

Teams at a Distance
Work in a time of COVID



AMCTO Zone 2
Virtual Fall Meeting



Teams at a Distance
Work in a time of COVID

- Address Current Reality
 - Different, but the same
- Increase Awareness
 - Own (Natural) Reactions
- Create Empathy
 - Connection through understanding

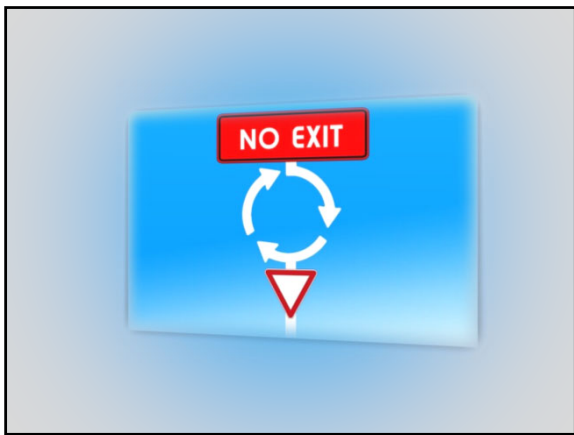










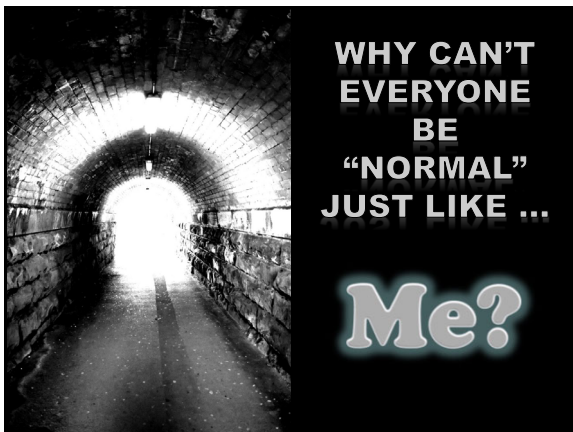




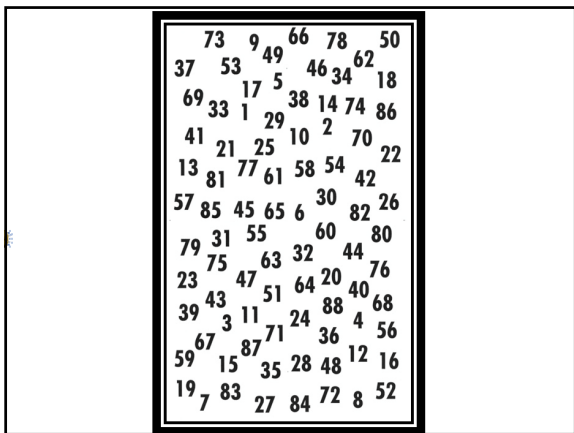
Uncontrollable | Controllable





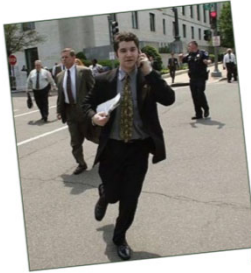








Outgoing/Active 



Fast-paced

Outgoing/Active 




Energetic

Outgoing/Active 




Enthusiastic

Understanding What You Do



Reserved / Passive



Slower-paced



Reserved/Passive 

Careful





Reserved/Passive 


Understated




Reserved/Passive 

Outgoing/Active 



Reserved/Passive 



Understanding "How" You Respond



Task-Oriented

Task-Oriented



Project

Task-Oriented



Plans

Task-Oriented



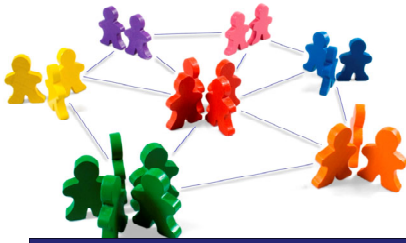
Process

Understanding "How" You Respond



People-Oriented

Social Network



People-Oriented



Emotive



People-Oriented



Relationships



People-Oriented



Task-Oriented



People-Oriented



What is **DISC**?

THE MATRIX OF HUMAN BEHAVIOUR

- the **D** type is **Outgoing** and **Task-Oriented**
- the **I** type is **Outgoing** and **People-Oriented**
- the **S** type is **Reserved** and **People-Oriented**
- the **C** type is **Reserved** and **Task-Oriented**




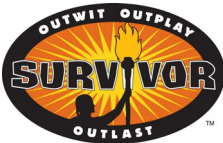




Dominant

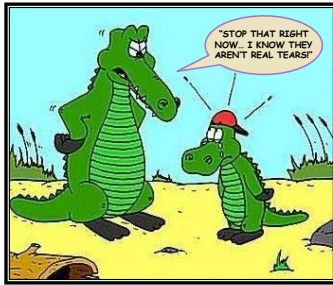


I like to win.

Dominant



Direct



I rarely beat around the bush.

Direct



Doer



I prefer to be busy.

Doer



Decisive



I make decisions quickly.

Decisive






Inspiring



I like to motivate others.

Inspiring



Impressionable



I can quickly be persuaded.

Impressionable



Impressive



I enjoying getting attention.

Impressive



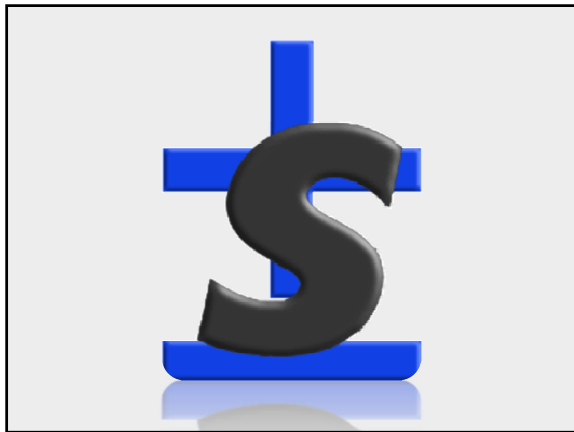
Idealistic



I have lofty goals.

Idealistic



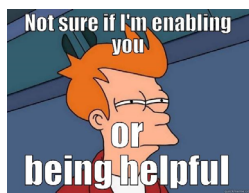


Supportive

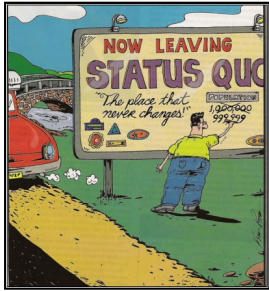


I like to be helpful.

Supportive



Status Quo



I prefer when things to stay the same.

Status Quo



Sensitive



I'm aware of others' feelings.

Sensitive



Spectator



I like the spotlight to be on others.

Spectator





Cautious



I need to get things right.

Cautious



Conscientious

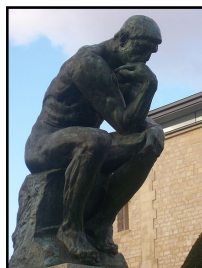


I like clear instructions.

Conscientious



Contemplative



I will always think something through.

Contemplative



Clarifying



I will often ask questions.

Clarifying



Feedback



- Google form – 90 secs
- Link in chat
- Receive **Conflict Resolution** resource template

DISC doesn't bring value when used to label,



ONLY when used to understand!

The Centre For Applied Human Dynamics



www.dynamics4u.com

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