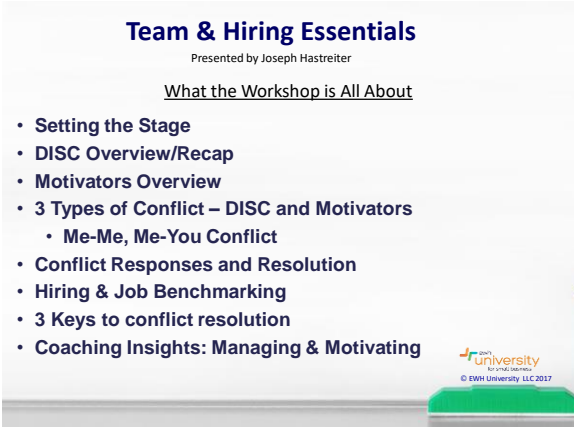




1



2



3

Leadership Styles

DISC:
The "How we do what we do."

Motivators:
"Why we do what we do."

EQ: Emotional Intelligence

- Hiring & Job Benchmarking
- 3 Types of Conflict
- Conflict Styles & Resolution
- Coaching Insights:
Managing and Motivating
your Team

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Key Points

1. There is no good or bad profile.
2. We are what we are.
3. We each have particular strengths and weaknesses.
4. Truly successful people are ones who:
 - Know and understand themselves
 - Know their own strengths and weaknesses
 - Develop the ability to study the situations and adjust their behavior

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Behavioral Power Points

1. DISC is the doorway to communication. The uniqueness of each person extends far beyond the DISC model. Therefore, behavioral models should NOT be referred to as "personality tests."
2. The use of a behavioral model is to create win/win relationships, not in any way to manipulate, "pigeonhole" or label a person.
3. Every person has the potential to be a winner. We all win in different ways. One behavioral design is NOT a better leader than another.

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Behavioral Power Points

4. Your behavioral design is the combination of the Highs and Lows of all four factors (DISC).

5. Every person has the ability and can adapt to any profile. Adapting does require increased energy. How long a person can adapt is unique and different to each person. The DISC model identifies your natural tendencies and gives you the knowledge to CONSCIOUSLY adapt as the situation requires.

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Job Benchmarking:
Additional Insights

Why DISC and Motivators?

- If only DISC, is mal-practice: only seeing half the person

Why TTI Assessments?

- 2200 DISC assessment on market place
- Personalized and customized
- Validity – 5 types: most assessments only face validity
- Adverse impact report
- The Success Insights Wheel: 60 most common profiles
- 360 different profiles
- Quality of reports are the best on market
 - Comparison Reports – Ways to Communicate, Ways not to Communicate, Value to organization, Ideal Environment
- Team Reports

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Descriptors of DISC

	<div></div>	<div></div>	<div></div>	<div></div>
High	<div>Bold Driving Pioneering Direct Competitive Determined</div>	<div>Optimistic Inspiring Persuasive Convincing Sociable Trusting</div>	<div>Adaptable Systematic Logical Patient Relaxed Unhurried</div>	<div>Precise Perfectionist Orderly Diplomatic Accurate Meticulous</div>
Low	<div>Mild Cooperative Humble Cautious Agreeable Peaceful</div>	<div>Objective Critical Cool/Aloof Reflective Skeptical Distrusting</div>	<div>Dynamic Hurried Intense Flexible Progressive Excited</div>	<div>Radical Individualistic Unconventional Independent Fearless Non-structured</div>

