



Relationships

Agenda

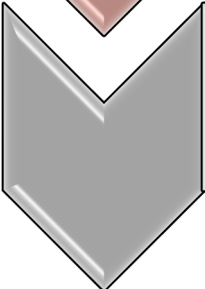


Objectives

- 
- Recognize how our thought process affects our perspectives about others

- 
- Identify blind spots / limitations of each style to understand why each style is important to a team

- 
- Identify ways each style's behavior can be misunderstood and identify true intentions

- 
- Identify ways to support the emotional needs of others when under stress and/or conflict

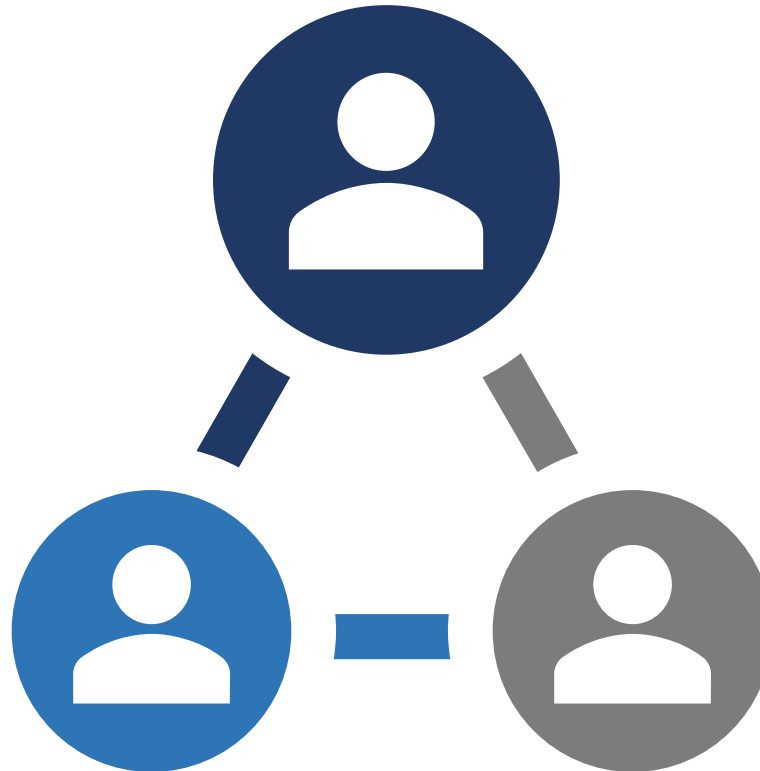
Definitions

Social Awareness

The ability to understand and interpret other people's behaviors, reactions and emotions. It involves how our actions affect others and being able to adapt communication styles accordingly.

Relationship Management

The ability to maintain good and positive relationships with everyone in your life, may it be your spouse, your family, your siblings and your work colleagues, employees and clients.





Every Bench has a Story...

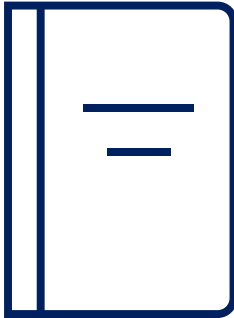


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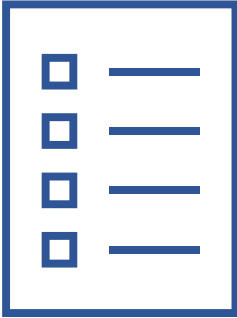


Every Bench has a Story...

DISC is NOT...



Test



Check box

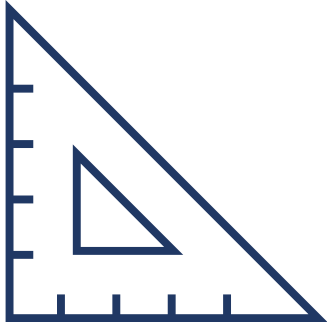


Personality



Identity

DISC IS...



