

*The following material has recently been used to great success with management and leadership teams. If you'd like to learn more, please review our Programs and contact us at [www.leadershiptransformationgroup.com](http://www.leadershiptransformationgroup.com)*



## **Leadership Skills: Understanding Each Other**

Are there some people you just do not understand?  
Are there some people you immediately relate to?  
And others with whom you feel friction?

Do you find some areas of your work as a parent leader go much easier than other areas?  
For example, helping meet and greet people at the start of a meeting is a cinch, while after-meeting phone calls just slip your mind?

Or is the reverse true—do you like to work on lists and getting things done behind the scenes, but hate all the chit-chat that goes on before and right after a meeting?

Each of us has our own style based on our personality and the sum of our life experiences. The problem is we often think everyone else has our same style—only they seem to enjoy being difficult.

Successful leadership with others—especially on your school teams, where a lot hangs on how well people can work together—depends heavily on one's ability to:

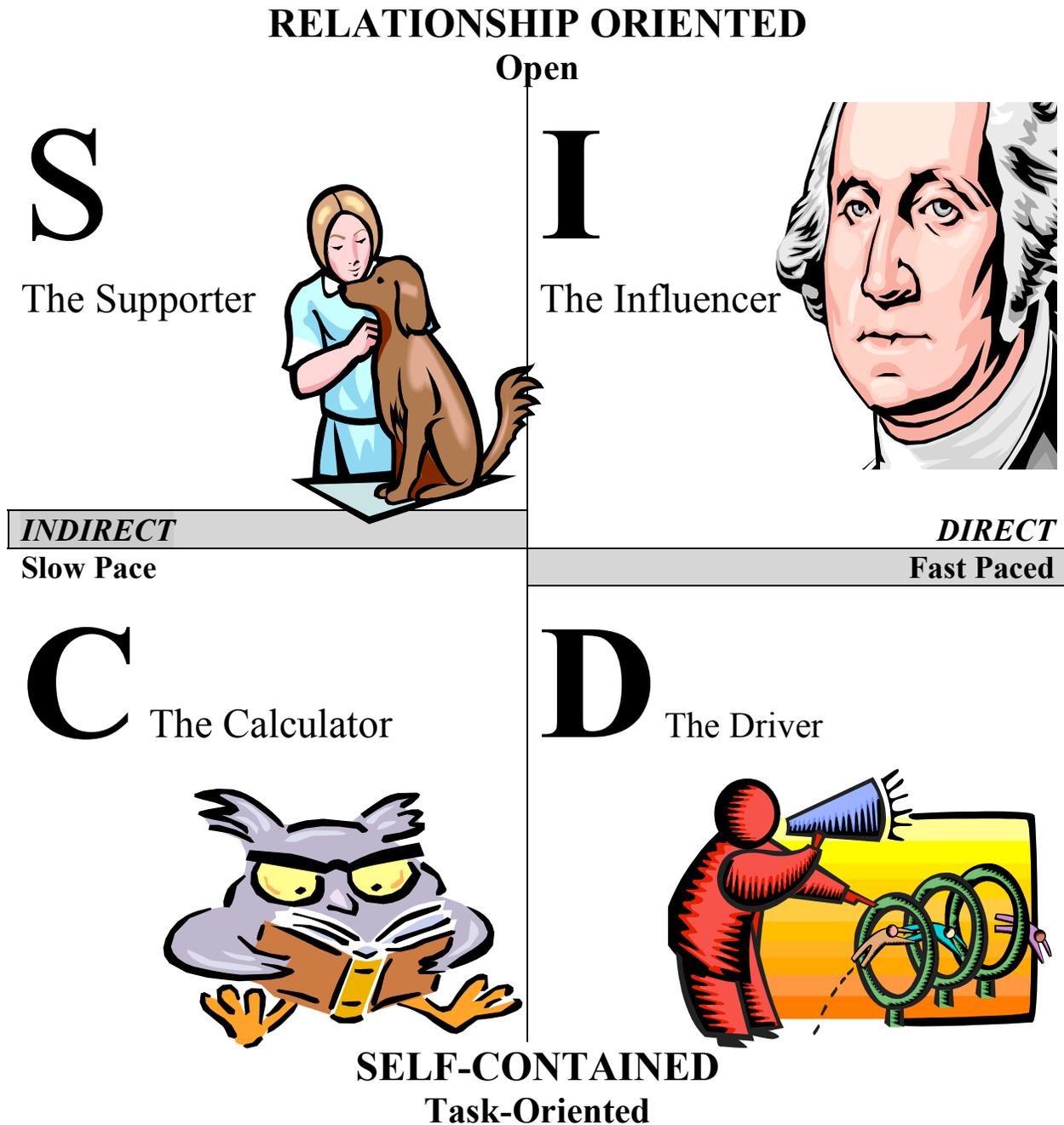
1. Understand the strengths and weaknesses of our own style of communicating—how we like to talk and listen.
2. Read and understand the speaking styles and ways of problem solving of others on your team. What are the problem-solving styles of other members of your school-based team?
3. Be flexible enough to match the style of others.

