



DISC 360

Liz Masen | CEO & Client Director
Athlete Assessments

Today's Objective

It is not meant to be painful.
Our objective is to have a
positive experience.



Receiving Feedback and Perceptions

- What position is useful to take?
- What do 'perceptions' mean?
- What to do with observer feedback?



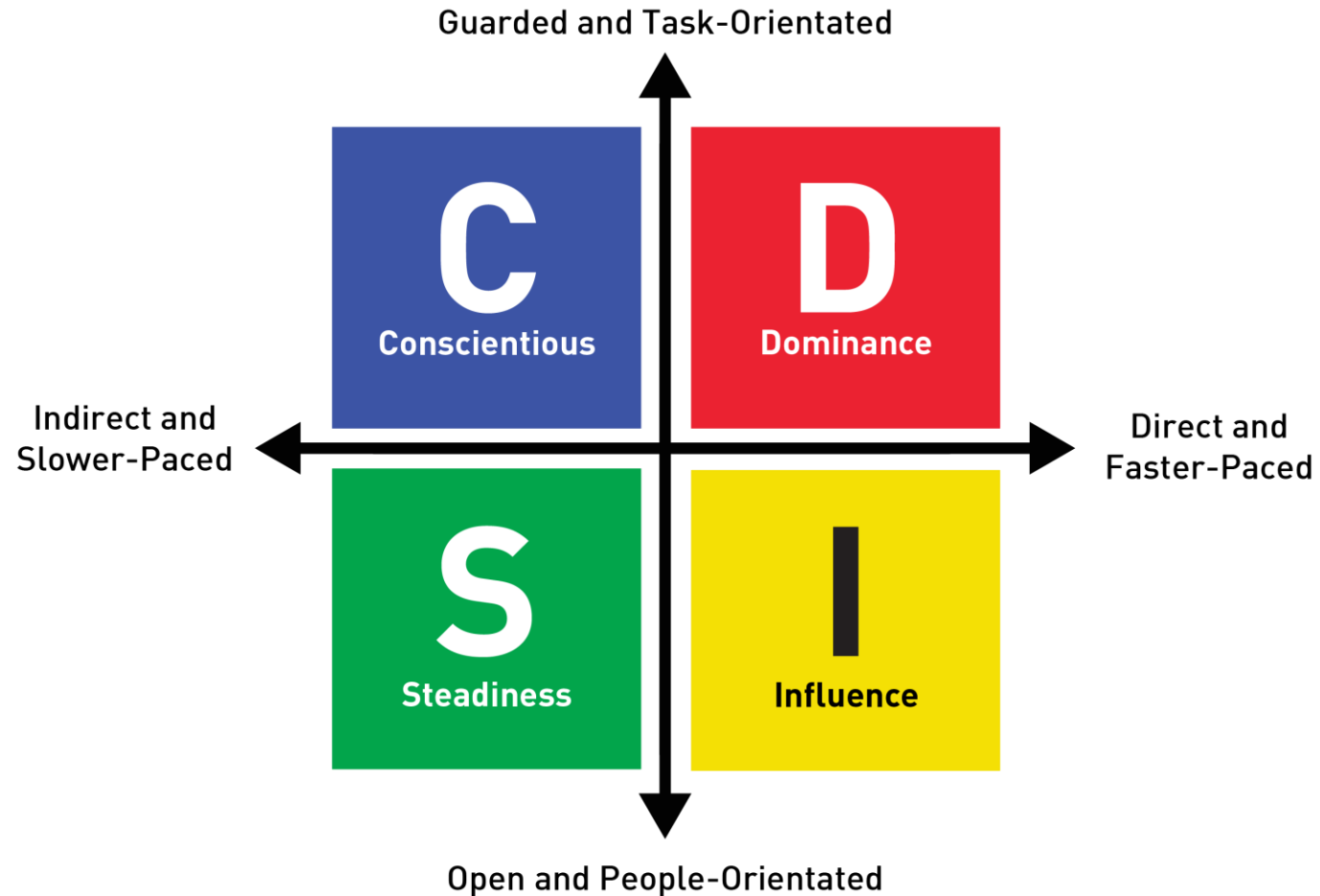
Something to be mindful of...

*It's not useful to judge someone else's
behavior based on your own motives for
behaving that way.*

- Bo Hanson

...BUT, others likely will!

