

What's your Leadership DiSC Style?

What if you became an expert at “people reading” so you can better communicate and relate to others in any setting, including your clients, boss, manager or supervisor? The informal name for this is being able to read the room. Watch Video and/or follow the steps below!

Understanding Someone's Leadership Style Helps you Interact with them Easier

Today, I'm going to walk you through how to identify and “people read” anyone, and find out if they sit across one of four leadership styles. Now, the fact is, is we can't really ever be fully sure of other people's styles unless they tell us, “This is me! This is what makes me tick!” right? But by using this People Reading technique, you will be able to recognize their style. And you can interact so much easier with them, knowing their baseline leadership style.

It's important to remember that people reading is not meant to label people. Instead, it's a way to help you understand their needs. And there are no good or bad styles. Every style has strengths and limitations, and everyone is a blend of four styles. So it may be difficult to read people correctly.

Understanding Someone's Leadership Style Requires Observing Actual Behavior

When people reading you want to observe actual behavior that includes body language, the tone of voice and expressions, choice of words. Here's a 3-step exercise to hone in on someone quickly.

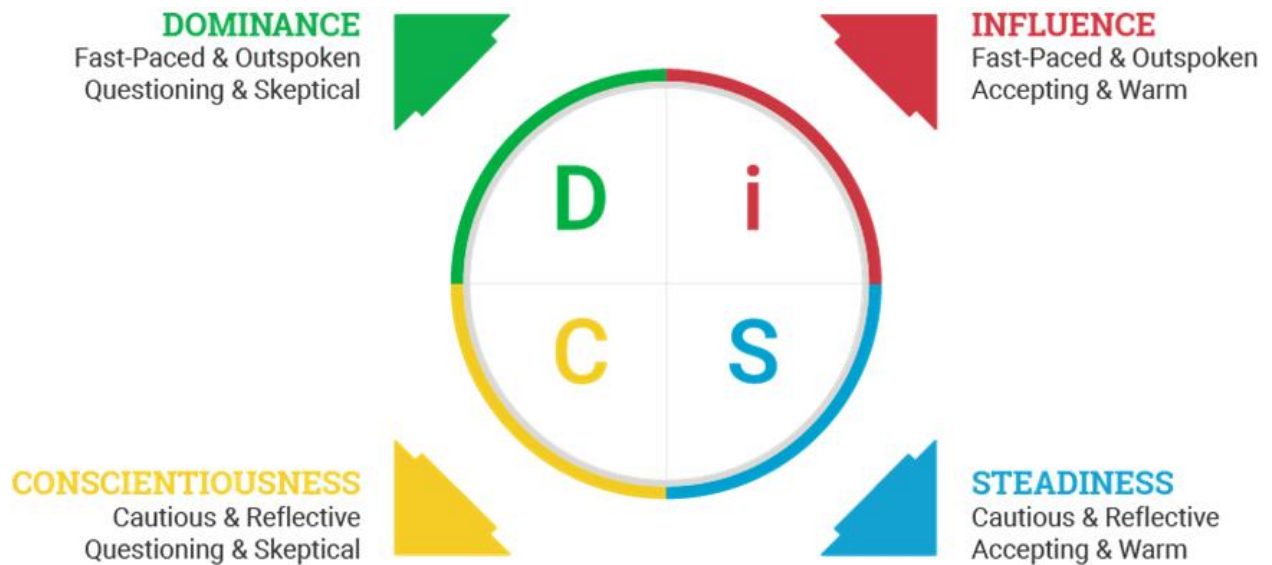
Start by picturing someone that you know well. Is this person more fast-paced and outspoken, or more cautious and reflective? So question 1, are they **more fast paced and outspoken** or **more cautious and reflective**?



Now in step two, I'd like you to consider whether this person is more **questioning and skeptical**, or more **accepting and warm**. This is question 2.



Step three, I want you to combine your answers from the above two questions to determine the person's style using the below diagram. They should fall into one of four quadrants as shown.



Now let's dig into each of the four leadership styles. Btw: this is based on Wiley Everything DiSC.

Understanding the Dominance Leadership Style

All right, so let's get started with the D style. which stands for dominance. People with the D style, like when you are direct, and you get to the point rather than rambling or oversharing details. They also prefer that you emphasize contributions to results because it's a key way to gain their buy-in. And it's also important for you to know that you shouldn't take their assertiveness too personally, even if they seem impatient or demanding under stress. So that's the D style.

Understanding the Influence Leadership Style

Okay, now working with the I style, which stands for Influence, they like to show some openness and willingness to entertain different possibilities and ideas. Try to convey an upbeat attitude and find ways to fit in praise even if you are not fully on board. Reassure them that disagreement is natural for an open discussion and doesn't reflect on them personally.

Understanding the Conscientiousness Leadership Style

Now let's go to the C style which stands for Conscientiousness. When working with the C style, keep in mind that strong or expressive displays of emotion can make them uncomfortable. To gain their buy-in show that you've assessed the options thoroughly and allow them time to process. Remember that they ask questions to ensure superior results, not meant to slow things down. It's just how they're wired.

Understanding the Steadiness Leadership Style

Now let's look at the S style which stands for Steadiness. When working with someone with the S style know that being dependable and sincere can build and strengthen the relationship. When seeking their buy-in try to show concern for others' needs and allow room to process the options. And lastly, rather than take their silence for acceptance, try to create a safe space for them to reveal their true feelings.

All right, so now that you've got a good sense of what each of these styles needs, the next step is a homework exercise.

Do this exercise for yourself. Let me know what DiSC style you are and I will send you a personalized podcast that will dig deeper into what makes you tick and how you relate to others.