

# Communication Styles

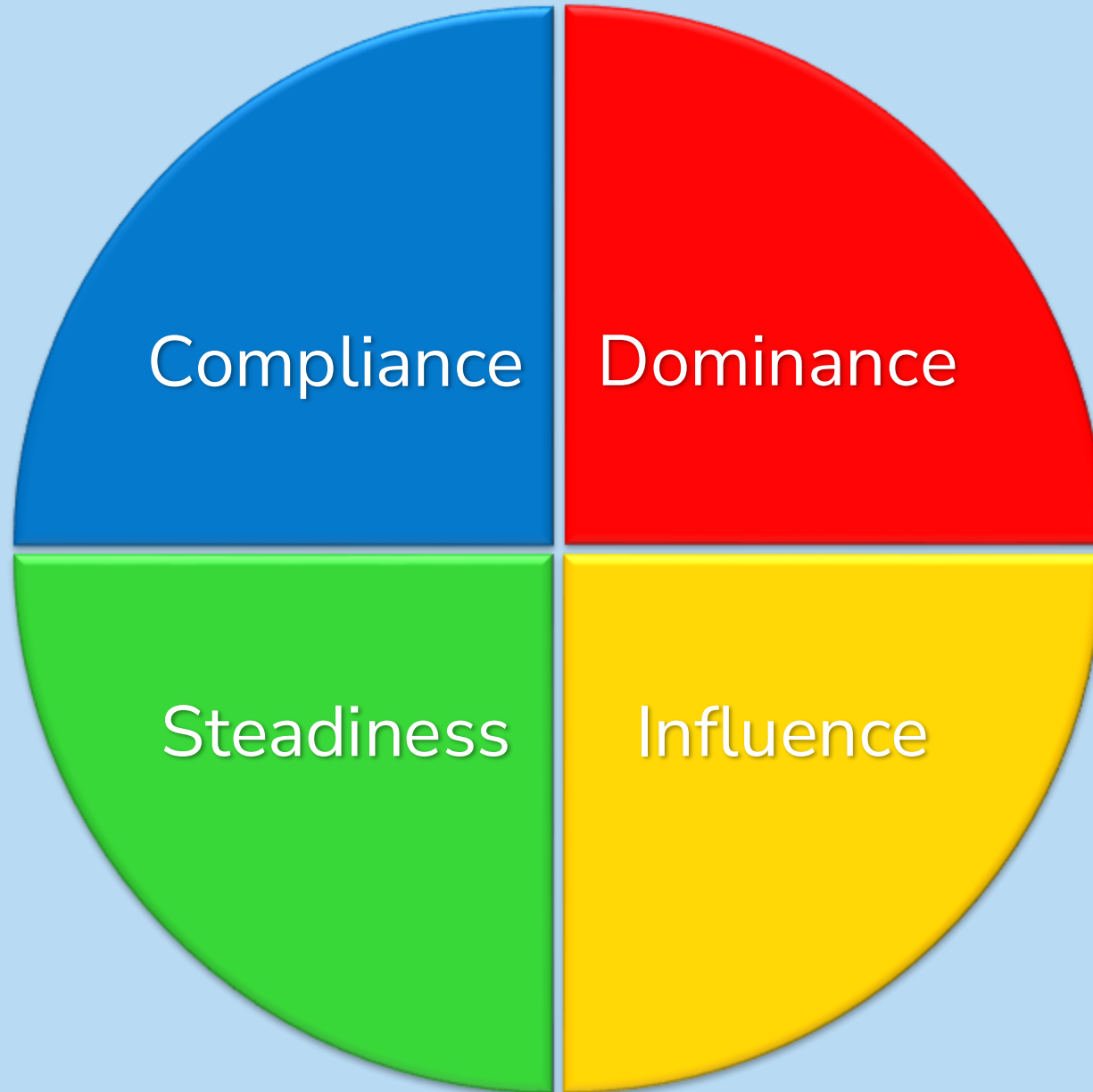
Understanding how we work together

**Gaz Hopkins**

Contingent Leadership Team

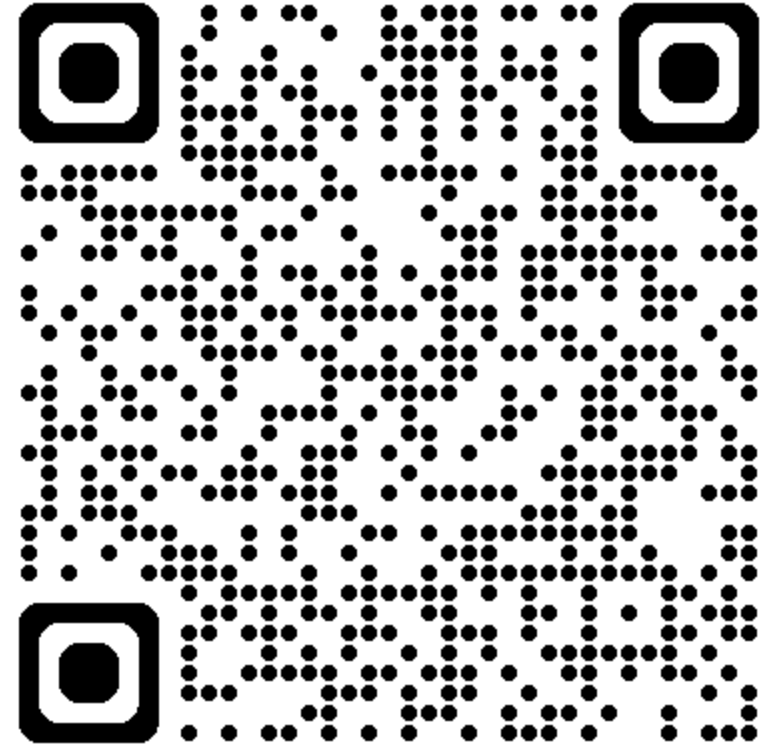