Recap on DISC - Focus on Behavior



Measuring the Scales of DISC

Decisive
Direct
High D



Dominance

How directly do you approach issues and problems



Low D
Indirect
Restrained

Extroverted
Interactive
High I



Influence

The Extroversion and Introversion Scale



Low I
Introverted
Introspective

Slower-paced
Patient
High S



Steady

How your 'pace' manifests in behaviour



Low S
Faster-paced
Impatient

Compliant
Precise
High C



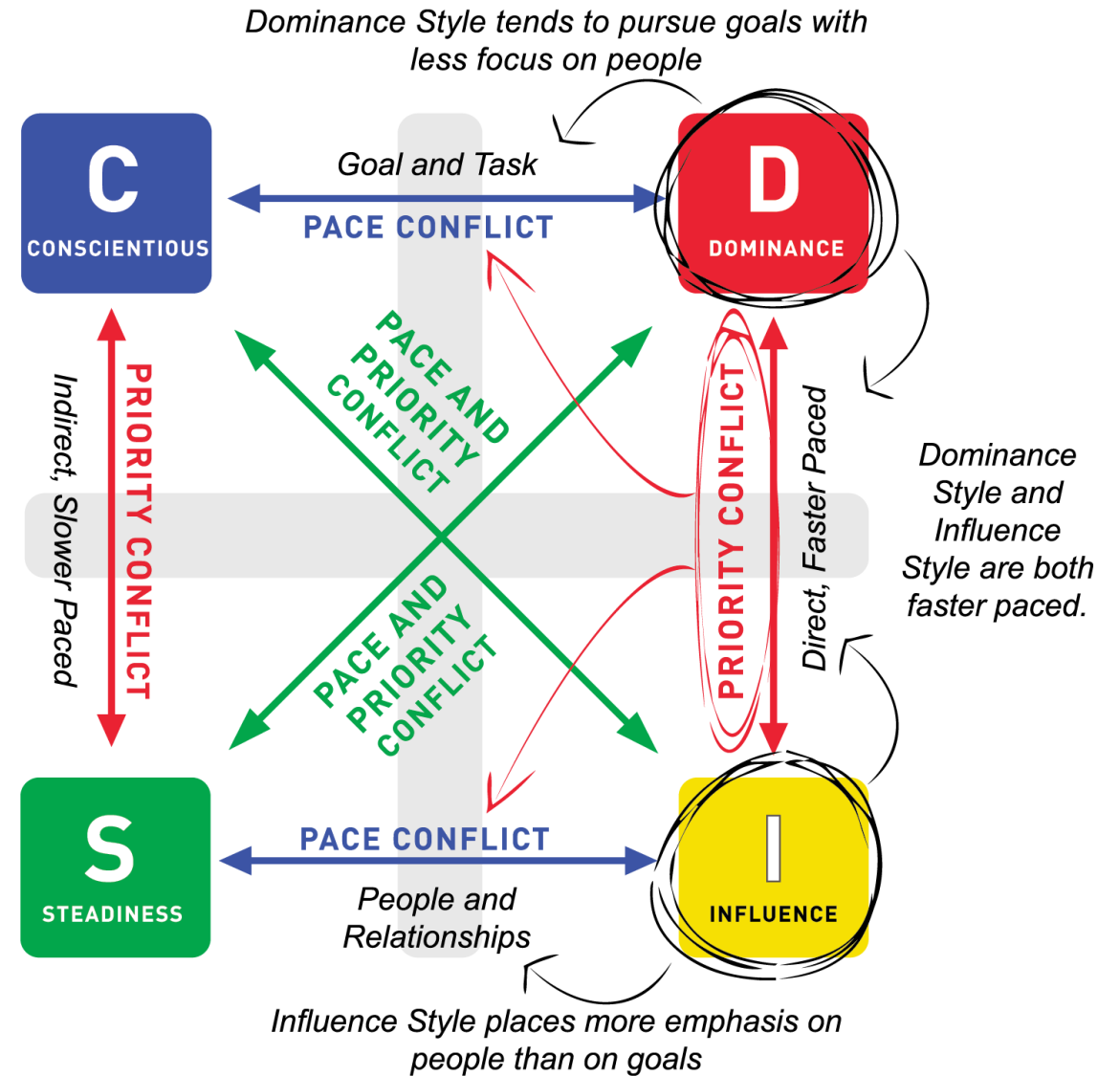
Conscientious

The degree to which you follow rules, systems, and processes



Low C
Rules are flexible
See the 'grey'

