



Understanding and Developing Your Potential and Strengths

A Workshop Exclusively for Small Business Owners and Their Team

Bottom Line – We Love Small Business™

Roles & Environment That Allow Them To Be & Do

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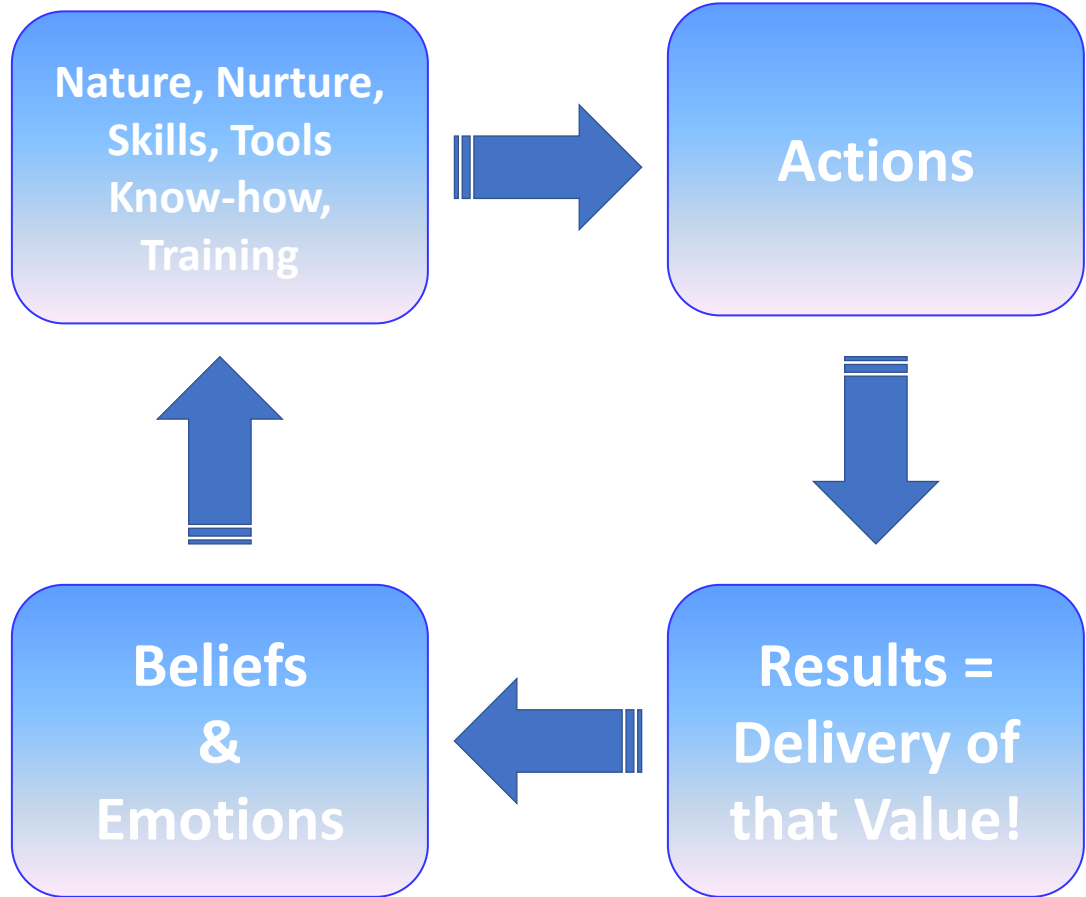
- BP Focused
- Problem solve, have a challenge
- Take ownership
- Access based on results
- Free from details
- Autonomy
- Variety, fast-paced
- Can make decisions
- Initiate, Complete
- Tasks
- Outside, outdoor, extroverted
- Physical movement
- Creative, innovate
- Try new things

- BP Focused
- Fast Paced
- Variety
- People, People, People
- Be influential
- Socialize, FUN!
- People, not necessarily customer...
- Welcome committee
- Start relationship
- Initiate
- Optimistic
- Lead team toward
- Creative solution to challenges