# Communication Styles

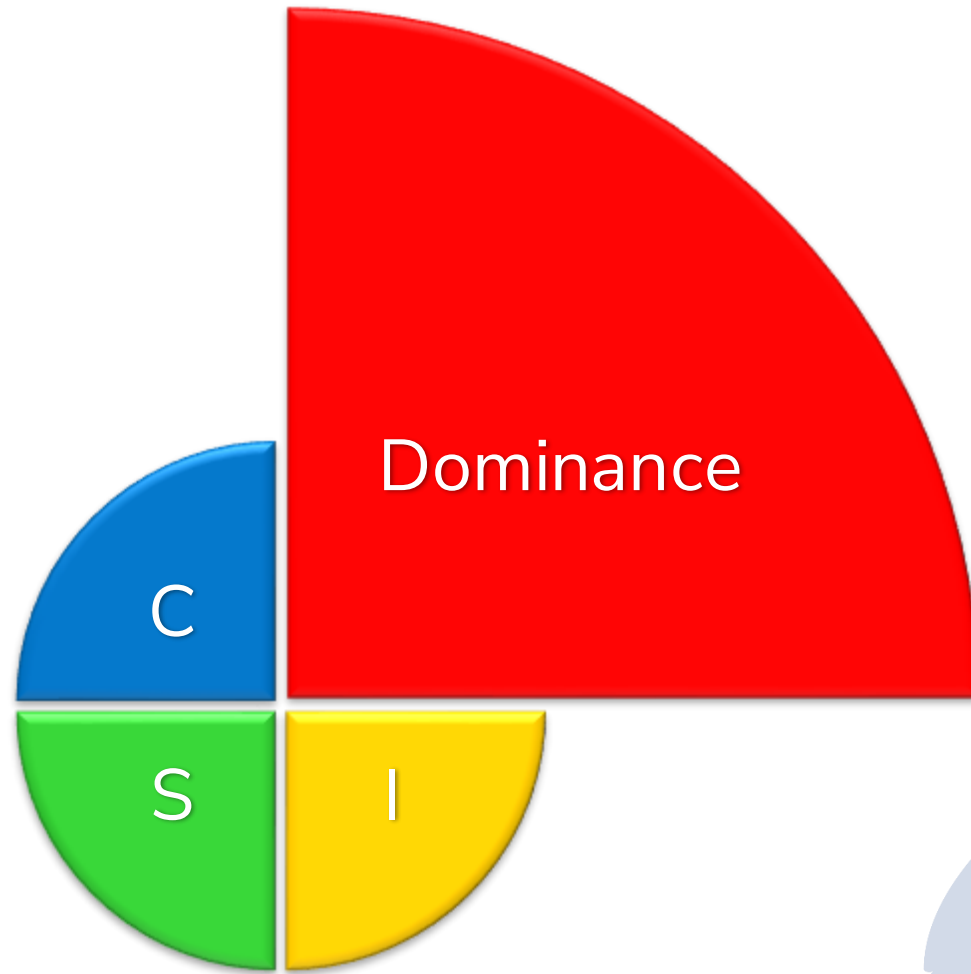


# DiSC Self Test

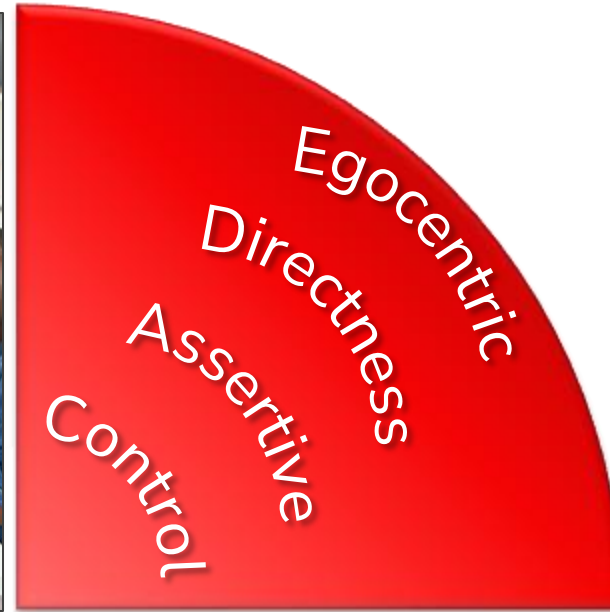
- Follow the QR link
- Complete the test
- Keep the answer to yourself  
for now



