



"Shards of Light"

Antarctic Peninsula, Jan 2022

World Navigator Cruise

Landscape Competition Winner



WHO ARE YOU YOUR STYLE MAKES YOU A BETTER LEADER

Alan Cabelly, Ph. D., SHRM-
SCP



NHRMA 23

85TH ANNUAL CONFERENCE + TRADESHOW

Portland Leadership Institute
www.PortlandLeadershipInstitute.com

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Today

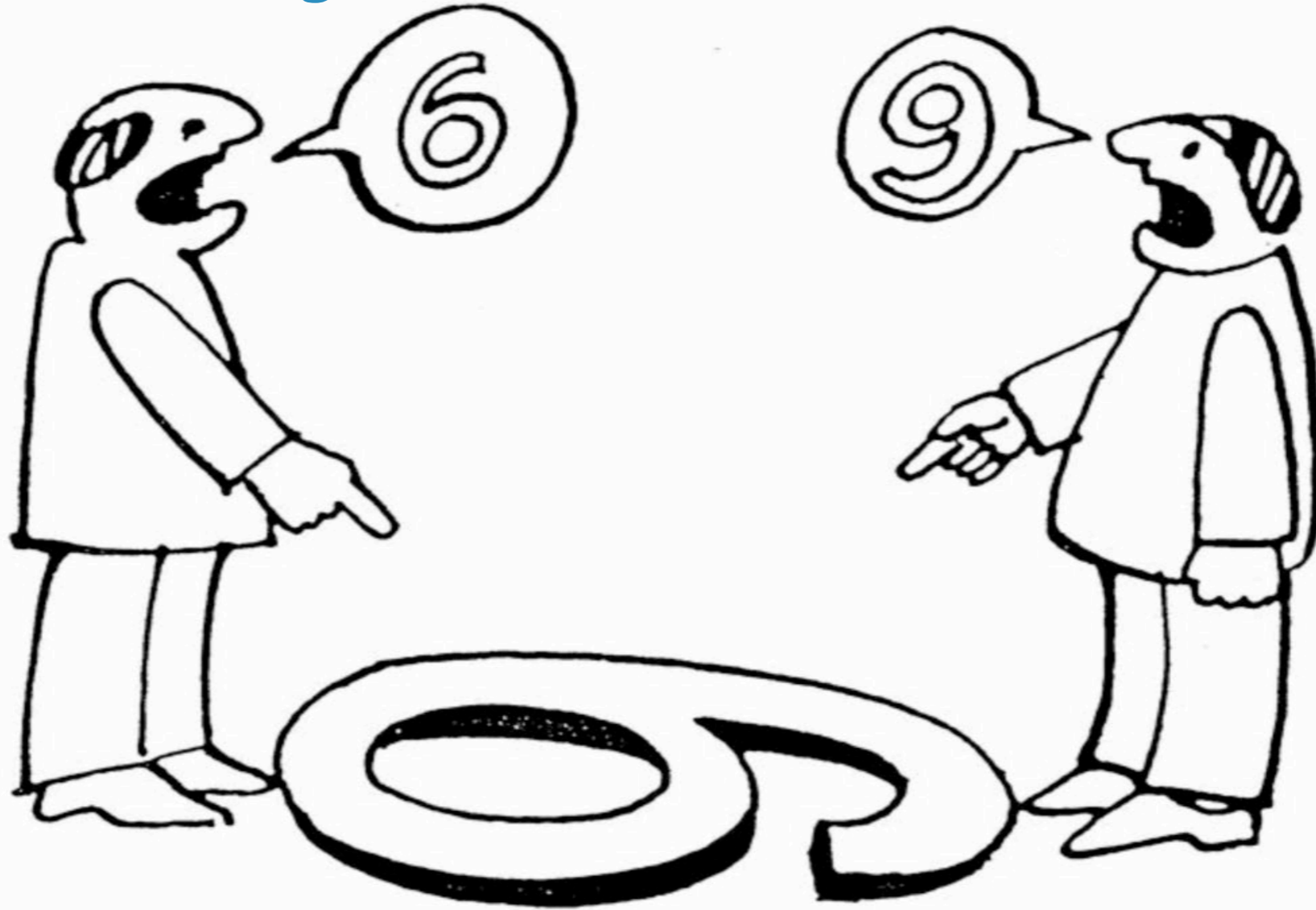


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Perspective

Who's telling the truth?



What Don't You See?



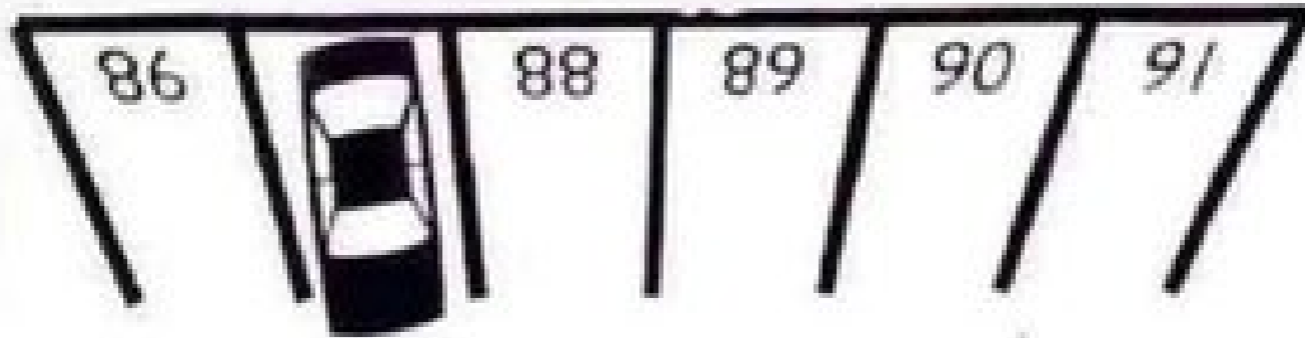
FeedEx



And Finally.....



What space is this car parked in?



What's your perspective??



What are we looking at today?

- What is Style?
 - Behavior vs. Personality
- DiSC[®] Behavior Model
 - How do we communicate
 - How do we work within a team
- How do you work with a... ..
- Talent Management

