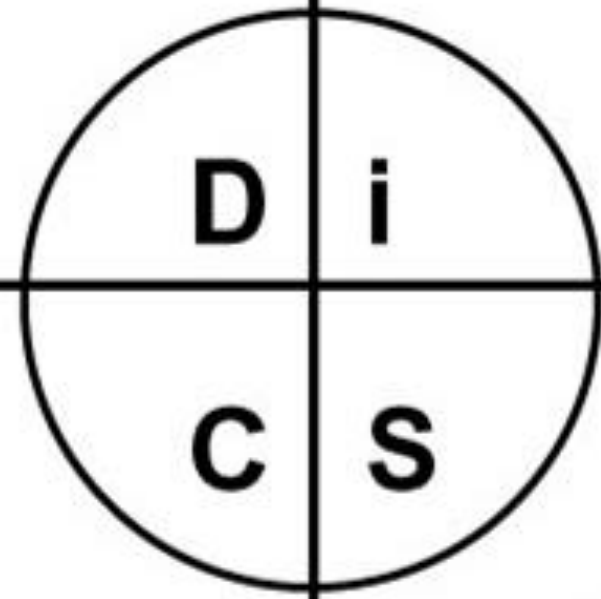
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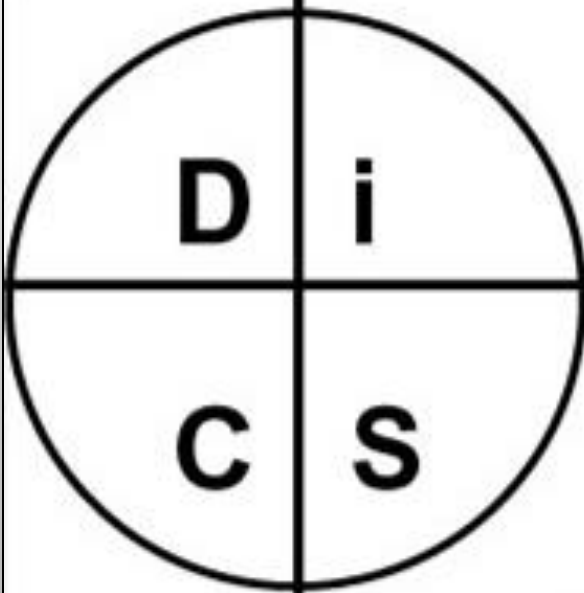


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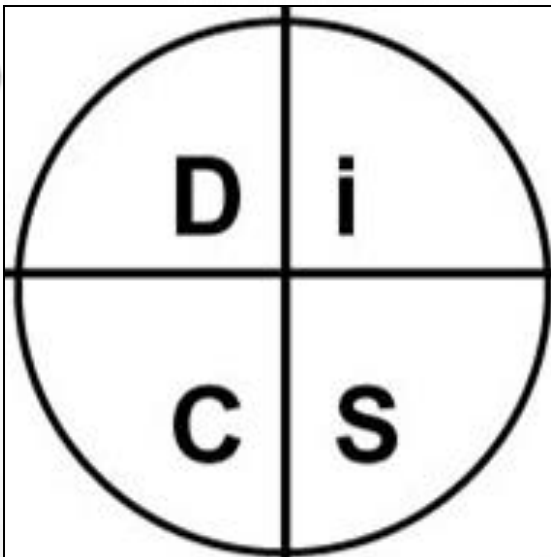
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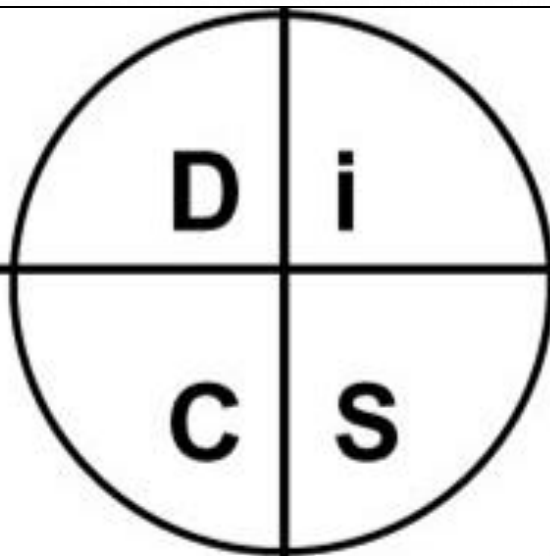
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