# D Style



# D Style



## Priorities....

- Getting immediate results
- Taking action
- Challenging self and others

## Limitations....

- Lack of concern for others
- Impatience
- Insensitivity

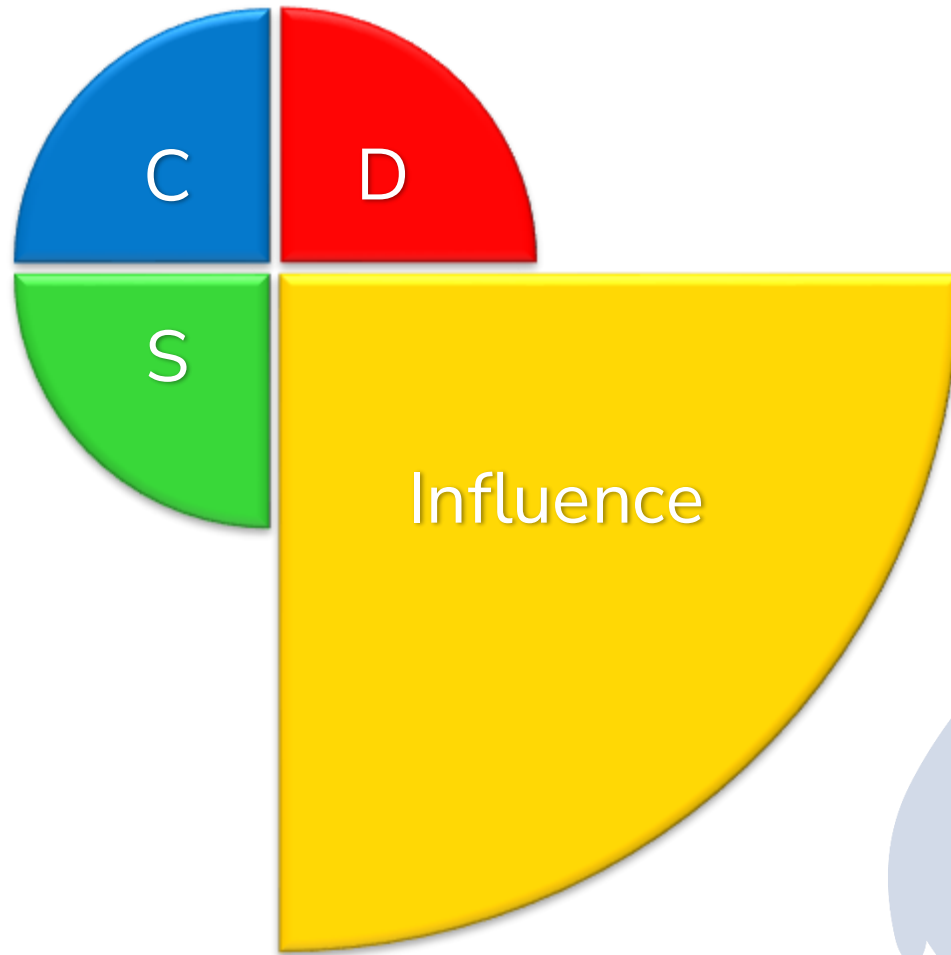
## Motivated by...

- Driving forward a situation
- Competition
- Achievement and success
- Control

## Responds to pressure by...

- Becoming very assertive
- Expecting immediate response
- Negatively reacting to a power struggle

# I Style



## Priorities....

- Expressing enthusiasm
- Developing relationships before considering ideas
- Group activities

## Motivated by...

- Positive communication
- Ideals that benefit all
- Social recognition

## Limitations....

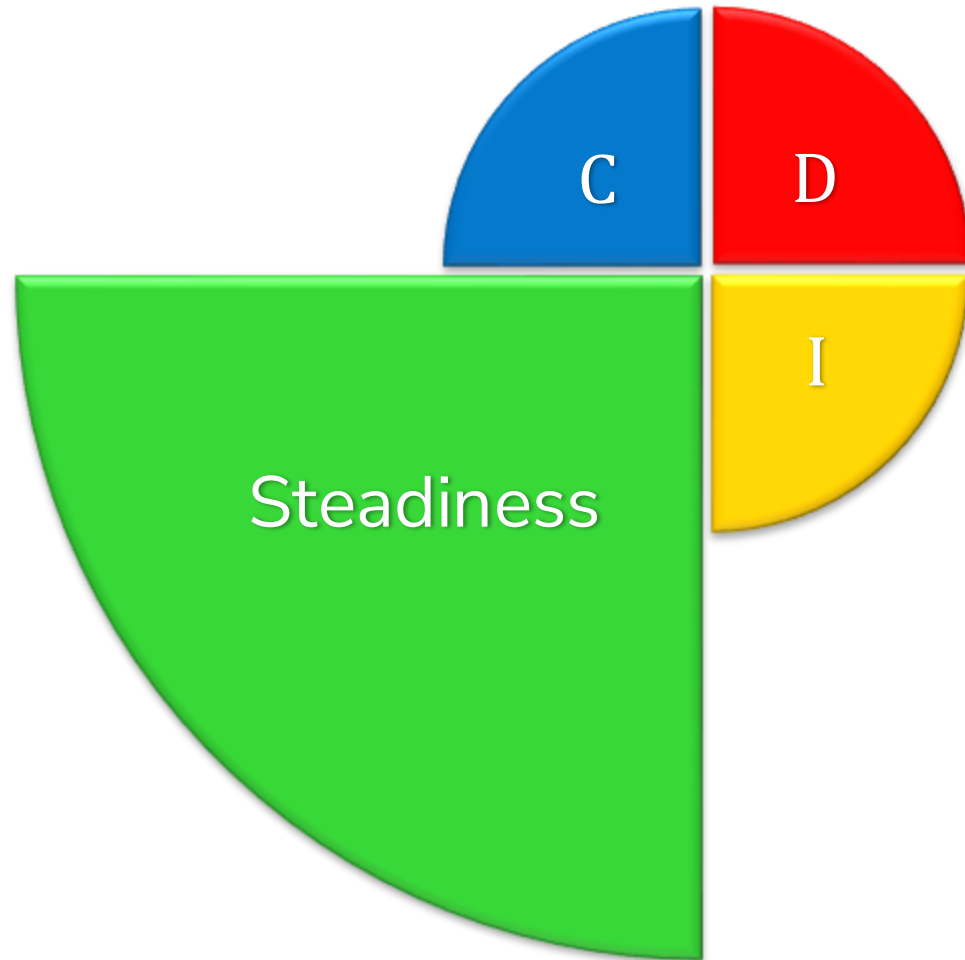
- Impulsive
- Disorganisation
- Lack of follow through