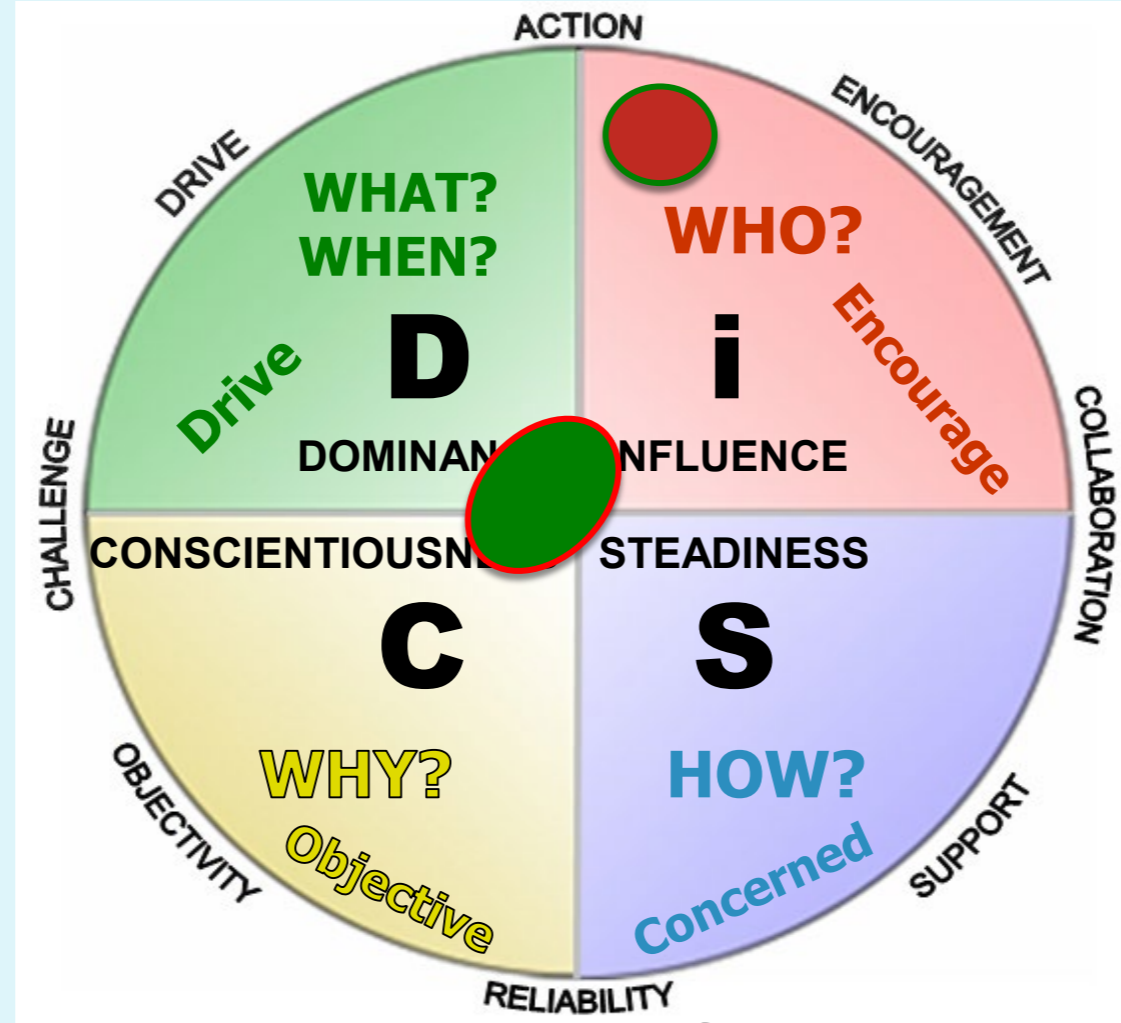


Alan 

Jean 

**Active
Fast Paced
Assertive**

**Logical
Objective
Skeptical**



**Thoughtful
Methodical
Calm**

Enlightened

**Accepting
People Focused
Empathizing**

Personality vs. Behavior



- *Who I am* vs. *What I do*
 - *You're lazy* vs. *You don't seem to be working as hard as you previously have*
 - *You can't do numbers* vs. *I don't understand the budget you produced*
 - *Myers-Briggs* (and many others) vs. *DiSC*®

- So What

**Leadership
Matters**

Personality
Behavior



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Different DiSC[©] assessments



- DiSC[©] Classic
 - Simple Approach, affordable. Best for one introductory analysis
- Everything DiSC[©] Catalyst
 - This is a suite of assessments, interactive analysis, additive assessments. Best for long term corporate work
 - DiSC[©] Workplace
 - DiSC[©] Management
 - DiSC[©] EQ
- And there's more.....
and freebies





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Who Are You



What is your DiSC style?

What is DiSC style of person X?

- Highest dimensions
- Strength





Focus on Yourself
---and---
Learn to Read People

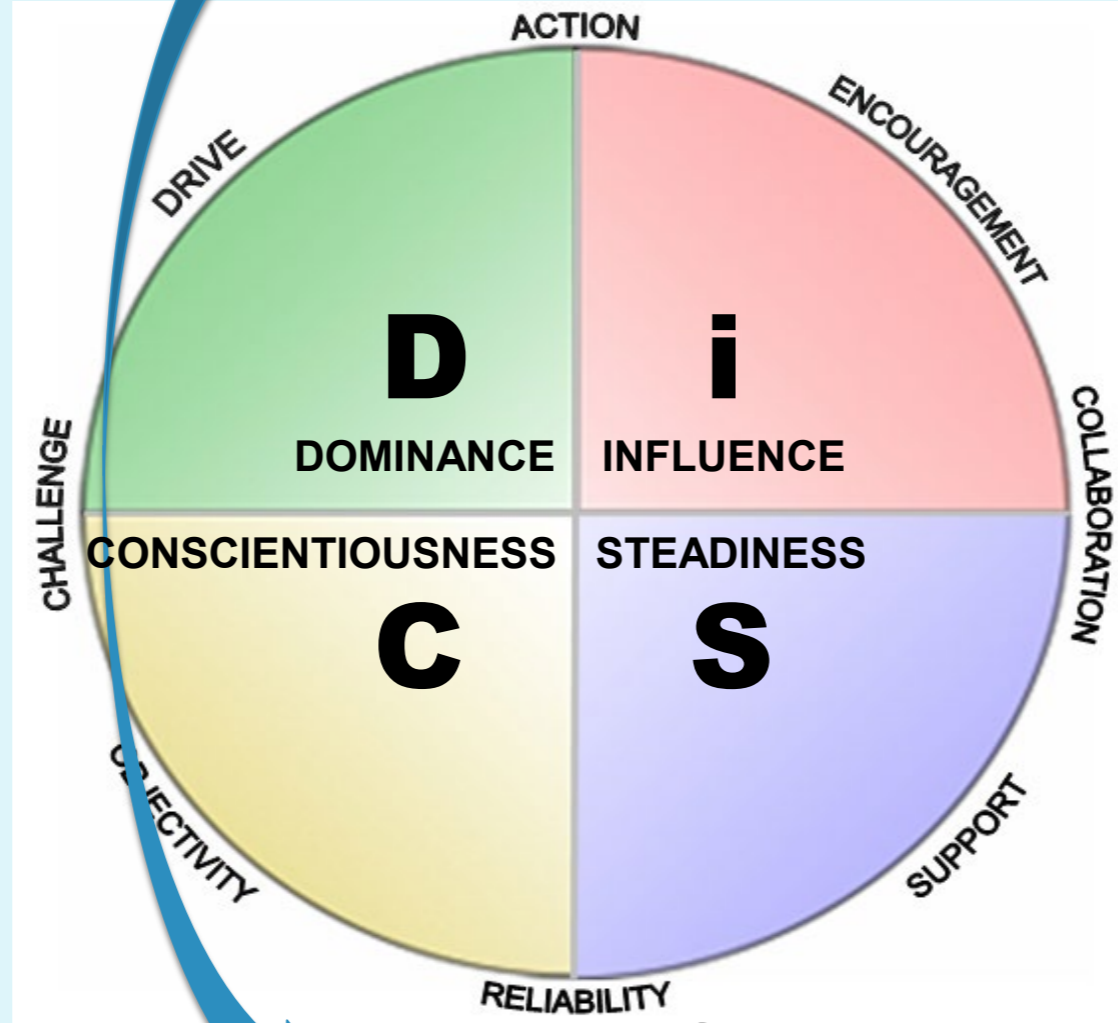
Where are you?