- Service focused
- People focused
- Fill needs
- Quality time
- Logistics, plan, take care of...
- Counting, enough for everyone?
- Time to adjust, consider
- Walk though
- Comfort, stability
- Pace, quiet environment
- Warmth, favorable environment
- Take their time
- Can follow process
- Time to learn, notified of pre-empted of changes coming
- Sharing, caring

- Detail focused
- Information based decisions
- Gather, sort, put together information, access, give options
- High Standards
- Cautious, accurate
- Think through
- Double check work
- Checklist, quality control
- Know what is expected
- Work within, established system, proven system
- Private, alone, quiet

Potential





DISC, Hiring & Job Benchmarking

Hiring the Right Fit

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Aligning Potential with the Job

Make Smarter Hiring Decisions

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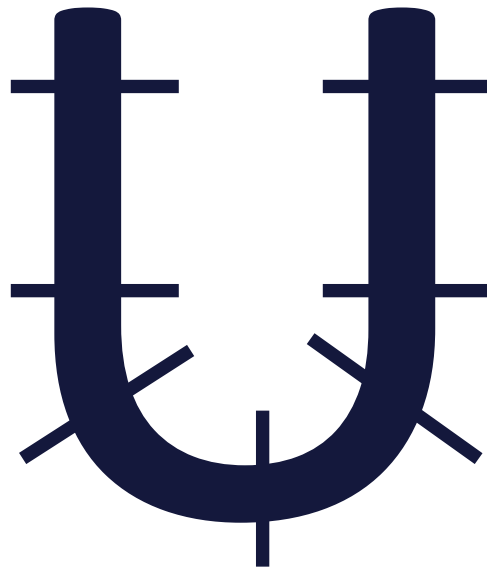
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Benchmarking for Success: Win, Win

Top & Those w/Most to Improve	Entire Team	Work Environment	No Established Guidelines for Role
<ul style="list-style-type: none"> • For larger team, more economical option • Top performers and low performers • Find out what truly is working and not working, through DISC/Motivator Lens • Identify A players • Create benchmark 	<ul style="list-style-type: none"> • Top, bottom, and everything in between • Know where entire team is at • Great for team training – Teambuilding, Sales, Customer Service • What’s working, not working and kind of working • Establish benchmark 	<ul style="list-style-type: none"> • Complements all options to left • Have someone currently in role take • DISC assessment through lens of “What they perceive the job is.” • Receive the DISC results back of what that perception looks like – What best fits role, what is the team’s expectations with role, consistent with what management expected? 	<ul style="list-style-type: none"> • Drafting a job description • Review activities and communications • Mastermind – 12 behaviors, 4 styles and motivators best fit for role • Select top 4-6 behaviors • Create first benchmark • If support role person?

Different version of report to fill different needs

“The Sweet Spot”



MUST never, non-negotiables, not getting results, doesn't fit values and culture, toxicity, immediate termination

Candidates absolutely do not work!