## Responds to pressure by...

- Using verbal attacks
- Highlight shortcomings of others
- Generally laying blame



# S Style



## Priorities....

- Giving support
- Maintaining stability
- Enjoying collaboration

## Motivated by...

- Stable environments
- Sincere appreciation
- Opportunities to assist
- Co-operation

## Limitations....

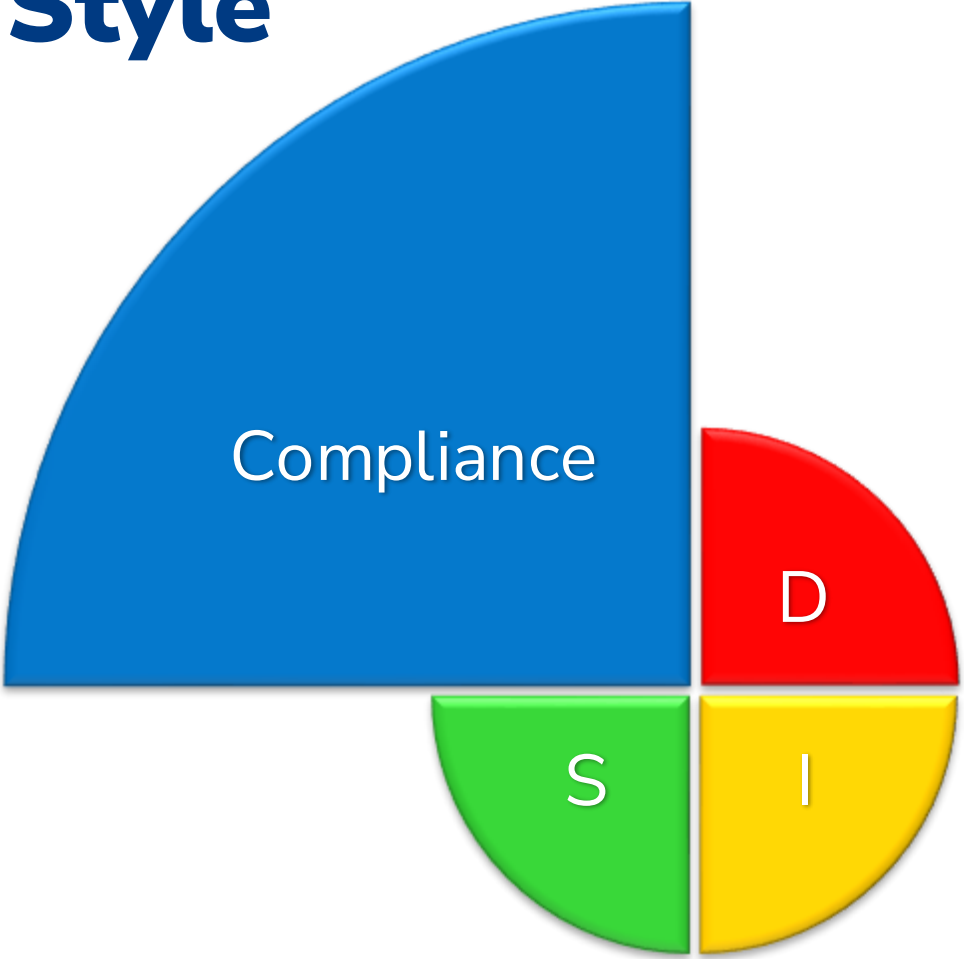
- Being forced or pressured will deliver negative outcomes
- Needs a lot of time for adjustments
- Overly accommodating

## Responds to pressure by...

- Avoid conflict to keep status quo
- Delaying accommodating change
- Find a equitable solution



# S Style





## Priorities....

- Ensuring accuracy
- Maintaining stability
- Challenging assumptions

## Motivated by...

- Factual info and detail
- Evidence based proof
- Consequence of effects
- Quality and control