**Where are the
people you work
with?**

Pick one person



What's DiSC® ?



Active
Fast Paced
Assertive

Are you more...?

Thoughtful
Methodical
Calm

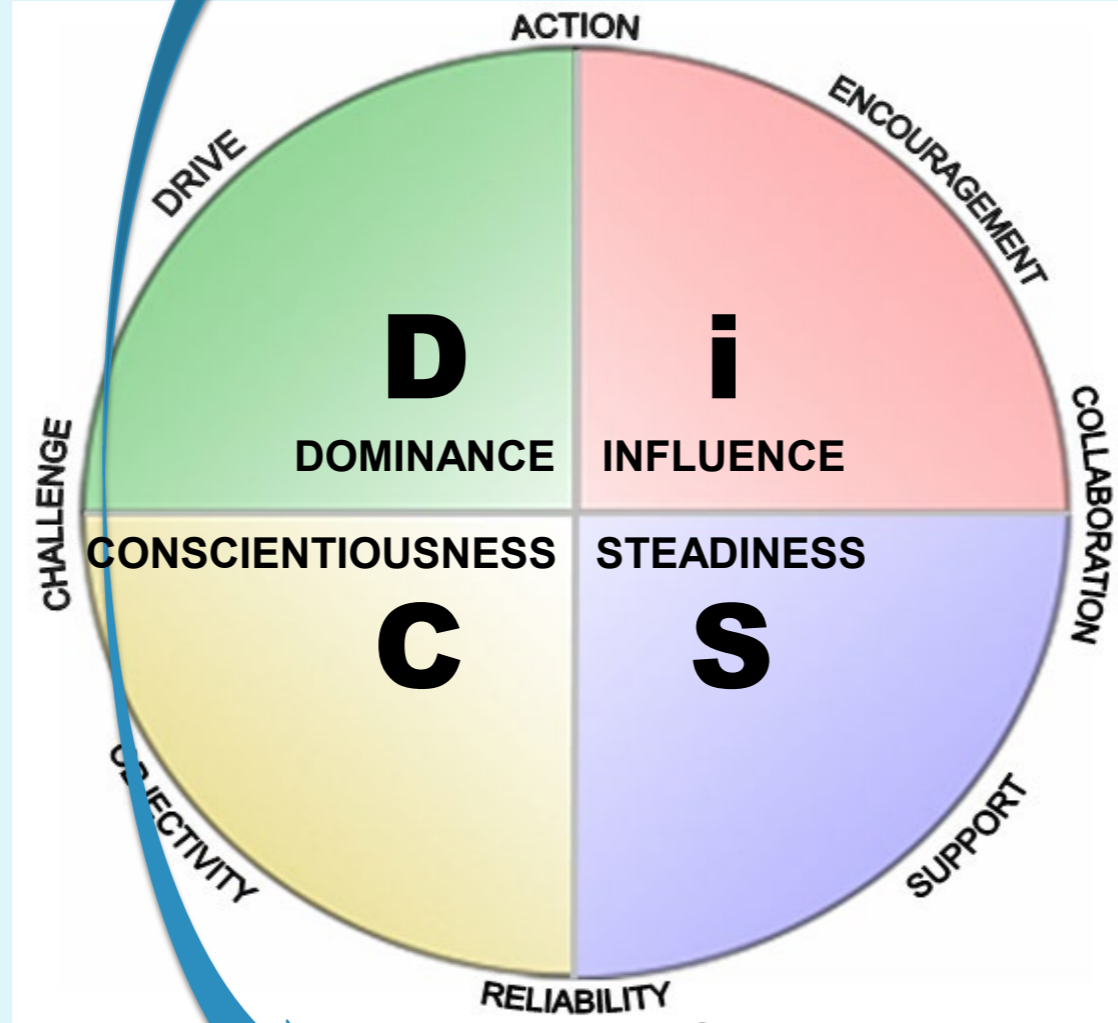


Active

Thoughtful



What's DiSC® ?



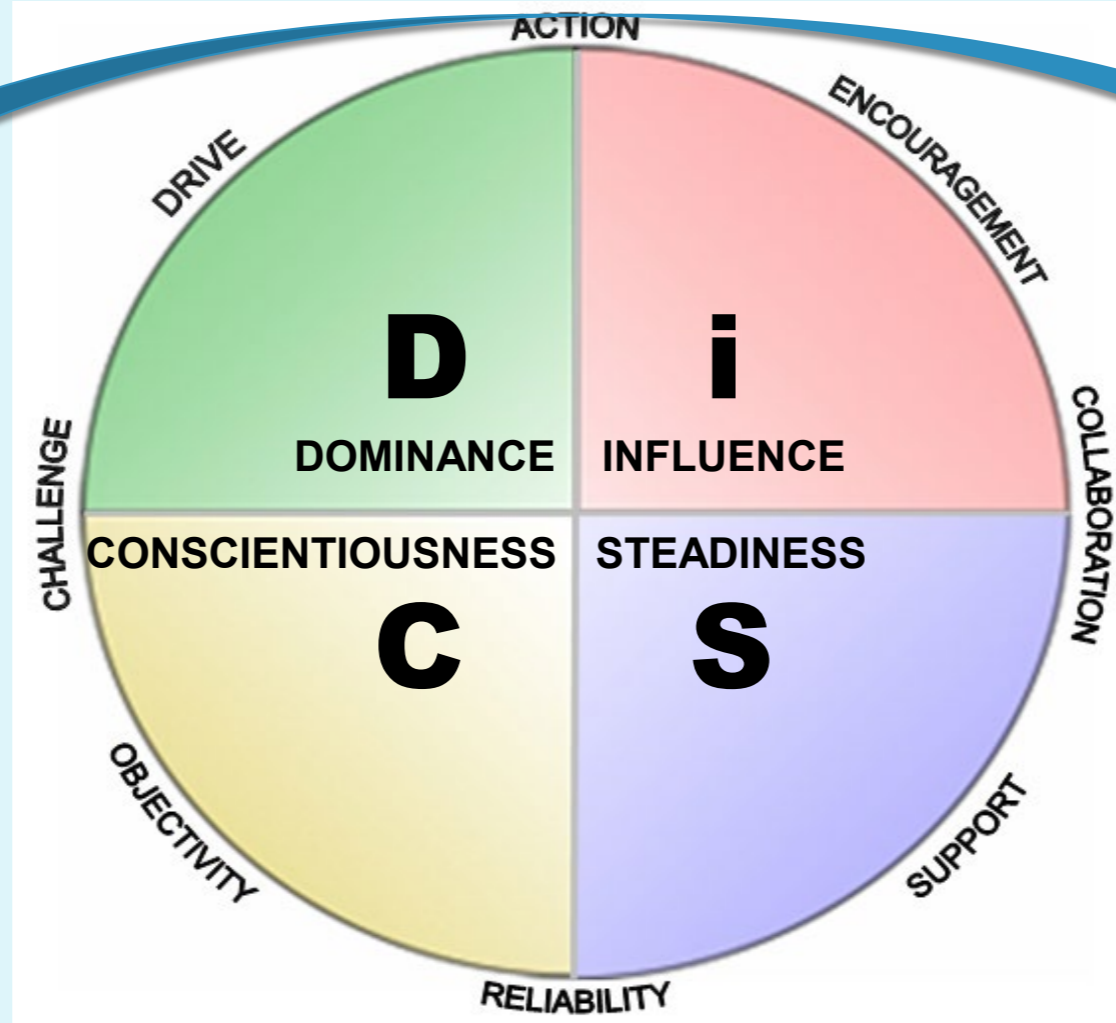
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Are you more...?

