

Taking DISC Behavioural Assessments To Another Level

Understanding behaviour and how it impacts performance will make you a better manager, leader, teacher or coach. Leading others is not about you – it's about the people you're leading. Understanding their behaviour and how they like to be managed will make you a better leader. Understanding their behaviour and how they like to communicate and receive information will make you a better leader. Understanding their behaviour and how they like to socialize and interact with others will make you a better leader. A successful manager, leader, teacher or coach is prepared to adapt their leadership style to be more in tune with how others prefer to be led.

Worth Remembering - "The task of an executive is not to change human beings. The task is to multiply performance capacity of the whole by putting to use whatever strength, whatever health, whatever aspiration there is in individuals." – **Peter F. Drucker**

According to Dr. Daniel Goleman, author of "Working With Emotional Intelligence," your technical ability alone no longer guarantees success. Dr. Goleman believes that emotional intelligence (E.Q.), our ability to interact more effectively with others, now plays a more pivotal role in determining one's overall success. The Haygroup – a leading authority on E.Q., suggests that sixty-seven percent of the competencies needed to manage and lead others effectively are emotionally based. Empathy, open-mindedness, and patience, often referred to as soft skills, are considered must-have leadership traits.

Worth Remembering - " We are being judged by a new yardstick: not just how smart we are, or by our training and expertise, but also by how well we handle ourselves and each other." – **Dr. Daniel Goleman**

There are several popular assessment tools – Myer-Briggs and Colour, to name two. I use a DISC assessment tool developed by Dr. William Marston because they are easy to administer, and you don't need a degree in behavioural sciences to understand it. Behavioural assessments are not new. Personality research dates back to Hippocrates in 400 B.C. Hippocrates believed that we each have our own natural, perfect, unchangeable personality style, and while each has the same factors comprising our personalities, four distinct behaviour styles emerge. Each personality style, **Dominant**, **Interpersonal**, **Steadiness** and **Conscientious**, react to the same situation differently. Each style likes to manage and be managed differently. Each style communicates and interacts with others differently. If you want to be more successful working with others, then learn to work with them in a way they like. If you do that, they will be more receptive to what you are saying and what you are trying to teach them. You don't have to change who you are – change how you manage and lead others. Taking DISC behavioural assessments to another level will make you a better manager, leader, teacher or coach.

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