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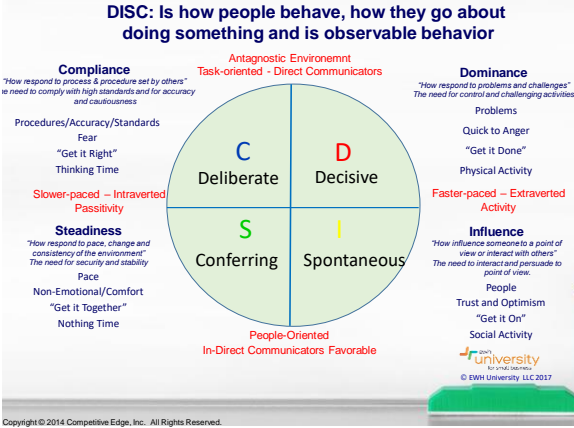
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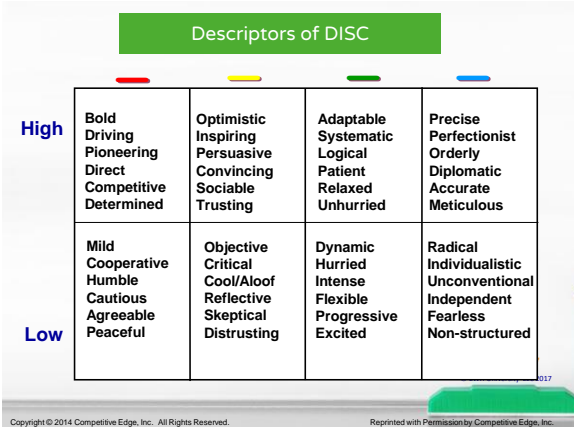
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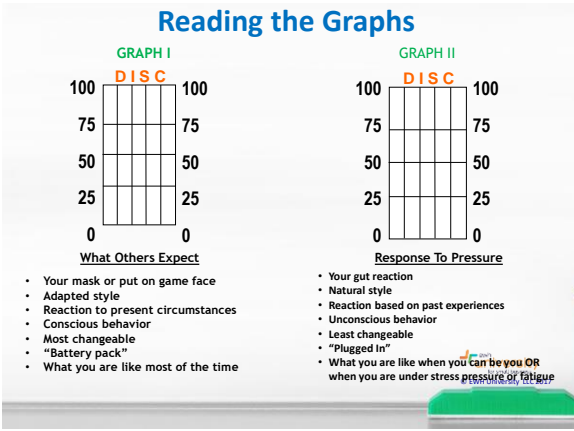
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Motivators and Values Model

"Releasing the Power of Attitude & Passion!"

Managing, motivating and creating an empowering environment for each motivator.



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Identifying Your Motivators

Directions:

Please look at each column and circle or put a check over the three columns that you believe are most representative of the things that are most important to you at this time in your life and reflect your personal values.

Curious	Time Saver	Harmonious	Idealistic	Authoritarian	Practical-oriented
Theoretical	Workaholic	Imaginative	Charitable	Desire for Leadership	Fundamental
Visionary	Better & Faster	Artistic Endeavors	Generous	Being First	Rules to Live by
Life-long Learner	Practical	Balance in Life	Self-sacrificing	Master Networker	Disciplined
Schwartz	Frugal	Nature Lover	Compassionate	The Glib Person	Healthy
Problem Solver	Profit-oriented	Listens to Music	Forgiving	Enterprising	Spirituality





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Introduction to Motivators & Values

- Foundation is book entitled "Types of Men", written by Eduard Spranger, in 1928
- Observed how people see the world differently
- Identified six "attitudes"
- Sought to discover and understand "why" we see the world differently





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Motivators and Values Model

Program Objective: Putting yourself in the driver's seat of your life.

1. Understand each motivator and the interaction of each.
2. Recognize the driving forces in others' lives.
3. Understand others' viewpoints and be able to dialogue convincingly by seeing the world through their eyes
4. Know which motivators drive your life, actions, and decisions.

What does DISC and Motivators share with us?

1. DISC measures "how" a person does things.
2. Motivators/Values tells you "why" they do the things they do. How they prioritize what they value most.\
3. Motivators/Values can affect a person's behavioral style by either magnifying or softening some styles.

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Motivator or Behavior?

Motivators put the thought in your mind and impel you to act.



"I love animals and need to rescue that cat!"

Behavior is how you carry out the act.

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Recognizing The Motivators of Others



"If you want to know what a person values, observe where they spend their time, energy and/or money."