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Are you more...?

Accepting
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Empathizing



Questioning

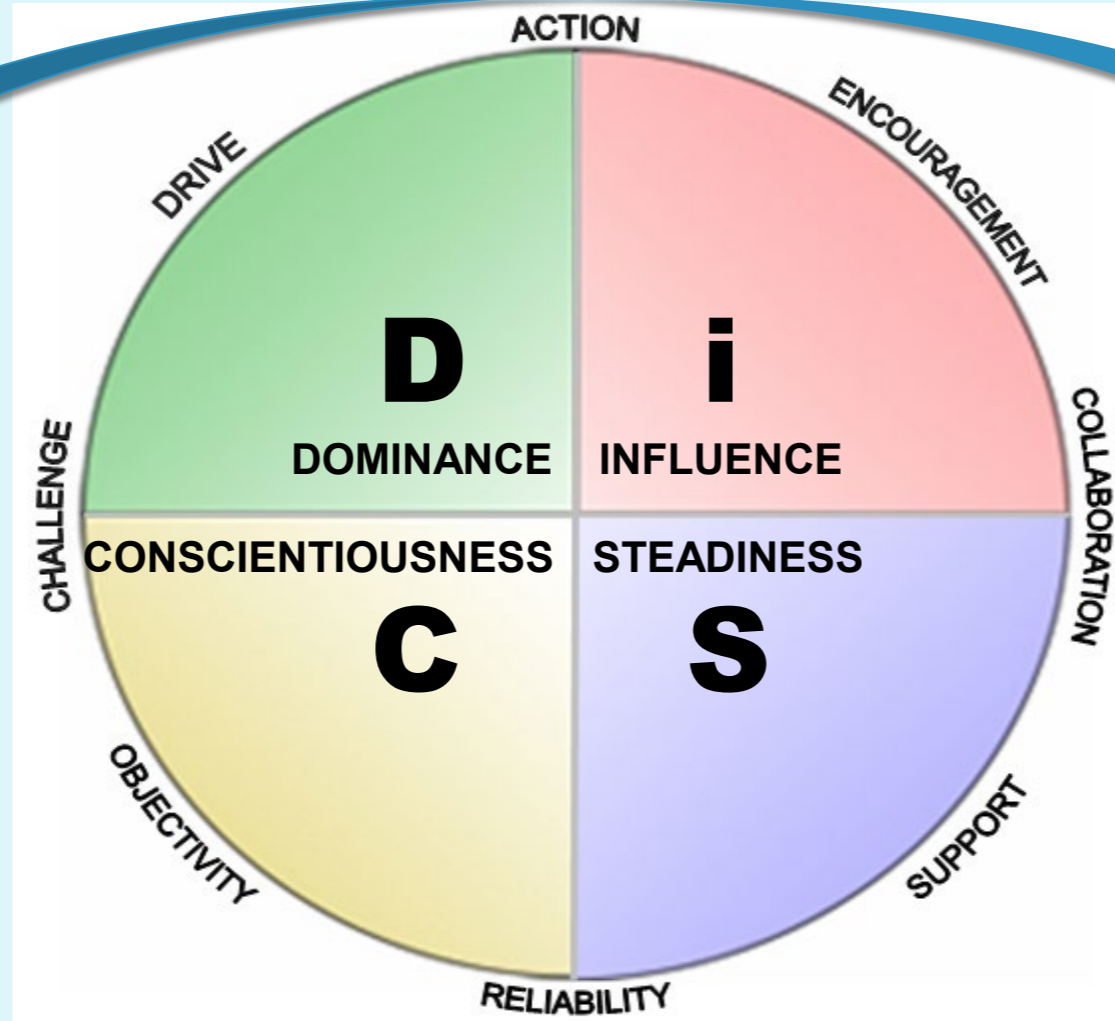


Accepting



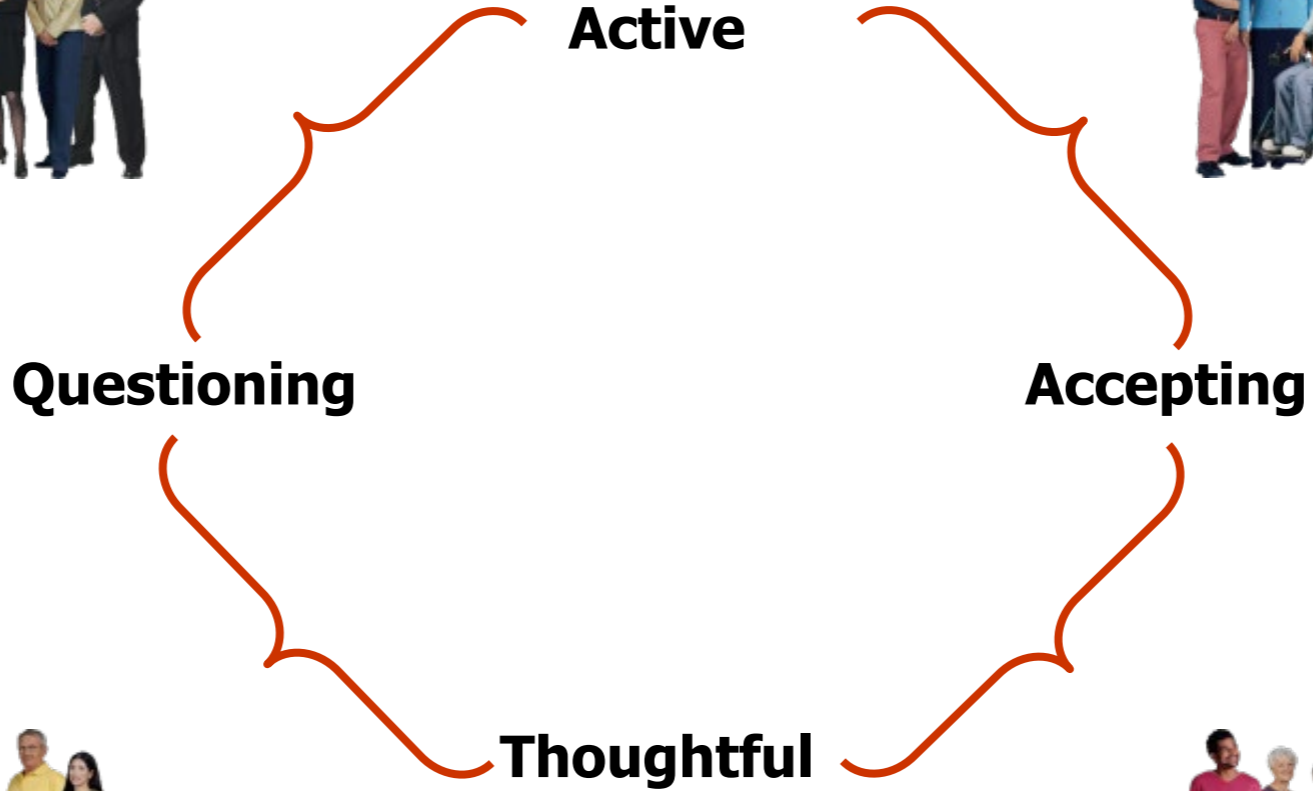
What's DiSC® ?

