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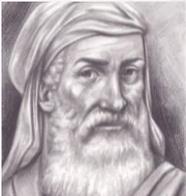


The MAXWELL DISC METHOD

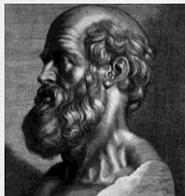
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The Origin of Human Behavior Studies



EMPEDOCLES



HIPPOCRATES

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CARL JUNG

Myers Briggs

- ◆ Thinking
- ◆ Feeling
- ◆ Sensing
- ◆ Intuition



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WILLIAM MARSTON

D.I.S.C.

- ◆ Dominance
- ◆ Influence
- ◆ Steadiness
- ◆ Compliance

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WHAT SHAPES OUR PERSONALITY



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4 Personality Types

- One is NOT better than the other
- You have a primary personality type BUT you are a blend of all four

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Why should I care about this?

Numbers Exercise

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Why should I care about this?

Numbers Exercise TAKE 2!

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Why should I care about this?

Look how much further we can go and how much more productive and effective we can be, just by recognizing the pattern.

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I can tell you in 2 questions what your primary style is!

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I can tell you in 2 questions what your primary style is!

- Don't make it complicated
 - Don't overthink it
- Don't answer based on what you WANT to be...answer based on what you are most comfortable with

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I can tell you in 2 questions what your primary style is!

Question 1:
Are you more OUTGOING or RESERVED

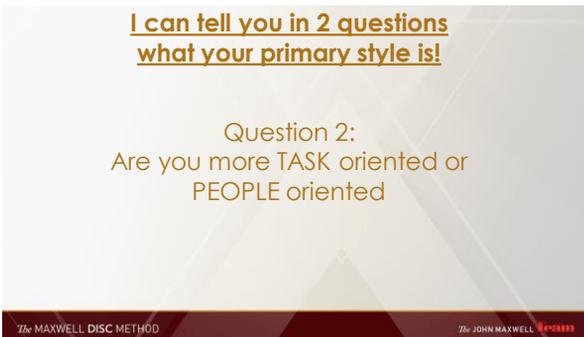
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D Seeks results. Active. Multi-tasker.

- Driven by authority
- Will easily try to take control
- Embraces any change that will help them get results
- Very comfortable responding to direct confrontation
- Treasures loyalty

Greatest Fear: Being taken advantage of

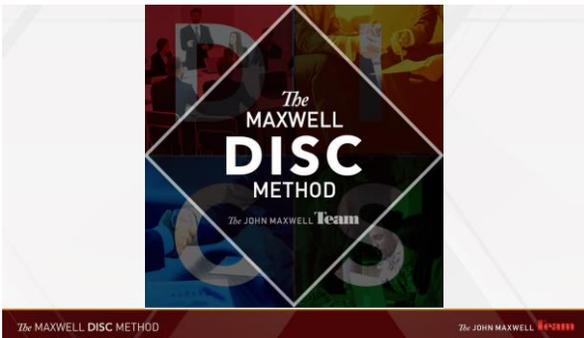
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Strengths

- Bold
- Confident
- Decisive
- Productive
- Strong-willed
- Independent
- Positive
- Persistent
- Excels in emergencies
- Motivates others to action
- Goal-oriented
- Values business-related socializing
- Comfortable leading
- Thrives on resistance

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Persuasive 11%

Spontaneous

Friendly

Spotlight

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Seeks friendly environment. Always active.