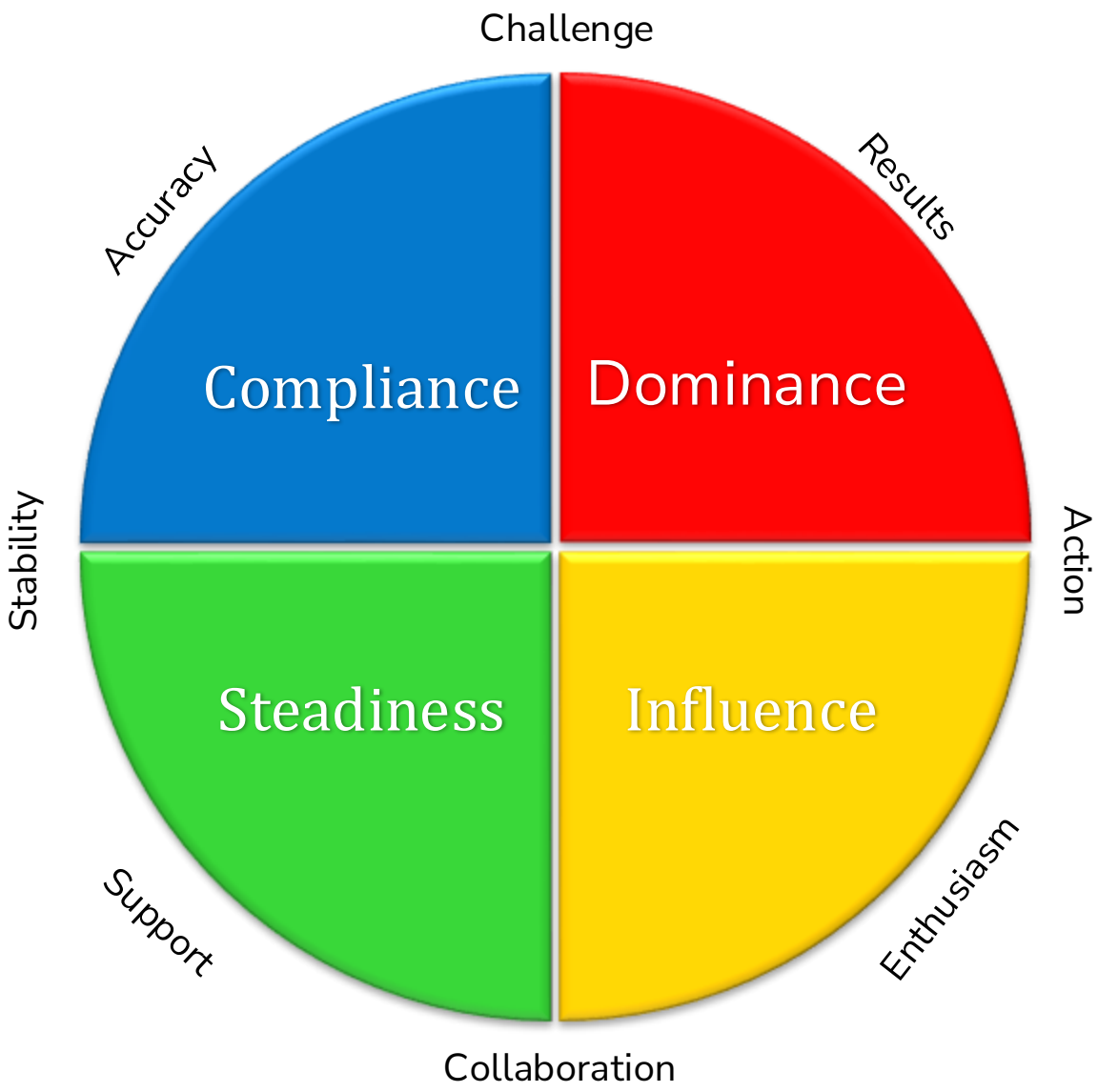
## Limitations....