Logical
Objective
Skeptical



Are you more...?

Accepting
People Focused
Empathizing



Demanding Doers and Fixers

**PUSH PEOPLE HARD
COMPETITIVE
STRONG WILLED**

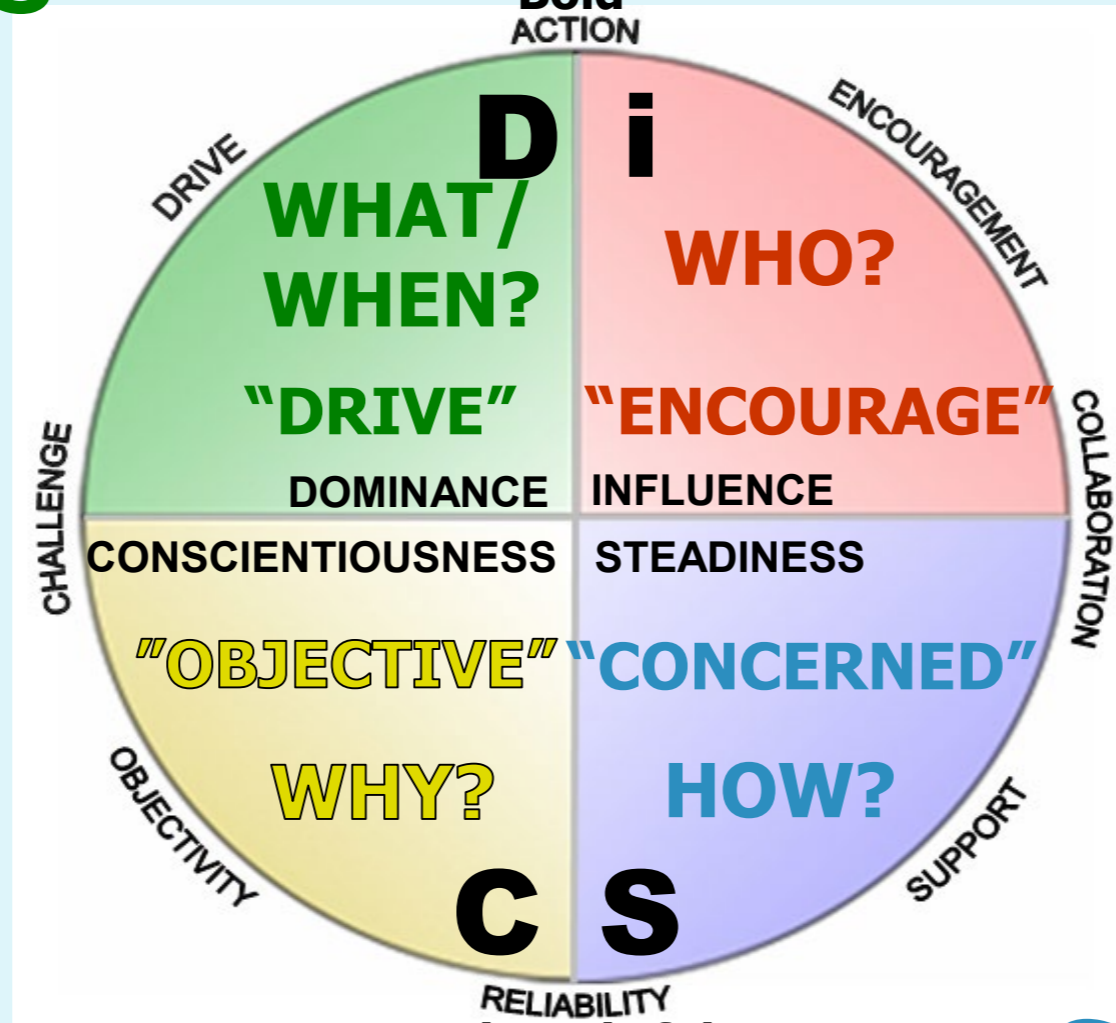
Logical
Objective
Skeptical
Questioning
Challenging