Conflicts between DISC



Reviewing Feedback

Use 2 pens to highlight Expected and Unexpected

Review, identify, and reflect:

- Your Strengths
- Limitations
- Areas for Improvement

EXPECTED	UNEXPECTED



Reviewing Feedback - Strengths

EXPECTED	UNEXPECTED
<p data-bbox="1192 648 1355 696" style="text-align: center;"><u>Review</u></p> <ul data-bbox="766 782 1854 1096" style="list-style-type: none">• Page 14 – Your Personal Review Q• Page 36 – Observer Feedback (1)• Page 6 – Your Preferred Behaviors (Strengths)• Page 13 – Your Summary Page• Page 19 – Top 3 / high scores of Sub Patterns	

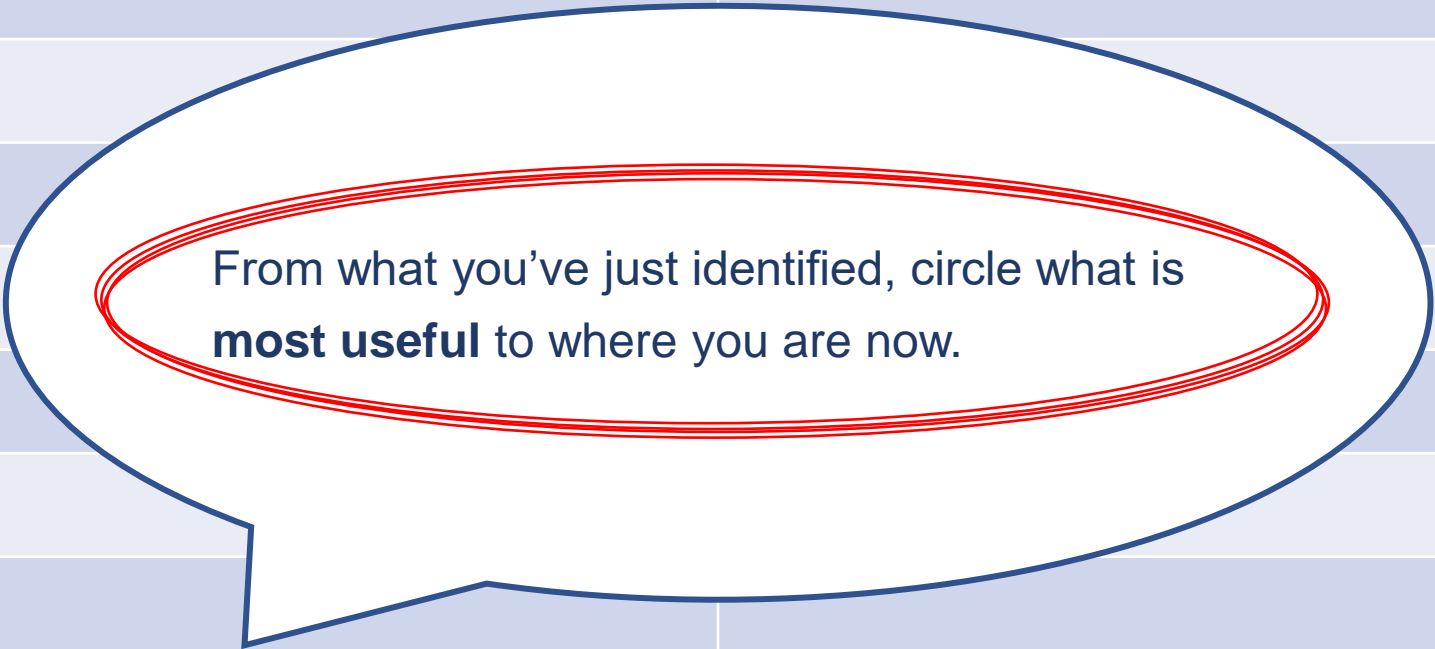
Reviewing Feedback - Limitations

EXPECTED	UNEXPECTED
<p style="text-align: center;"><u>Review</u></p> <ul style="list-style-type: none">• Page 14 – Your Personal Review Q• Page 36 – Observer Feedback (2)• Page 6 – Your Strengths (yes)• Page 13 – Your Summary Page• Page 20 – Bottom 3 / low scores	

