

Enhancing DiSC Newsletter

Issue No. 4 September 2008

Welcome to our 4th Issue of Enhancing DiSC Newsletter. This issue was delayed due to a not-so-friendly visit from Ike, Hurricane Ike that is. It was humbling to see the damage that Mother Nature can cause, and it happened in our office in the course of a normal eight-hour workday! We had minimal damage, and were lucky to have power restored in only 76 hours! Those of you who were also in Ike's path, we hope that you came through with no injuries and little damage.

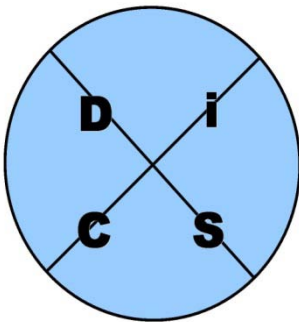
Thanks to all who called, wrote, and emailed about us. We appreciate it!

In this issue we will be discussing the left half of the DiSC Circle, Distancing From Others type. Also on the left half of the DiSC Circle are the Creative, Objective Thinker, Perfectionist, Results-Oriented, and Developer and Competitive patterns.

As before, we will explore their strengths, weaknesses, opportunities to shine, opportunities to improve, the words they use, and their other attributes.

Welcome to our 3rd Issue of Enhancing DiSC Newsletter. In this issue we will be discussing the lower half of the DiSC Circle, the Introvert / Adapting type. We will explore their strengths, weaknesses, opportunities to shine, opportunities to improve, the words they use, and their other attributes.

DiSC Circle



To the left is a simple illustration of the **DiSC Circle** that we will be using throughout our discussions.

As the top and bottoms of the circle designate how much control one has or needs, the left and right sides show the closeness one needs to feel with others. Does your colleague/team member like to talk about their family or themselves, or are they 'all work and no play'. Imagine asking Donald Trump how is family is doing...I don't think it would be a very long conversation! Just like the Extrovert/Introvert, the secondary style can have a minor to a major influence on the primary style. That will explain the prominence of some traits, and the insignificance of others traits

Distancing From Others-Left Half of DiSC Circle

Strengths:

- Focuses on the issues at hand
- Driven by tasks, to-do lists, and achievements
- Does not let their emotions cloud their business decisions or judgements

Weaknesses:

- Can come across as robotic with no compassion or empathy
- Does not share non-business details and can appear aloof
- Becomes bored with routine

Opportunities to shine - situations where:

- Difficult business decisions need to be made based on facts and data
- They are working under a time crunch with hard deadlines
- Attention to detail is critical

Opportunities to improve

- Enjoy people interaction more
- Strive to be more tactful when speaking and writing
- Incorporate teamwork and cooperation into tasks

Words They Use:

'structure', 'rewards', 'you' or 'I', 'need to do...', 'do what needs to be done'

Other Attributes of the Introvert/Adapting type:

Very business-focused, not likely to share personal information

In our next issue of Enhancing DiSC Newsletter we will be discussing the Right Half of the DiSC circle, the **Socializing With Others** type.

If you require additional information, or have any questions you would like addressed: Contact Us: Shari@cornerstonestrategiesllc.com

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