**KEEP US FOCUSED
ANALYTICAL
PRIVATE**

Cautious Analyzers

Active
Fast Paced
Assertive
Dynamic
Bold
ACTION

RELIABILITY
Thoughtful
Moderate Paced
Methodical
Calm, Careful



Energizers and Schmoozers

**CHEERLEADER
ENTHUSIASTIC
EXPRESSIVE**

Accepting
People Focused
Empathizing
Receptive
Agreeable

**MEDIATOR
ACCOMMODATING
HARMONIZING**

Stabilizers and Supporters

DiSC® Styles and the Environment

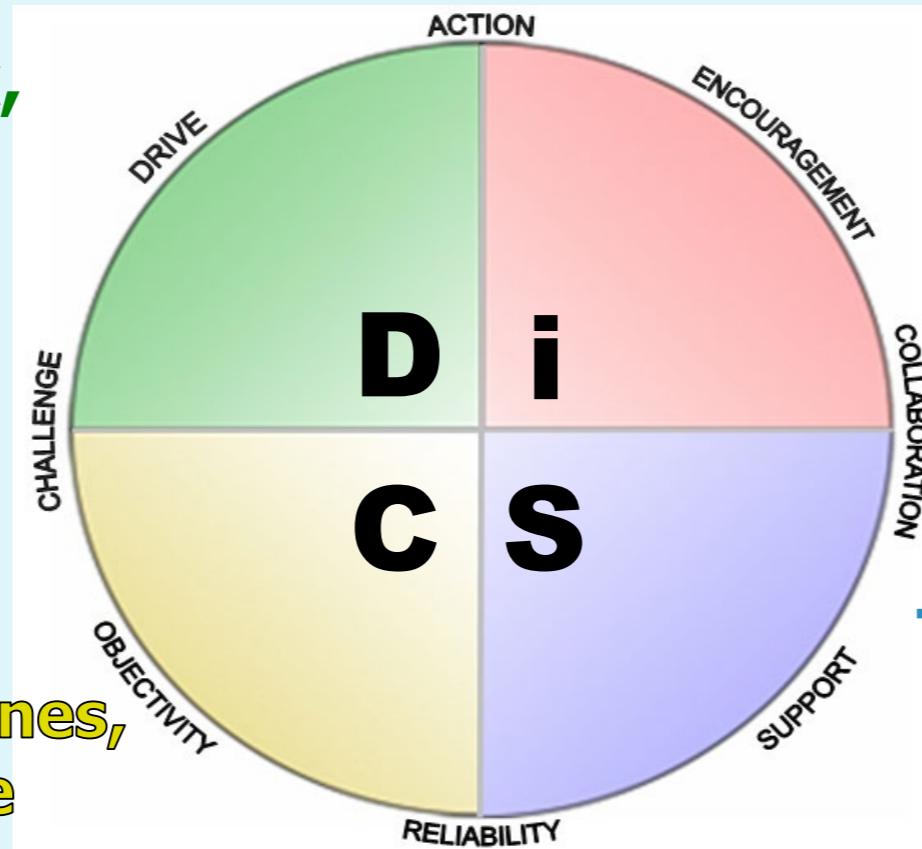


Perceives Self as More Powerful than the Environment

**Tries to Change, Fix,
or Control Things**

**Perceives an
Unfavorable
Environment**

**Tries to work within
established rules, guidelines,
and procedures to ensure
accuracy and quality**



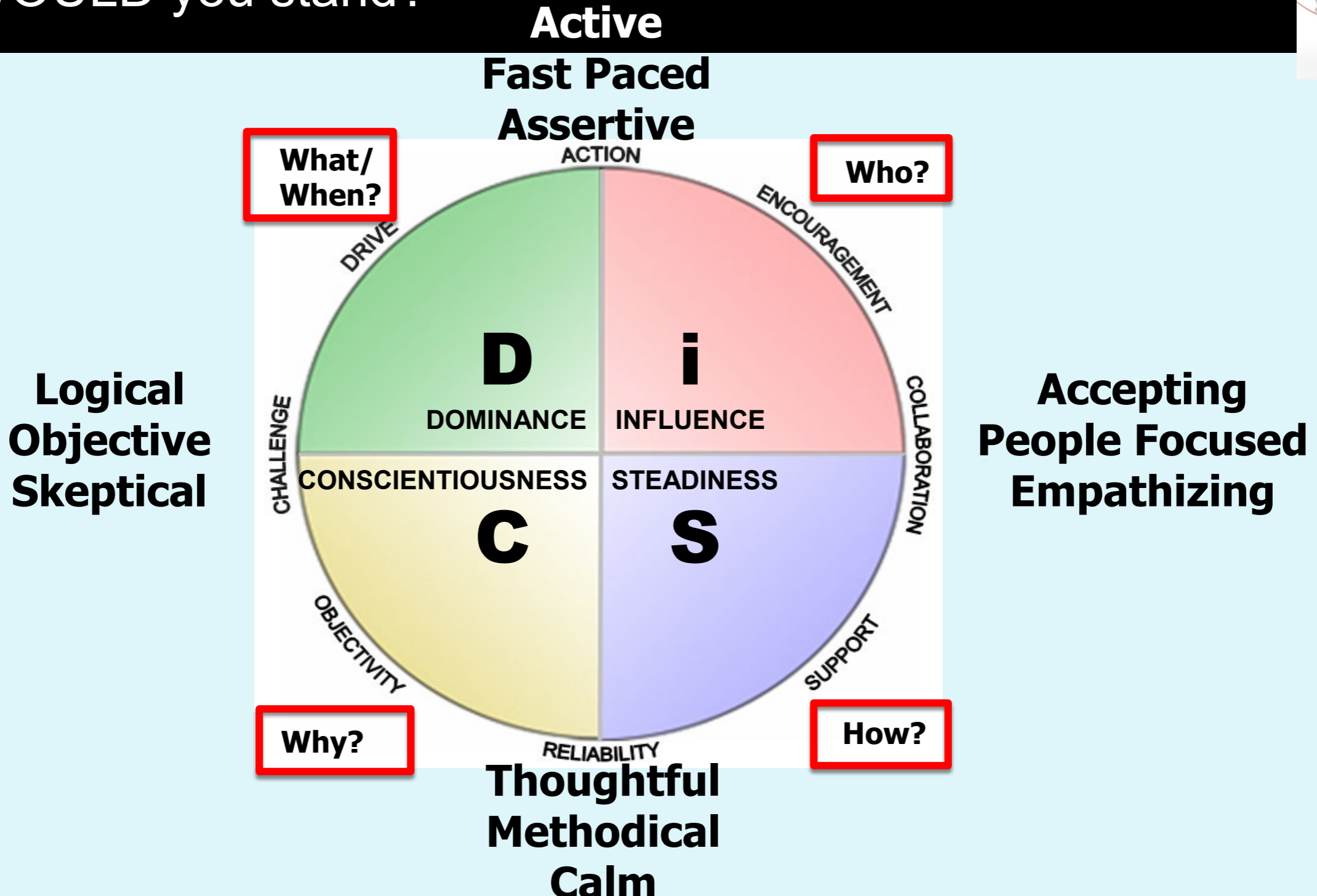
**Tries to Persuade,
Promote, or
Influence Others**

**Perceives a
Favorable
Environment**

**Tries to be supportive,
collaborative, and
agreeable while
keeping things stable**

Perceives Self as Less Powerful than the Environment

where WOULD you stand?