- Tendency to overanalyse
- Overly critical
- Isolates self

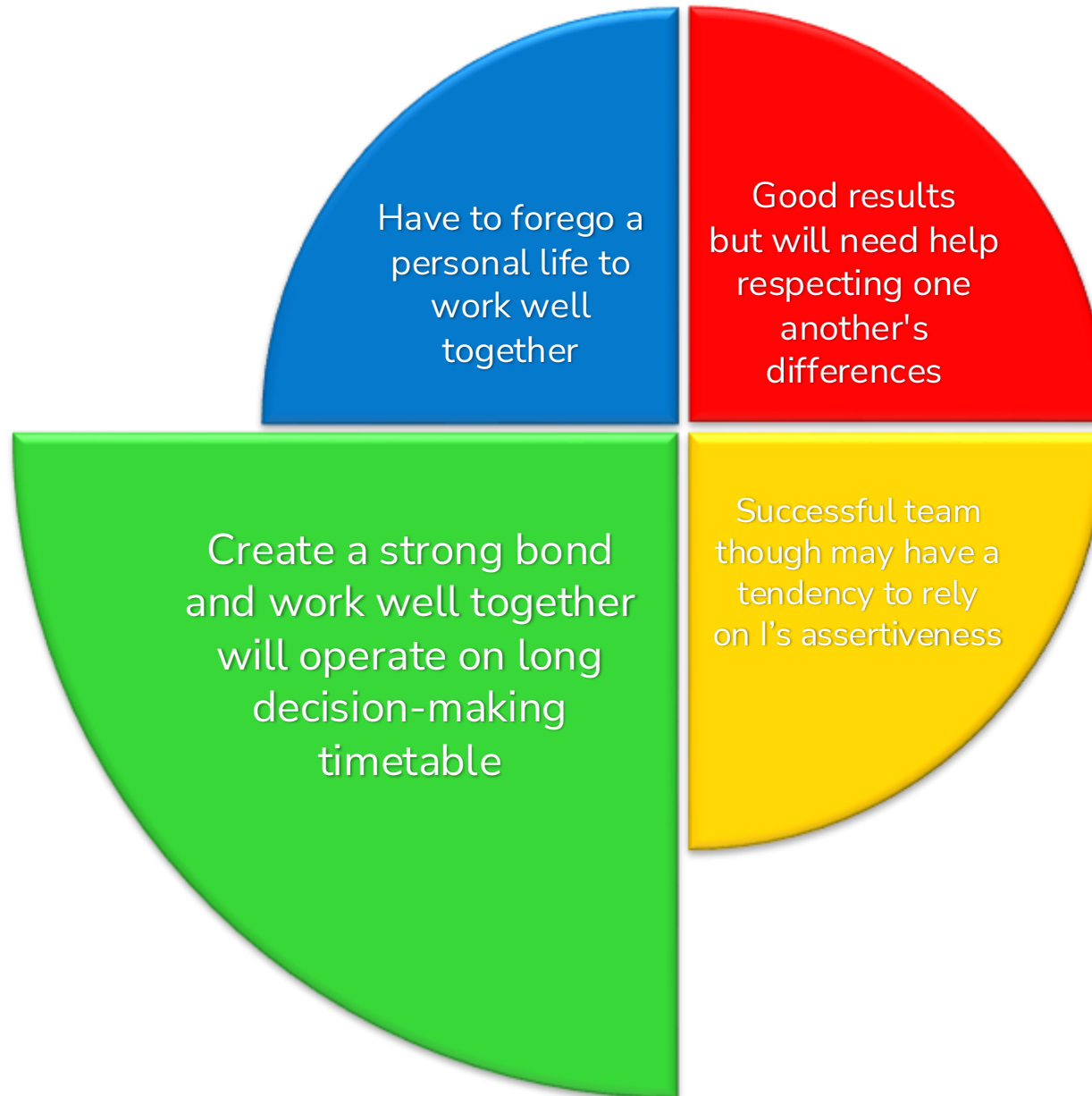
## Responds to pressure by...

- Becoming evasive
- Avoid conflict by changing subject
- Make vague promise or completely ignore the issue - altogether

# Style attributes

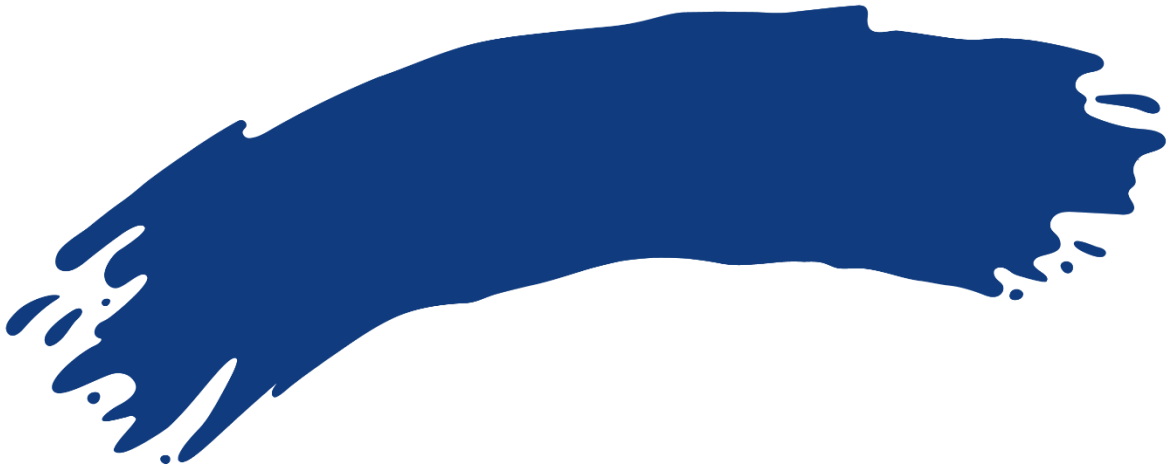


# How the S style works with others





# Supporting S style



#UK26WSJ

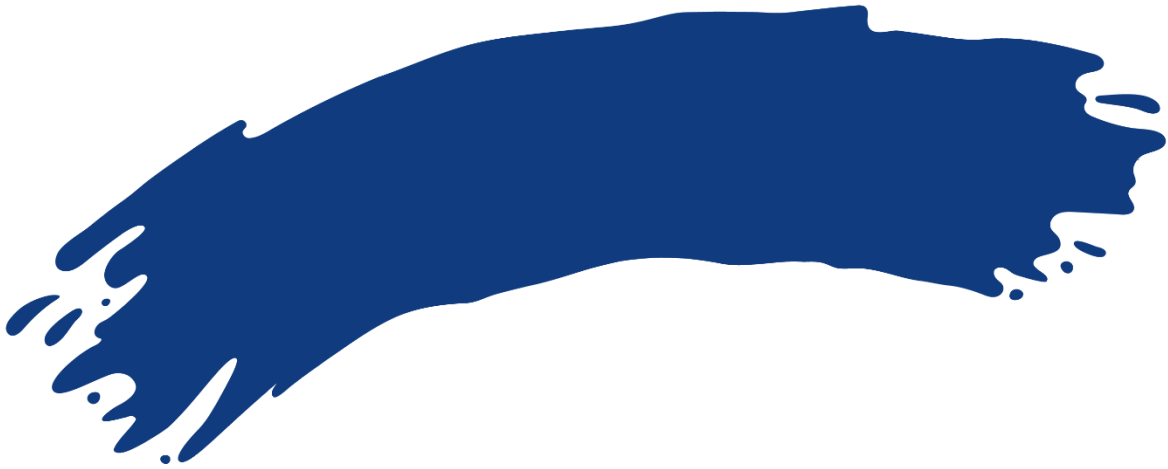
- Help them face conflicts without giving in
- Help them take a stand
- Encourage speaking up
- Allow them time to think