The following communications profile instrument was developed by industrial psychologists over a 20-year period to measure how different people approach problem solving. There is no set of right or wrong answers. In fact, the whole point of this DISC

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profile is to show that the best team is made up of good people whose different approaches to problems give balance in getting the job done.



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## DISC WORD DEFINITIONS

**Expressive**—to say what one feels or thinks; utter

**Compliant**—submissive; yielding to others

**Forceful**—to press, drive, attain to

**Restrained**—being without excess or extravagance

**Force-of-character**— a person who dominates a situation

**Careful**—showing close attention to detail

**Emotional**—a state of feeling

**Satisfied**—to be happy, convince, appease

**Correct**—to make something right

**Pioneering**—a person or group that helps open a new line of thought or activity

**Easy mark**—one easily taken advantage of

**Influential**—exerting or possessing influence, power

**Precise**—exact

**Domineering**—overbearing control

**Willing**—the act, process or experience of consenting; volition

**Attractive**—charming, pleasing, alluring

**Even-tempered**—not easily ruffled or annoyed

**Stimulating**—to provoke; to excite to activity

**Fussy**—requiring or giving close attention to detail

**Determined**—resolved, settled, staunch

**Timid**—shy; lacking in courage or self-confidence

**Demanding**—requiring much time, effort, or attention

**Patient**—able or willing to bear pains or trials calmly without complaint

**Captivating**—to influence or dominate by some special charm

**Open-minded**— impartial

**Companionable**—sociable

**Kind**—manner, essence, nature, affectionate, loving

**Self-reliant**—having confidence and exercising one's own powers or judgment

**Agreeable**—pleasing to the mind or senses

**Self-controlled**—restraint over one's own impulses, emotions or desires



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**Playful**—full of play; frolicsome