Demanding Doers and Fixers

**PUSH PEOPLE HARD
COMPETITIVE
STRONG WILLED**

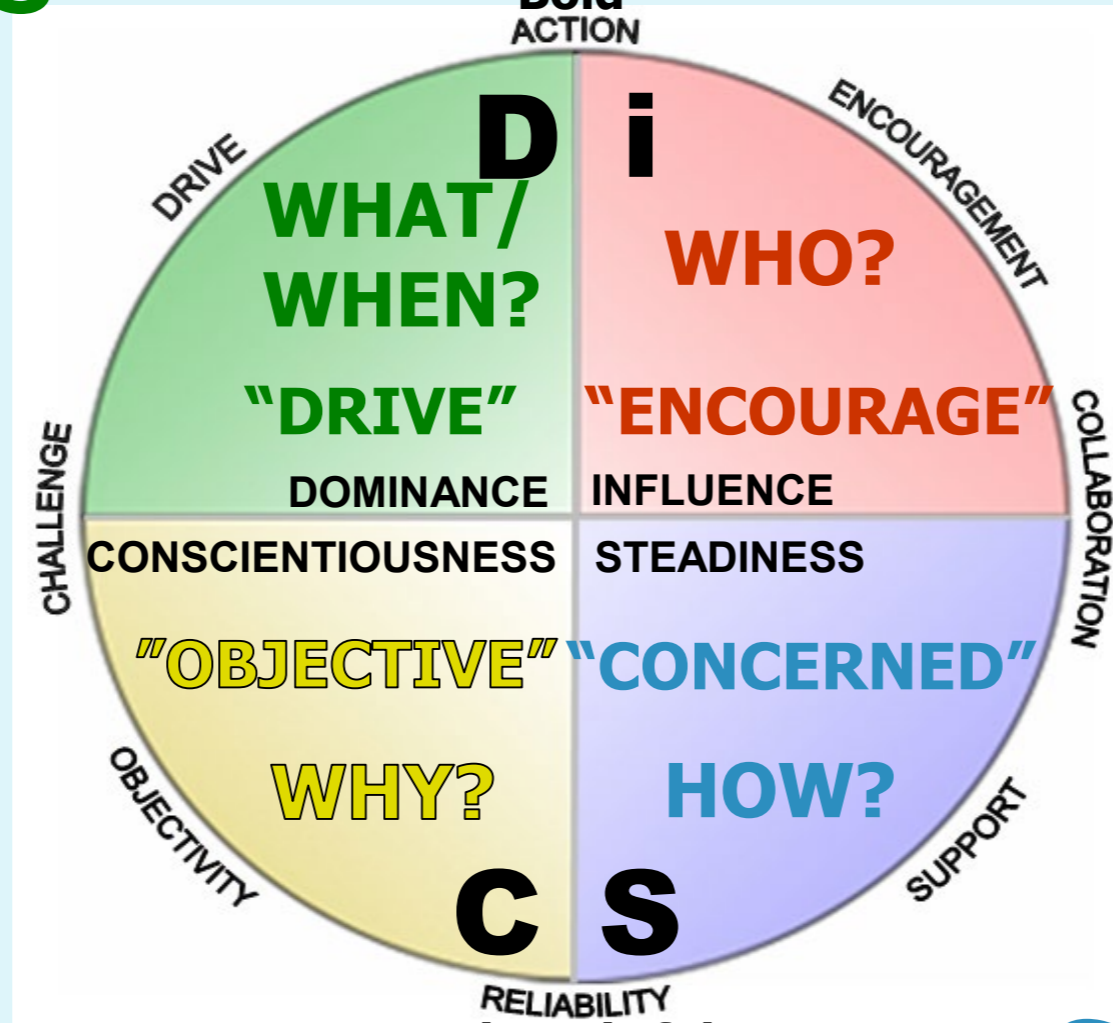
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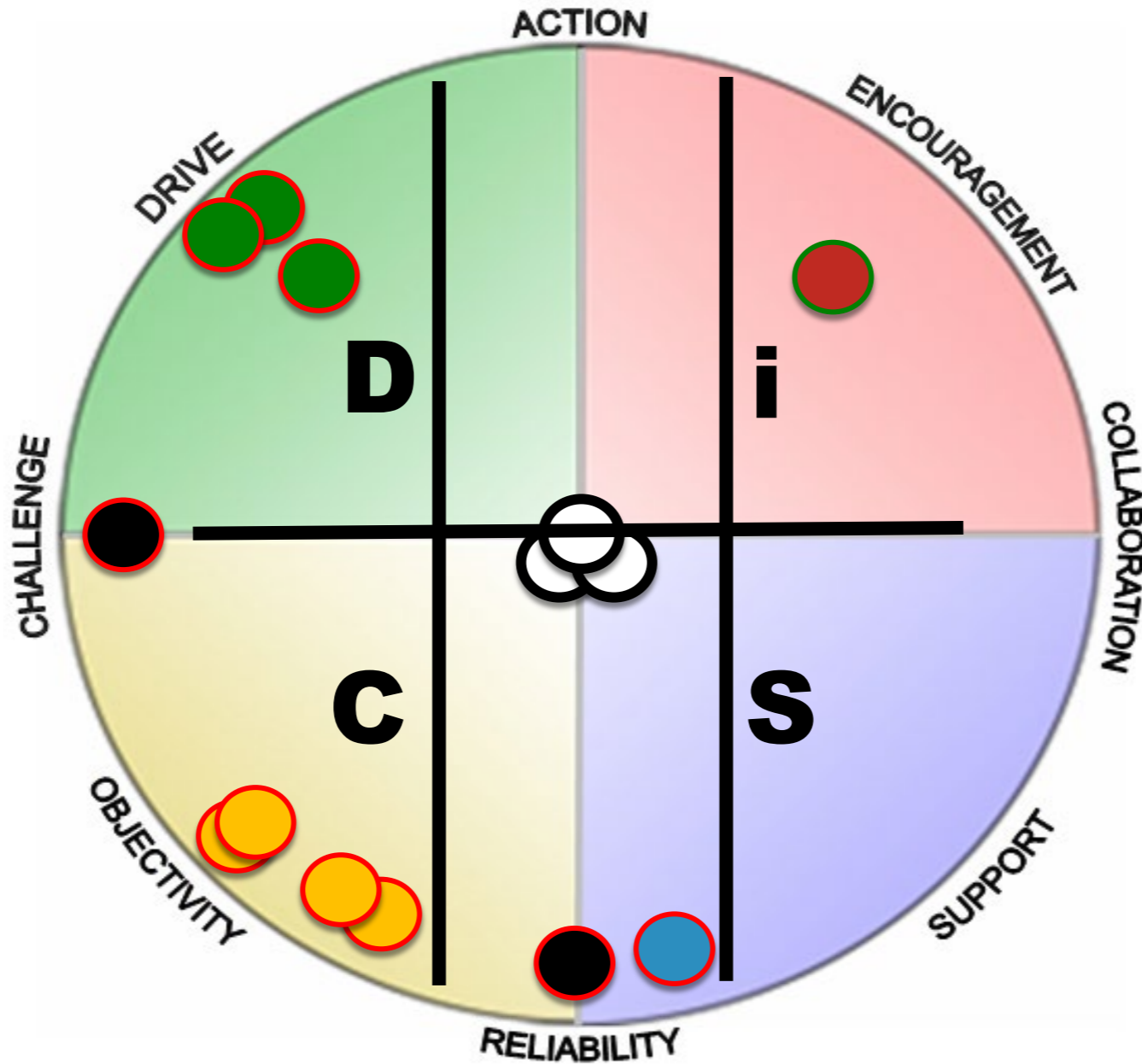
Energizers and Schmoozers