# How the I style works with others





# Supporting I style



#UK26WSJ

- Help them face conflicts without giving in
- Help them take a stand
- Encourage speaking up
- Allow them time to think

# How the C style works with others





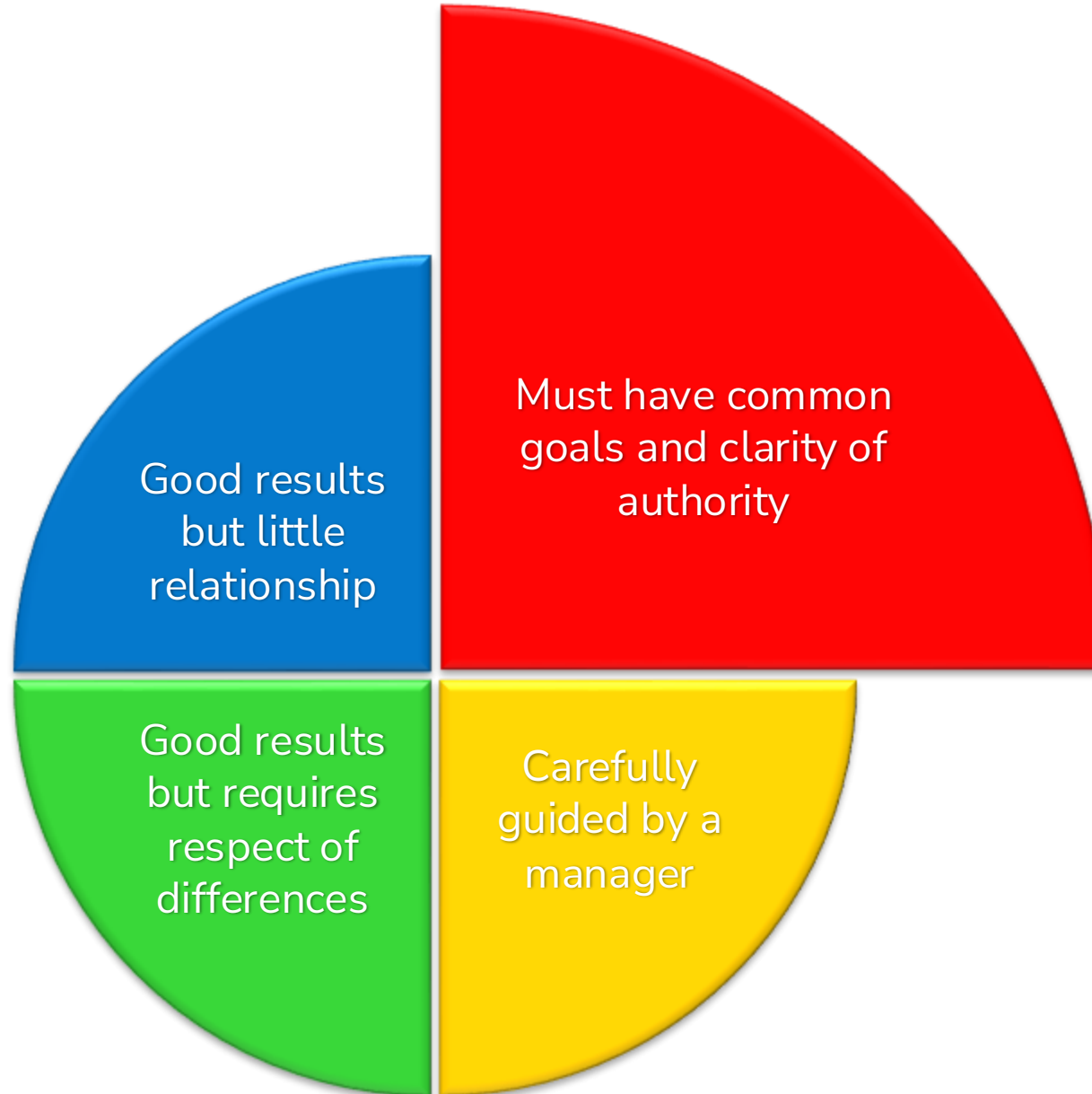
# Supporting C style



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- Pushing them to join the group early in the decision-making process
- Exposing their thoughts and ideas
- Supporting them to stay involved instead of withdrawing