**Persistent**—tenacious; existing despite obstacles or for a long or longer than usual time

**High-spirited**—exuberant, vivacious; a bold or energetic personality

**Talkative**—given to talking

**Good-natured**— of a pleasant, cheerful, cooperative disposition

**Soft-spoken**— having a mild or gentle voice

**Contented**—feeling satisfied with one's possessions

**Impatient**— intolerant, restless or short tempered

**Convincing**—demonstrating proof

**Resigned**—quit; to accept something as inevitable

**Respectful**—showing respect or deference

**Good Mixer**— one who mixes well with other people

**Aggressive**—militant, fighting disposition; assertive

**Gentle**—kind, amicable

**Poised**—easy composure of manners or bearing

**Conventional**—ordinary, commonplace

**Nervy**—strong calm courage

**Accommodating**—reconcile to make fit; suitable

**Confident**—self reliant, trustful, full of conviction

**Cooperative**—marked by a willingness and ability to work with others

**Argumentative**—given to arguing

**Relaxed**—being at rest or at ease

**Restless**—uneasy, continuously moving

**Well-disciplined**—marked by or possessing good discipline

**Inspiring**—to influence, move or guide by divine or supernatural inspiration

**Considerate**—thoughtful of the rights and feelings of others

**Diplomatic**—employing tact and conciliation

**Courageous**—brave; without fear

**Sympathetic**—compassion, friendliness and sensitivity to others

**Optimistic**— one who anticipates the best possible outcome

**Eager**—enthusiastic, anxious

**Positive**—acceptance, approval, or affirmation

**Lenient**— existing a soothing or easing influence, mild or tolerant



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**God Fearing**—having a reverent feeling toward God

**Adventurous**—daring, reckless

**Enthusiastic**—a strong excitement of feeling

**Adaptable**—suitable

**Loyal**—faithful

**Humble**—not proud or haughty

**Good listener**—one who is good at being alert to catch an expected sound

**Entertaining**—to show hospitality to providing entertainment

**Will power**—energetic determination; to resist temptation

**Life of the party**—a person who keeps the party going, dancer, jokester, etc

**Obedient**—willing to obey

**Tolerant**—fair, objective, to show forbearance

**Competitive**—a desire to compete, win; rivalry

**Cautious**—wary, watchful and discreet in the face of danger or risk

**Neighborly**—friendly

**Vigorous**—full of physical or mental strength or active force

**Persuasive**—tending to persuade, charm, convince

**Reserved**—restrained in words and action

**Outspoken**—direct and open in speech; frank

**Strict**—severe in discipline

**Eloquent**—forceful and fluent expression

**Obliging**—willing to do favors; accommodating

**Animated**—alive, full of vigor and spirit

**Dogged**—stubborn determination

**Devout**—devoted to religion

**Assertive**—aggressive, bold or confidently assured

**Gregarious**—social; tending to associate with others of one's kind

**Nonchalant**—having an air of easy unconcern or indifference; cool

**Docile**—easily led or managed; obedient

**Outgoing**—friendly, responsive

**Bold**—fearless before danger; daring spirit

**Moderate**—observing reasonable limits

**Perfectionist**—a disposition to regard anything short of perfect as unacceptable

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<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>
<b>Driver (Controller)</b>	<b>Influencer (Expressive Persuader)</b>	<b>Supporter (Amiable Organizer)</b>	<b>Calculator (Analytical)</b>
Action-oriented	Verbal	Patient	Diplomatic
Decisive	Motivating	Loyal	Accurate
Problem solver	Enthusiastic	Sympathetic	Conscientious
Direct	Outgoing	Team person	Fact-finder
Assertive	Convincing	Easy-going	Systematic
Demanding	Emotional	Deliberate	Logical
Risk-taker	Impulsive	Gentle	Conventional
Forceful	Generous	Questioning	Skilled
Adventuresome	Charming	Supportive	Sensitive
Competitive	Humorous	Stabilizer	Emotionally-controlled
Self-reliant	Socially-confident	Considerate	Orderly
Independent	Inspiring	Empathetic	Precise
Determined	Dramatic	Persevering	Self-disciplined
Agitator	Optimistic	Trusting	Deliberate
Results-oriented	Animated	Congenial	Cautious decision maker
<b><i>LIKES</i></b>	<b><i>LIKES</i></b>	<b><i>LIKES</i></b>	<b><i>LIKES</i></b>
Challenges	Recognition of accomplishments	Harmony	High standards
Authority	Freedom from details	Security	Details
Power	To socialize	Appreciation	Perfection
Freedom from controls	To make a good impression	To provide service	Quality control
Options	Group activities	Specific tasks	Systematic procedures
<b><i>ASKS</i></b>	<b><i>ASKS</i></b>	<b><i>ASKS</i></b>	<b><i>ASKS</i></b>
What?	Who?	How?	Why?