~ Judy Sulter

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YOU CAN TELL A
MAN’S CHARACTER
BY THE CHOICES HE
MAKES UNDER
PRESSURE

– Sir Winston Churchill





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Motivators and Values Model

Organizing Principles, Understanding & Determining Values

- Top 2/3 are your primary
- 3 and 4 are your...
- 5 and 6 you are either indifferent or adverse reaction to...
- If bottom 2 are so neglected...
- How prioritize decisions
- Decision and actions show what value most
- Sometimes what value, over value
- Chosen freely from alternatives
- Prized publicly
- Acted upon again and again, over time
- No right or wrong, what’s best for decision
- Balance and weigh motivations equal
- What is their motive for action
- Stop making decisions right or wrong
- Hold two opposing thoughts equal – Me-Me Conflict (Interpersonal)^{1,2}
- How operating vs. what’s true to your core



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Motivators and Values Model

Organizing Principles, Understanding & Determining Values

- Generally constant
- Demonstrated through behaviors shown
- Used in conjunction with one another
- Road maps leading to life purpose and direction.
- Instrumental in making choices in life.
- A critical way of valuing and thinking about life



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Power Points of Motivation

- You cannot motivate another person; you can only create an environment in which people become self-motivated.
- All people are motivated and people do things for their reasons, not yours.
- A person’s motivations overextended may become a weakness.



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What is a Motivator?



- Viewpoint
- Mindset
- Paradigm of Thought
- Valuing of Life
- Way of Judging

“We see the world through the windows of our attitudes.”

-Judy Suller



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Motivators


THEORETICAL	SOCIAL
Proof Truthful	Potential Helpful
UTILITARIAN	INDIVIDUALISTIC
Profit Useful	Power & Position Powerful
AESTHETIC	TRADITIONAL
Pure Beautiful	Purpose/Path Meaningful



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Motivators

THEORETICAL Truth Understand and Discover Learn and Acquire Knowledge	SOCIAL Helpful to be helpful Help others achieve their full potential Others Focused
UTILITARIAN ROI, Return, Efficiently Practical results, Maximize Time, Talent, Energy & Resources.	INDIVIDUALISTIC Status and Recognition Control over Personal Freedom, Achieve & Win Highest Position of Influence/Position of Power
AESTHETIC Harmony and Balance Enjoy and Appreciate All Mold/Form into all that I can be Experiences, Subjective Viewpoints	TRADITIONAL Beliefs about how to Live From Many Meanings of Life will Find Highest Meaning Traditional Approaches, Proven Methods Defined System of Living



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Motivators

TYPES OF MEN RESEARCH: Eduard Spranger

Each of the six attitudes has a basic overriding law as its foundation.

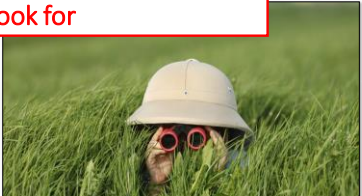
THEORETICAL I will use my cognitive ability to understand, discover and systemize the truth. I will use my cognitive ability to understand, discover and systemize the truth, and am driven by opportunities to learn, acquire knowledge.	SOCIAL I will invest all resources into helping others to realize their potential in life. I invest all resources into helping others, am driven by the that provides to others, and helps others achieve their full potential.
UTILITARIAN Every investment I make must always have a greater return. People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.	INDIVIDUALISTIC I will achieve the highest position and wield the greatest power. People who are driven by status, recognition and control over personal freedom and am driven to achieve the highest position and wield the greatest power.
AESTHETIC I will enjoy and appreciate the form, harmony, and beauty around me and allow it to mold me into all I can be. I will enjoy and appreciate the form, harmony, and beauty around me and allow it to mold me into all I can be and am driven by the experience, and subjective viewpoints.	TRADITIONAL From the many individual meanings of life, I will interpret, understand and seek the highest meaning and value of life. From the many individual meanings of life, I will interpret, understand and seek the highest meaning and value and I am driven by traditional approaches, proven methods and a defined system for living.




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What we see depends mainly on what we look for



“Values are beliefs held so strongly that they affect the behavior of an individual or organization.”

