

EWH Small Business Accounting Presents

# Understanding and Developing Your Potential and Strengths

*A Workshop Exclusively for Small Business Owners and Their Team*



Bottom Line – We Love Small Business™



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## Understanding and Developing Your Potential and Strengths

- Turn Potential into Results
- Identifying Your Potential with DISC: Your Nature, Behavioral Style
- What other areas DISC Styles Impact Your Potential, What Gets in the Way of Realizing Your Potential? How else can use this...



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## Potential and Strengths

Potential in any role...

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



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### True, False, Edit: Anything you believe is not true

***“She is quick to pick up on group dynamics and skilled in fitting in with a group. She brings both speaking and listening skills to the group.”***

- Builds good relationships
- Dependable team player
- Turns confrontation into positives.
- Service-oriented
- People-oriented
- Adaptable



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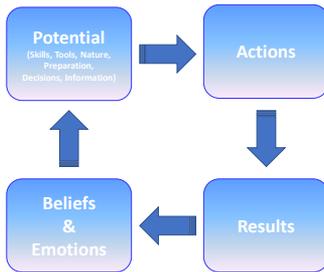


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Nature - Invest time energy in those areas  
 How to fill gaps in other areas  
 How to coach



She didn't believe  
 Was not aware of  
 First step is recognizing where your gifts are



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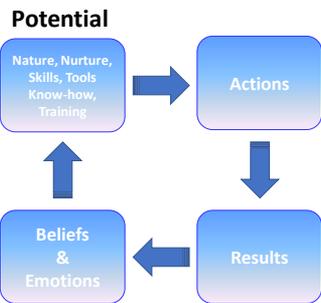
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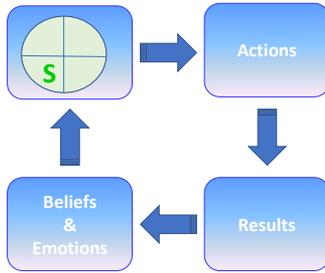
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### Steadiness



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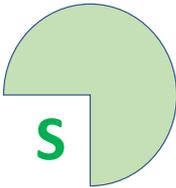
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### Potential to:

#### Steadiness



- Bring consistency to a group
- Be great with logistics, planning, coordinating
- Making sure need is fulfilled, service orientated & people
- Make sure there is a pace, take care of it
- See how changes, innovation impact workflow, others, service, care. How will I take care of...?
- 1, 2, 3 take ordinary steps more consistently than anyone else
- Have a plan and work the plan
- The need to make things comfortable, stable
- The need to slow things down, create less of a reaction
- A need to make sure there is consensus we are all on the bus
- A need to make sure no one is left behind
- To slow down, pace things out, not so fast
- Need time to do nothing, to recharge, time to be bored
- Cool as a cucumber
- Bring a steady hand, never look rattled on outside
- Bring the "Care"



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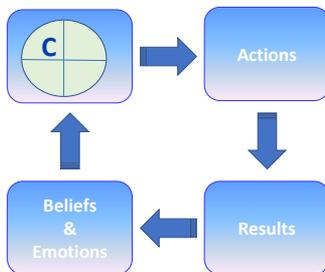
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### Compliance



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### What else impacts our Potential?

**Nurturing Potential**

- Opportunities – From others, or create yourself. Lead and follow leadership. Take risk, experiment
- Learn – Find solutions, mentors, teachers, resources
- How to develop, train, lead (not manage) and coach each style
- How to inspire (not motivate)
- How to lead your team needs primary styles – ex: S pre-empting
- Who to surround yourself with as leader?



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### What gets in the way of Potential?

**Potential?**

- Internal Conflict
- Challenges with each style
- Department might failing to see needs from each level, to organization (global vs. details)
- Perception of each style – lack of understanding, relationship stressors, triggers
- Storming: Questioning intent, taking personally, stacking, dumping, extremes, questioning intent, don't know where to start so bad. 5 Dysfunctions Conflict



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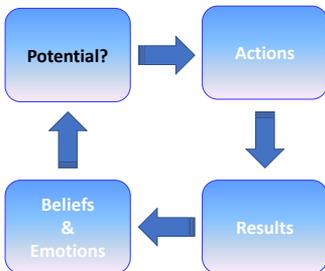
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### What prevents our Potential

“There is so much Potential there!”



- Beliefs about our self, Our emotions
- Not doing the things you need to do
- Not doing the things you need to do, HOW you need to do them
- Not able to get the results for the action we are taking



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### Roles That Allow Them To:

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### Roles That Allow Them To Be & Do

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



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### Preview to Benchmarking, and Hiring



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