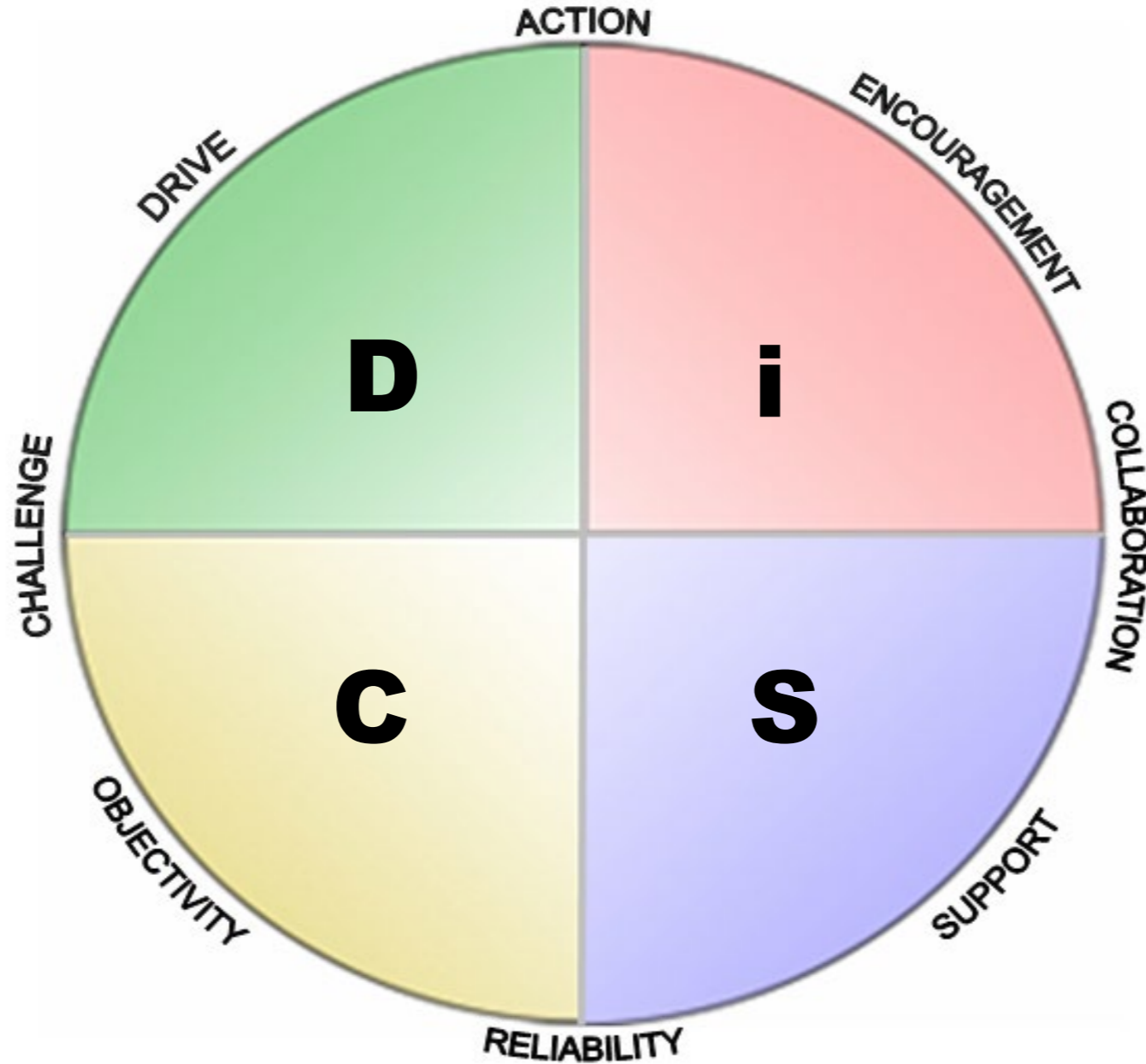
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Accepting
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**MEDIATOR
ACCOMMODATING
HARMONIZING**

Stabilizers and Supporters





Personal Style: How to use this Info



- Embrace roles: yours, and your team members'
 - High D, Dominance: Drive, action, speed
 - High i, influence: Energy and encouragement
 - High S, Steady: Stable, support
 - High C, Conscientious: Detail, accuracy, analysis
- **Communicate with your team, based on their individual needs**

Be Enlightened

Use Personal
Style Info

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The Challenges of the Post Covid Era



- How has YOUR Workplace and Workforce Changed
 - How do external workplace and workplace changes impact you?
- What about your Management Team
 - Where are they on the “Resist Change/Accept Change continuum?”
- Impact of Millennials and Corona/Alpha Generation
 - and yes, the boomers are finally retiring
- How can you use the knowledge you gained today to impact necessary changes in your organization

What's Next

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Build Your Team: *Leadership Matters*



Influence
Communicate WITH them, not AT them

Meet them where they're at

Dominance

Steadiness

QUESTIONS

No style is better than any other



Be enlightened

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What do you do with a D? (think of a High D you know)



Do

- Ask for ideas
- Give them rope
- Allow them to take the lead
- Put them in the spotlight
- Get aggressive on time demands
- Congratulate them
- Focus on the big picture
- Support their team

Don't

- Micromanage them
- Talk in circles
- Eliminate their freedom to act
- Stall
- Focus on detail



What do you do with an i? (think of a High i you know)



Do

- Be energetic/enthusiastic
- Support their energy
- Put them in the spotlight
- Allow them to take charge of the situation
- Celebrate accomplishments, theirs and others'
- Show your feelings; ask about theirs

Don't

- Focus on detail
- Focus on format/rules
- Ignore fun
- Isolate them
- Ignore them
- Take charge of their activities



What do you do with an S? (think of a High S you know)



Do

- Be calm
- Prepare them for change
- Explain why...
- Team them up with others
- Thank them for their flexibility
- Ask them to assist and guide others
- Give them a working format
- Provide security
- Give them time: to think, to speak

Don't

- Surprise them
- Be upset, or get them upset
- Be ambiguous
- Fake sincerity
- Create rapid change
- Push them to work alone
- Ask them to work with difficult people
- Stimulate conflict
- Push them hard



What do you do with a C? (think of a High C you know)



Do

- Be quiet and thoughtful
- Warn them about impending change
- Appeal to their expertise
- Focus on their logic
- Prepare agendas for meetings, especially difficult ones
- Ask what they would like to do
- Focus on the numbers
- Give them time: to think, to speak

Don't

- Ignore their expertise
- Say a job does not have to be perfect
- Mix socializing with business
- Be ambiguous
- Create needless meetings
- Create needless celebrations
- Surprise them
- Ignore the rules



How to use Personal Style Info

	D	i	S	C
The Person's Behavior	Makes rapid decisions Gives short answers Takes charge	Outgoing Enthusiastic Positive Friendly	Calm Helpful Trustworthy Patient Sincere	Quiet Careful Reliable Accurate Concerned with being correct
What the Individual Typically Needs or Enjoys	Power Prestige Challenges Results Freedom	Popularity Recognition Approval Friendliness Being with others	Security Status quo Time to adjust to changes Being with people who get along	Clear rules and expectations Time to make decisions Working alone
What Challenges the Person	Being controlled by others People who don't pull their weight	Working alone Complainers	Conflict with others Change	Situations that are unclear or messy
How to Work Better with this Style	Allow this person to make the final decision. Get to the point rapidly Keep the small talk to a minimum	Focus on people Show feelings Be enthusiastic	Control and limit change Recognize the individual's contribution Don't get upset or anxious	Let the person show expertise Do not be aggressive Avoid surprises Be logical and rational



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Alan Cabelly, Professor Emeritus, Portland State University, is a Nationally and Internationally Recognized Speaker, Teacher, and Consultant, the recipient of numerous teaching and other HR awards. His work focuses on Leadership Excellence in the 21st Century, Generational Relationships in the Workplace, and Teambuilding with the DiSC[©]. His personal mission is to help individuals increase their leadership skills and improve the functioning of their work teams. Alan helps people find passion in their work life environment, leading to greater individual engagement and satisfaction, and increased organization productivity. His multigenerational family includes two grandsons and two granddaughters. In his spare time he gardens, mentors, and travels the world with his wife/partner Jean Benevento.