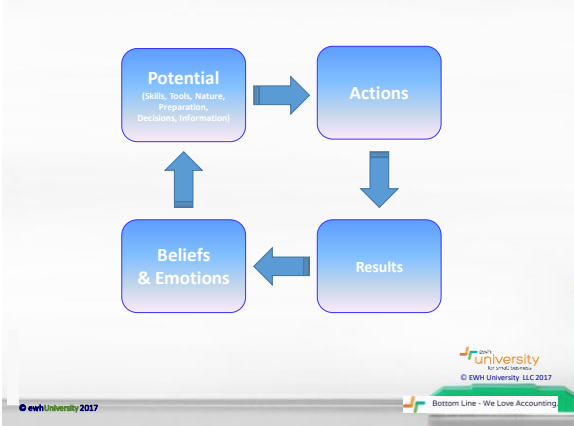


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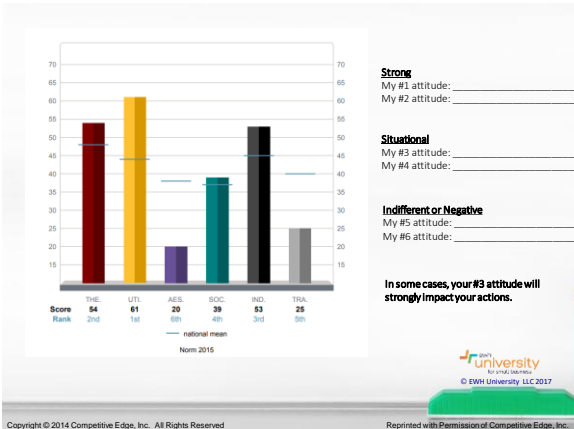


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Motivators	
THEORETICAL	SOCIAL
What do you believe is truth, fact, science? What do you need to see for proof? This is trust coupled with meaning? Prioritizing truth over saving face? How do you communicate truth, in way that servers, in a way they can hear it?	What do you believe is others potential? What do you believe is helpful or will/would be helpful?
UTILITARIAN	INDIVIDUALISTIC
What do you believe is profitable? What do you believe is useful? What do you believe is a return? Money? Then what is that or money? What is it really?	What do you believe is power? What position do you believe you need to have influence, to have power, to control your destiny and that of others? What means justify winning? What don't?
AESTHETIC	TRADITIONAL
What do you believe pure or beautiful? What do you believe should be? What do you believe is needed for balance & harmony?	What do you believe is purposeful? What is the right path? Is there a path? How do you define that? What is right? What is wrong? What is meaningful? What is faith? Is this meaning coupled with truth?

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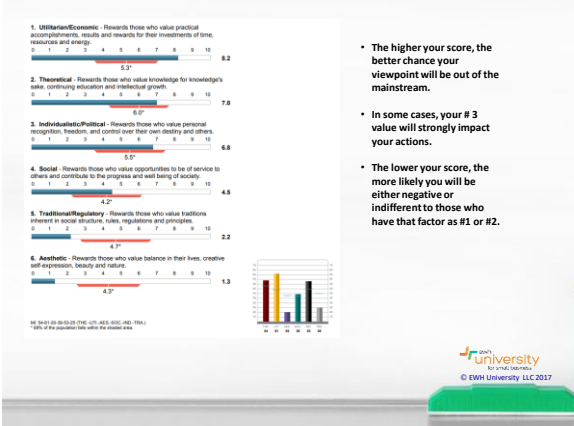
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Strong
My #1 attitude: _____
My #2 attitude: _____

