



Aligning Potential with Passion

Make Smarter Life Choices

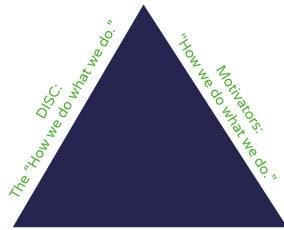
A Workshop Exclusively for Small Business Owners and Their Team

Bottom Line – We Love Small Business™



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Leadership Styles



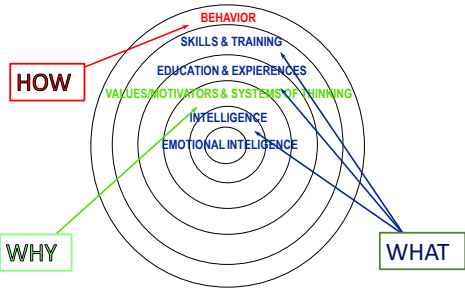
- DISC
- Motivators
- Emotional Intelligence

EQ: Emotional Intelligence



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The Whole Person

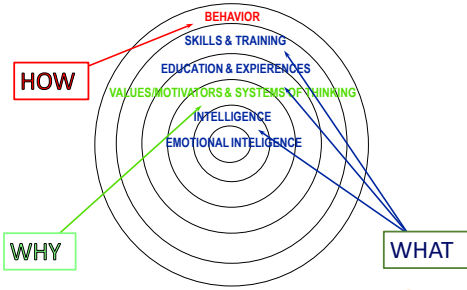


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For Understanding, Clarity and Empowerment

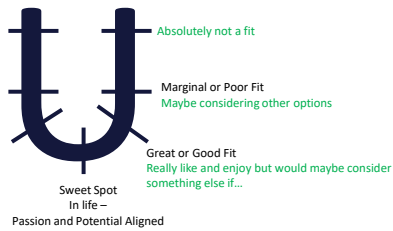


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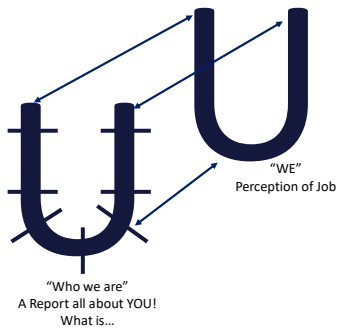
“The Sweet Spot”



“Our job to still turn it into results”

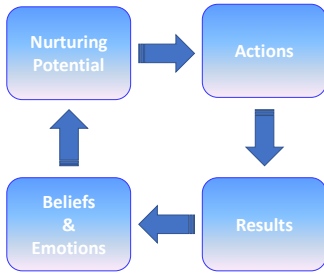
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Roles

Potential in any role...

- Talent, Technician, Artist, Producer
- Manager/Leader
- Entrepreneur



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DISC Roles & Environment - Allow Them To Be & Do

D	I	S	C
<ul style="list-style-type: none"> • BP Focused • Take ownership • Access based on results • Free from details • Autonomy • Variety, fast-paced • Make decisions • Initiate, Complete • Tasks • Outside, outdoor, • Extroverted • Physical movement • Creative, innovate • Try new things 	<ul style="list-style-type: none"> • BP Focused • Fast Paced • Variety • People, People, People • Be influential • Socialize • People, not necessarily customer... • Welcome committee • Start relationship • Initiate • Optimistic • Lead team toward • Creative solution to challenges 	<ul style="list-style-type: none"> • Service focused • People focused • Fill needs • Quality time • Logistics, plan, take care of... • Counting, enough for everyone? • Time to adjust, consider • Walk through • 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 	<ul style="list-style-type: none"> • Detail focused • Information based decisions • Gather, sort, put together information, access, give options • High Standards • Cautious, accurate • Think though • Double check work • Checklist, quality control • Know what is expected • Work within, established system, proven system • Private, along, quiet


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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 their gaps in our team, where could they add value, increase FLOW? 

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Careers: Motivators in the Workplace

“The Arena of Communication”

THEORETICAL	TRADITIONAL
Scientist/Mathematician Investigator/Researcher Doctor Professor	Pastor / Teacher Wedding Planner Funeral Director Housewife
UTILITARIAN	SOCIAL
Sales Business Owner Financial Planner/ Banker Economist	Fundraiser Teacher / Coach Fireman / Police Officer EMT
AESTHETIC	INDIVIDUALISTIC
Interior Designer Musician/ Artist / Photographer Physical Trainer Landscape Hair Stylist	Leadership Role Professional Sports Military Officers Venture Capitalist Elected Officials



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Rewards and Clues

THEORETICAL	TRADITIONAL
Books Continuing Education Course Mentoring Time Masterminds	Chess Jeopardy Scramble Crossword Puzzles
UTILITARIAN	SOCIAL
Commissions Pay for Performance Bonuses Surprise Money ROI on Time/Meetings	Monopoly Risk
AESTHETIC	INDIVIDUALISTIC
Work-Life Balance Creative Expression Space to be You Uniquely you	Bird Watching Jigsaw puzzles Hiking Video
Doing what is right Having values and standards live by, follow Proven methods Traditions with team	Bingo Church Choir Reunions
See how you give back to other community Volunteer outing	Farmville Sports Volunteer
Title on card Leadership position Position job put them at in life “Something more?” Autonomy	Poker Pool Chess Paintball



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Once Discovered, Finding Your Niche

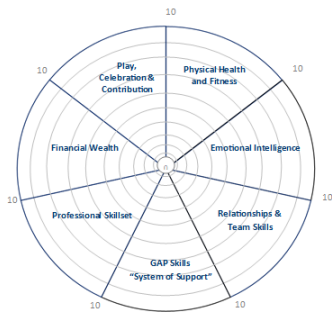
Where do we best fit?

- Pick something, throw a rock start there, try stuff!
- Make mistakes!
- Love and Labor
- Love what do, then do what love or...
- Growth > Passion
- Vehicle/Person - Personally impacted you
- Where you fit – understanding self
- Where to fit within role, and team, life stage, others
- Long Term, and Short Term Goals
- Behaviors self reinforce nature,
- Arena of Communication (Arena land in)



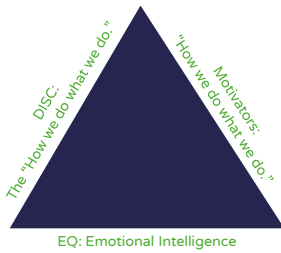
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Wheel of Life



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Leadership Styles



- DISC
- Motivators
- Emotional Intelligence



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