# How the D style works with others





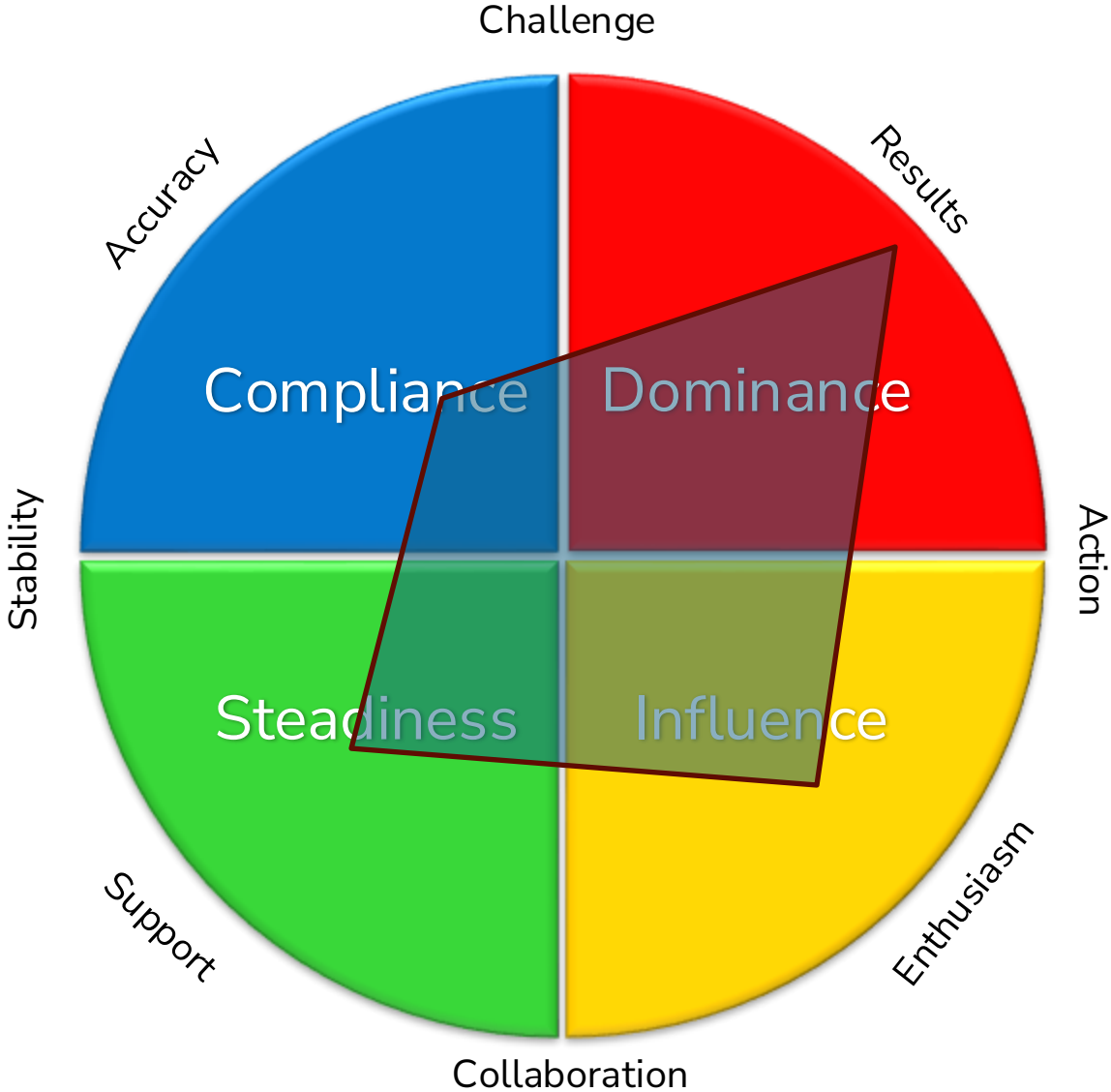
# Supporting D style



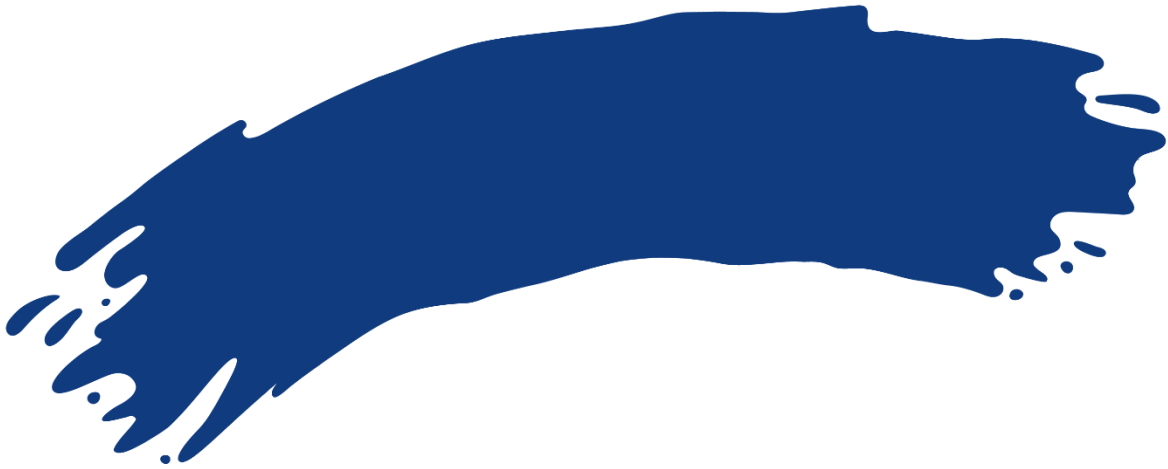
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- Help them face conflicts without giving in
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# Style Attributes



# Any Questions?



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