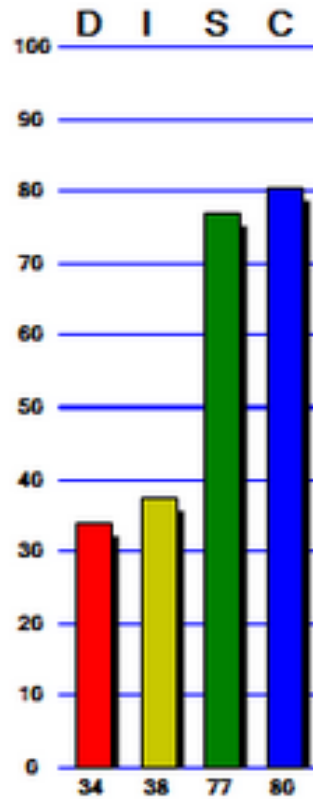
Reviewing Feedback – Improvement Areas

EXPECTED	UNEXPECTED
<p data-bbox="1192 654 1355 702" style="text-align: center;"><u>Review</u></p> <ul data-bbox="810 791 1814 1105" style="list-style-type: none">• Page 14 – Your Personal Review Q• Page 38 – Observer Feedback (3)• Page 12 – Potential Areas for Improvement• Page 13 – Your Summary Page• Previous reflections (i.e., what we just did)	

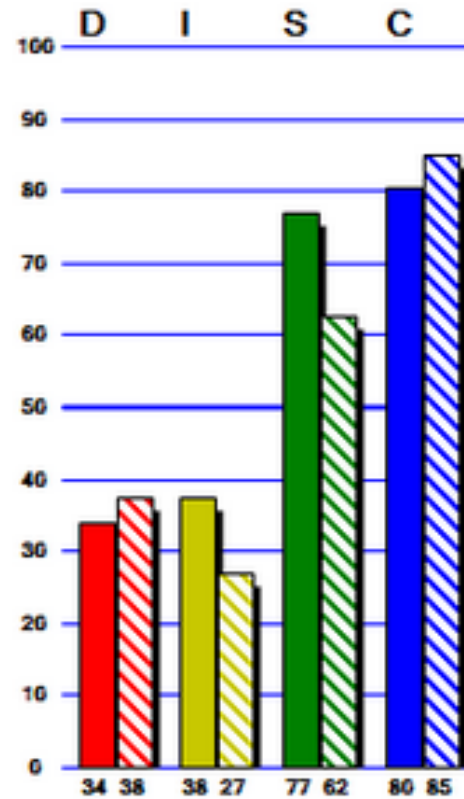
What is Most Useful to You

EXPECTED	UNEXPECTED
 <p>From what you've just identified, circle what is most useful to where you are now.</p>	