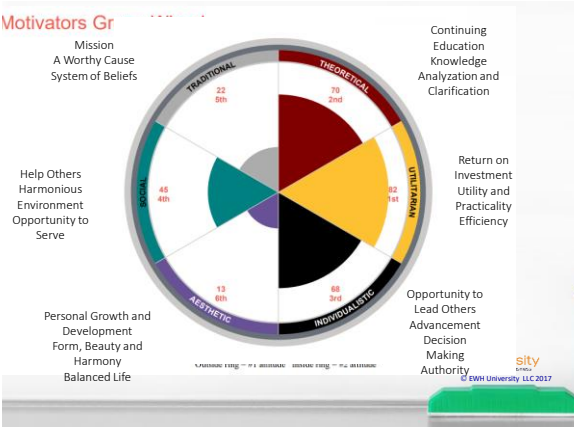
Situational
My #3 attitude: _____
My #4 attitude: _____

Indifferent or Negative
My #5 attitude: _____
My #6 attitude: _____

In some cases, your #3 attitude will strongly impact your actions.



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What's Your Call?

- Olympic Track Team
- If too many of what style on line, will be called...
- Team has 3 seconds left, down by 1, who do you inbound it to?
- Marriages: Life-long Learners
- Coach and Quarterback
- Booking "Cracking the Code"
- Jordan/Pippen vs. Kobe/Shaq – Phil Jackson
- Brady, Rodgers, Favre
- Meghan Kelly


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Understanding Your Flow




Style and Motivators: Sometimes no matter what never your thing.
No matter how many books, classes, audio books, programs, videos,
friends share with you not your thing.

Style, Motivators – Even if secondary


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Selection, Hiring and Job Benchmarking



Ability
Can they do the job?
Skills are trainable & learnable
Strengths, Limitations, Natural Potential

Willingness
Will they do the job long term?
Nature: Does the position self reinforce their nature?
Job Fit & Goals

Culture Fit/Team Fit/Leadership


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Job Benchmarking:
DISC and Motivators

MUST never,
Non-Negotiables,
Not getting results,
Don't fit values and culture
Toxicity
Immediate termination
Candidates absolutely do not work!

Marginal or Poor Result.
Here too long = No longer
here!
1-3 Years

Sweet Spot
Extraordinary Results
Model

Great of Good Results

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Steps to Job Benchmarking

- Have everyone take it: top performers and unsuccessful performers
- Have them also take the Work Environment Assessment –
What is their perception of the job?
- 12 Behaviors (Master Mind: Optional)
- Review/Establish Job Description / Responsibilities / Daily Tasks
- Establish Benchmark
- Integrate into Interview Process
- Either right away, upfront
- Finalist
- 1/3 of Hiring Process, Adverse Impact

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Potential
(Skills, Tools, Nature,
Preparation,
Decisions, Information)

Actions

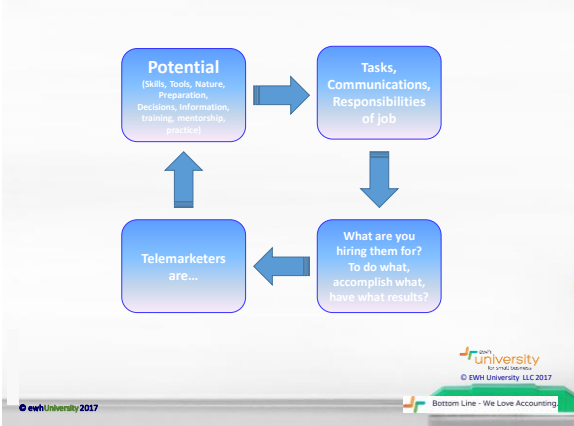
Results

Beliefs
& Emotions

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Bottom Line - We Love Accounting

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Conflict Resolution

A Workshop Exclusively for Small Business Owners and Their Team

Appreciating difference,
comparison, and team reports

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MOTIVATORS ARE THE GLUE HOLDING
RELATIONSHIPS TOGETHER WHILE
PEOPLE WORK OUT THEIR BEHAVIORAL
STYLE DIFFERENCES.

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3 Types of Conflict

Conflict Resolution

Working out Behavioral Differences
 Motivators – The Glue
 (Careful on Question Intent)

Communication Styles
 Working Styles
 Conflict Responses,
 Stress Response,
 Where Re-Charge

Comparison Reports
 Team Reports

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What are some of your
“ah-ha” moments?

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