- Relationship-oriented
- Emotional and animated
- Great storyteller
- Encourager
- Treasures great experiences with others

Greatest Fear: Rejection / Loss of Approval

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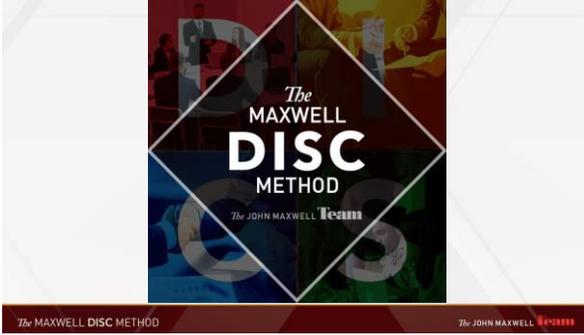
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Strengths

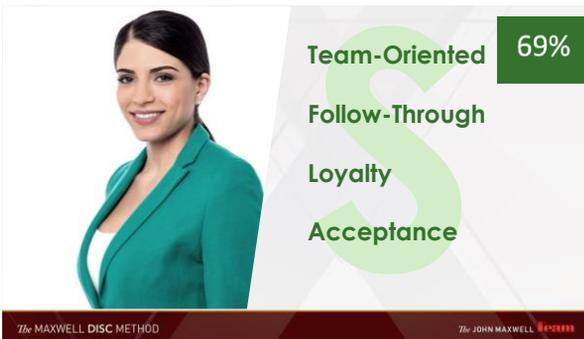
- Persuasive
- Generous
- Charismatic
- Enthusiastic
- Friendly
- Talkative
- Comfortable in the spotlight
- Social
- Spontaneous
- Creative
- Inspires others
- Charming
- Likable
- Fun
- Optimistic

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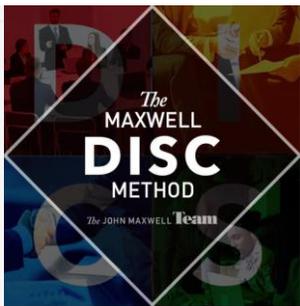


Strengths

- Hard worker
- Team player
- Stable
- Steady
- Secure
- Sentimental
- Saver
- Reserved
- Close friendships
- Faithful
- Finds the easy way
- Great listener
- Mediates
- Peaceful
- Routine-oriented
- Supportive

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The JOHN MAXWELL Team

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Compliant 17%

Analytical

Planner

Accuracy

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C Seeks an environment that honors logic and facts.

- Compliant
- Conscientious
- Accurate
- Detail-oriented
- Treasures perfection

Greatest Fear: Criticism

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Strengths

- Analytical
- Genius-prone
- Self-sacrificing
- Idealistic
- High quality work
- Orderly and organized
- Logical
- Persistent
- Planner
- Finishes what they start
- Data-driven
- Gathers facts
- Deep thinker
- Serious
- Carries out work correctly

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D I C S

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73	9	66	78	50				
37	53	49	5	46	34	18		
69	33	1	17	5	38	14	74	86
41	21	25	29	10	2	70	22	
13	81	77	61	58	54	42	26	
57	85	45	65	6	30	82	26	
32	60	44	80	79	31	55		
64	20	76	23	75	47	63		
88	40	68	39	43	11	51		
24	36	48	56	67	87	71		
28	4	12	16	59	15	35		
84	72	8	52	19	7	83	27	

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Why should I care about this?

Look how much further we can go and how much more productive and effective we can be, just by recognizing the pattern.

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Communicating with a D

- Be brief, direct, and to the point. Then leave.
- Ask "What" not "How" questions.
- Focus on results.
- Don't ramble.
- Discuss a problem and its effect on outcomes.



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Communicating with an I

- Don't do all the talking.
- Don't ignore their ideas.
- Allow time for socializing.
- Follow up with the details in writing.
- Four short 10-minute discussions are better than one 40-minute discussion.



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Communicating with an S

- Create a friendly tone for the discussion.
- Show interest in them as a person.
- Don't be overly aggressive.
- Minimize the potential for confrontation.
- Give definition to the goal and everyone's role.
- Give them time to adjust to any changes.



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Communicating with a C

- Provide all the details.
- Use validated facts.
- Be precise in your explanation.
- Be very specific.
- Be patient, answer all their questions, and follow up to provide them with the additional data they request.



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