Marginal or Poor results

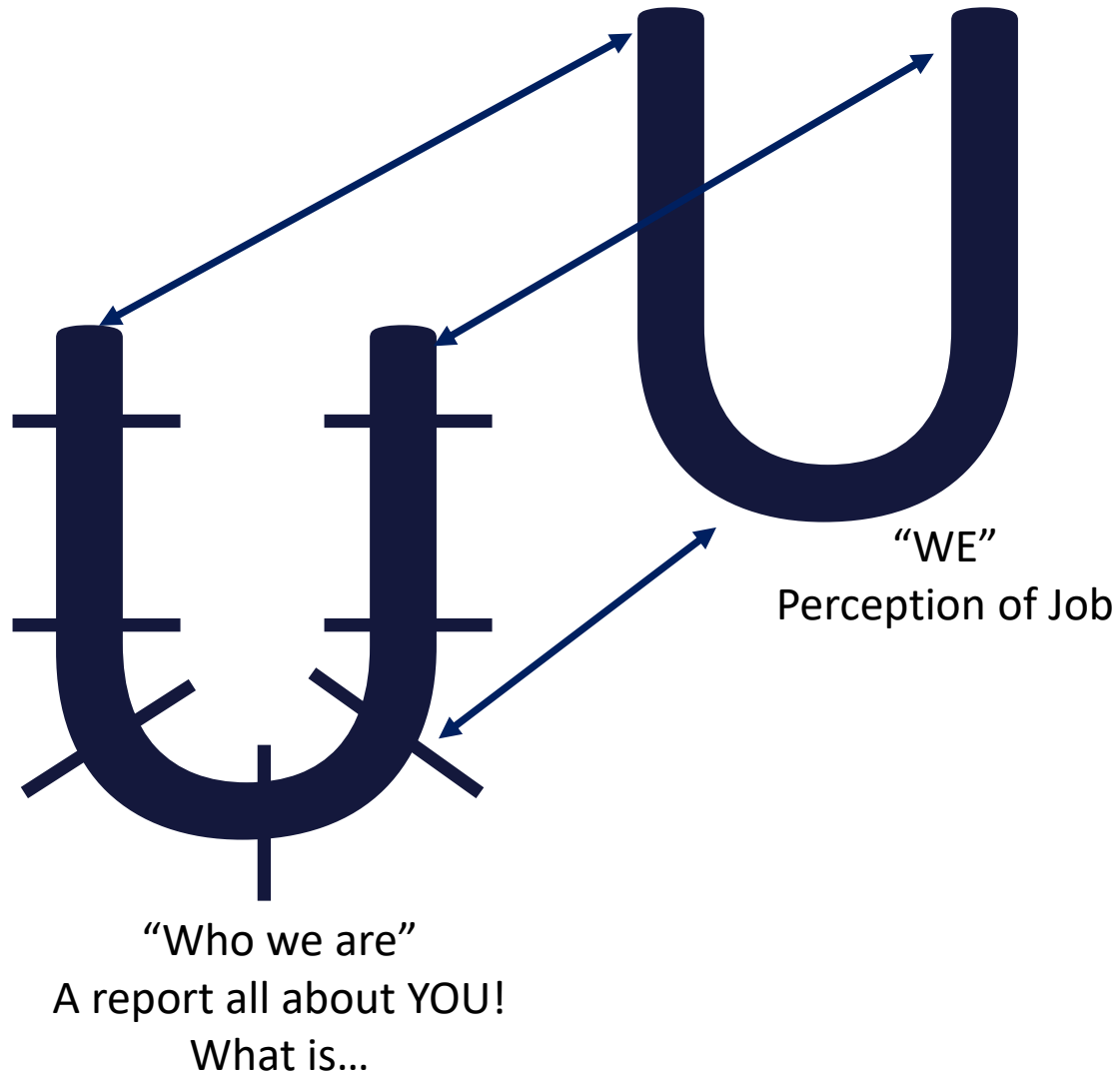
Here too long = No longer here!

1-3 Years

Great or Good results

Sweet Spot

Extraordinary Results



Behaviors

- People Orientated** - Build rapport with a wide range of individuals D | S | C
- Service Orientated** - Identify and fulfill customer expectations D | S | C
- Interaction** - Frequently engage and communicate with others D | S | C
- Consistency** - Perform predictably in repetitive tasks D | S | C
- Following Policy** - Adhere to rules, regulations, or existing methods D | S | C
- Persistence/Follow Through** - Finish tasks despite challenges or resistance D | S | C
- Versatility** - Adapt to various situations with ease. D | S | C
- Frequent Change** - Rapidly shift between tasks. D | S | C
- Analysis** - Compile, confirm and organize information D | S | C
- Organized Workplace** - Establish and maintain specific order in daily activities. D | S | C
- Competitive** - Want to win or gain an advantage D | S | C
- Urgency** - Take immediate action D | S | C

Review your job descriptions. For each item on each description what style best fits it.

What behaviors above match that role the most?

What would the top 4 be? What 4 would be situation, and what 4 more remote, less utilized in that role?

Where are there gaps in our team, where could they add value, increase FLOW?

(ex: Bill Belichick, Medical Staffing client, etc.)