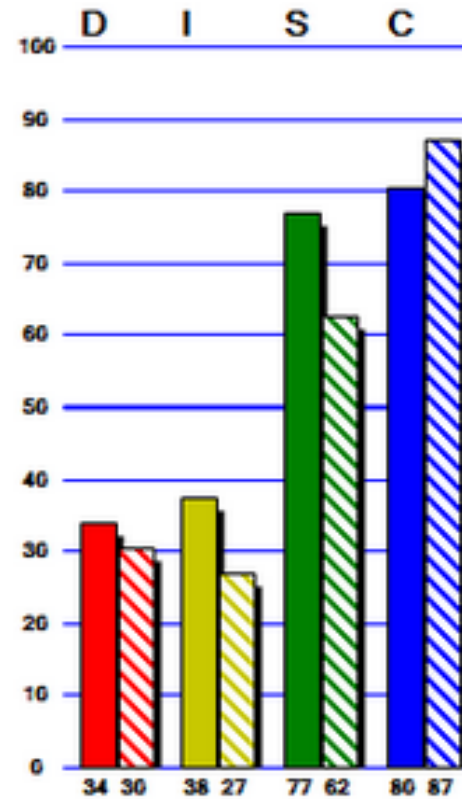
Review of Your 360 Feedback Graphs



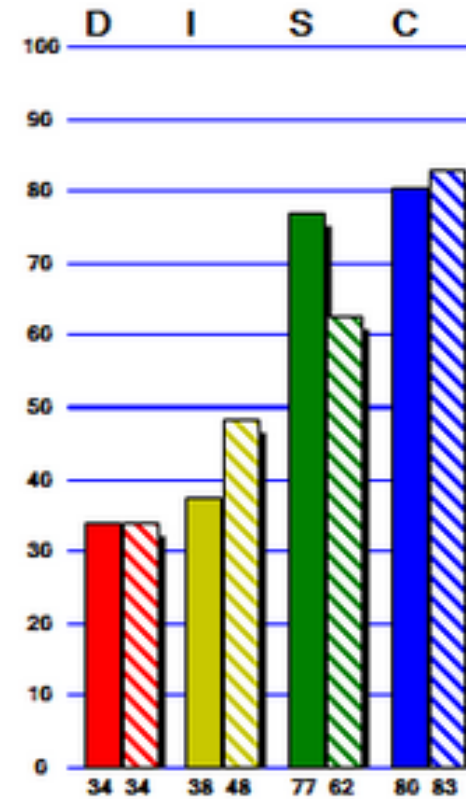
Adapting Style



Observed by:



Observed by:



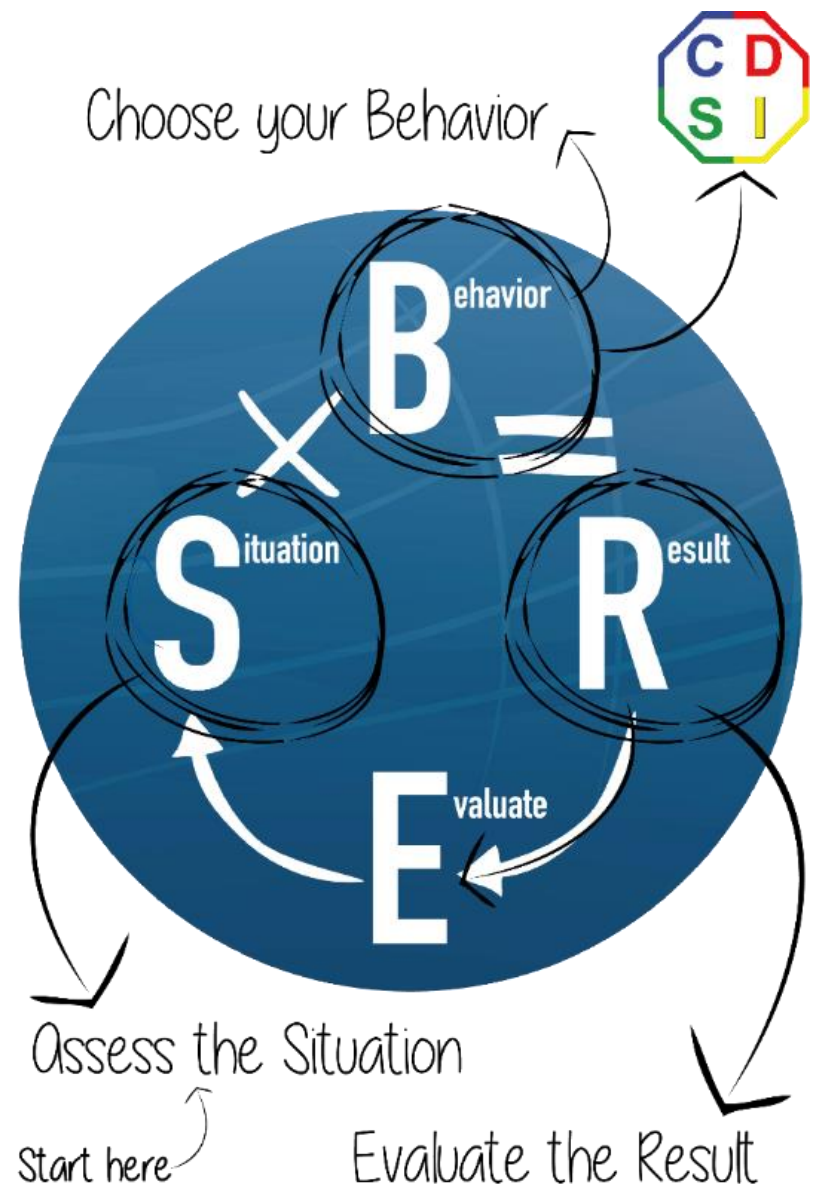
Observed by:

What's your 'ideal' perception?

- Others seeing the best version of you
- Consider our earlier session on 'branding'
- Setting your action plan



“If you are not getting the response you want... change what YOU are doing.”



Action Plan...





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