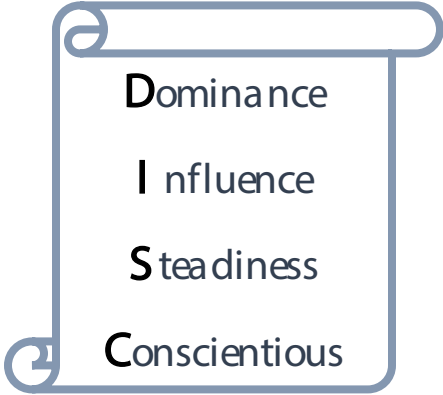
Measurement



Reference



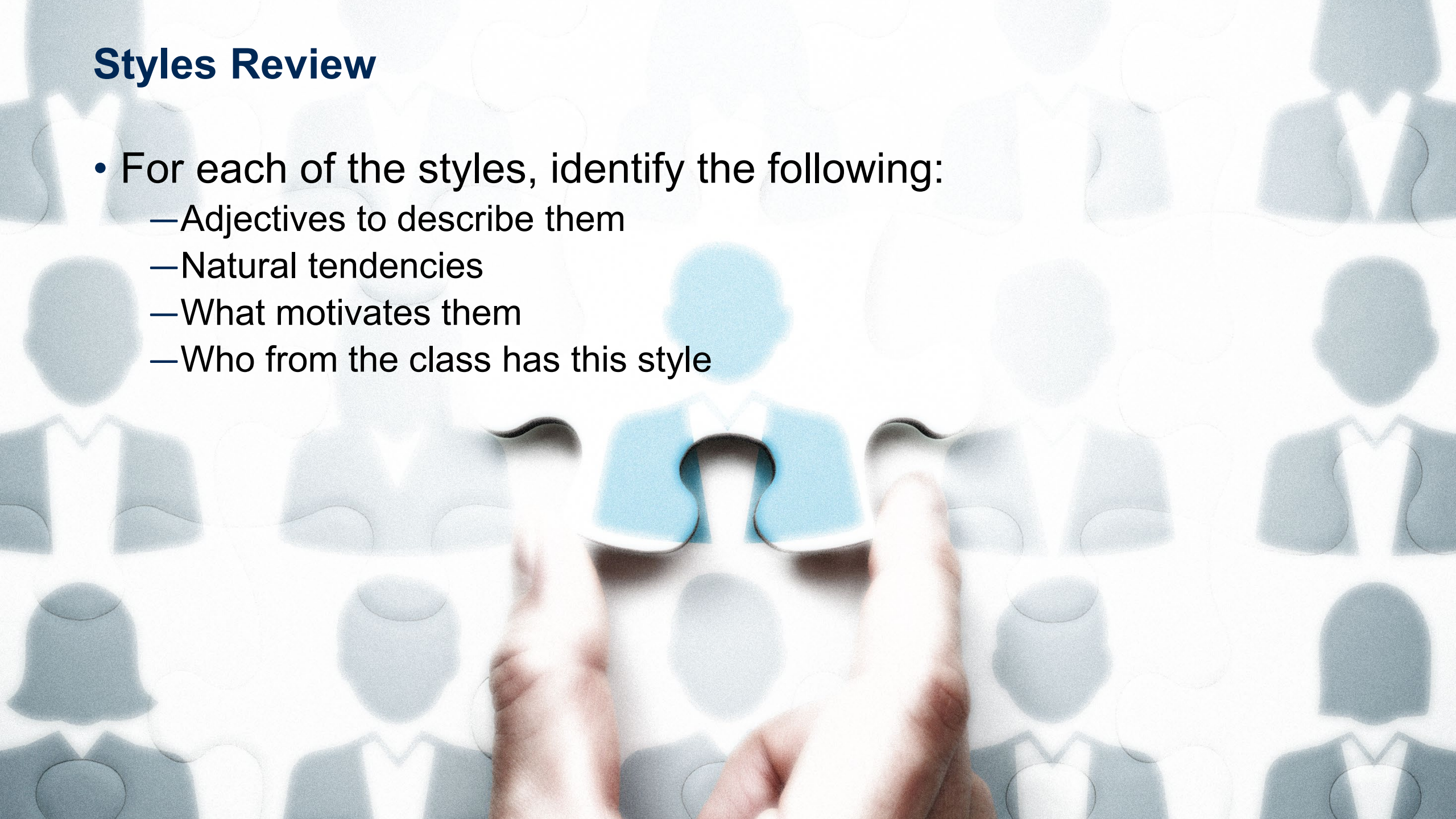
Predictor



Acronym

Styles Review

- For each of the styles, identify the following:
 - Adjectives to describe them
 - Natural tendencies
 - What motivates them
 - Who from the class has this style





Blind Spots & Limitations



Misunderstood

- In your DISC Style groups, discuss situations where your style may be misunderstood.
- Explain the true intention



We
APPRECIATE
YOU!

How does their style positively impact the team?

What value does their style bring?

Cornerstone Principles of Conflict

- Conflict is inevitable
- Conflict may be influenced by other factors
- Your response to conflict is under your control
- You cannot control how others respond to conflict
- DISC can help you understand other people's behavior when in conflict

Tips when Styles are in Conflict

- Go to your styles page in the PG
- Read about the signs of stress for your style
- Discuss in your group tips for your style to self manage when stressed
- Discuss tips for others – what should they do if they see your style stressed



Team Discussion

Area Team

1. Is there a dominant style among the team?
2. What are the strengths of the team based on styles?
3. What are the blind spots (or limitations) of the team?
4. What are ways to make up for those blind spots/limitations?

Brand Team

5. Think about the leadership team at your Brand. What do you think are the styles of each of your leaders?
6. Is there a dominant style among your team?
 - a. What are your team's strengths?
 - b. What are your team's blind spots / limitations?
 - c. How should your team make up for those blind spots/limitations?
7. What are the causes of tension among your team?
8. How can you use what you learned today to ease/overcome those tensions?