



# The 'people side' of Coaching

Liz Masen | CEO & Client Director  
Athlete Assessments

# Activity: Hands up

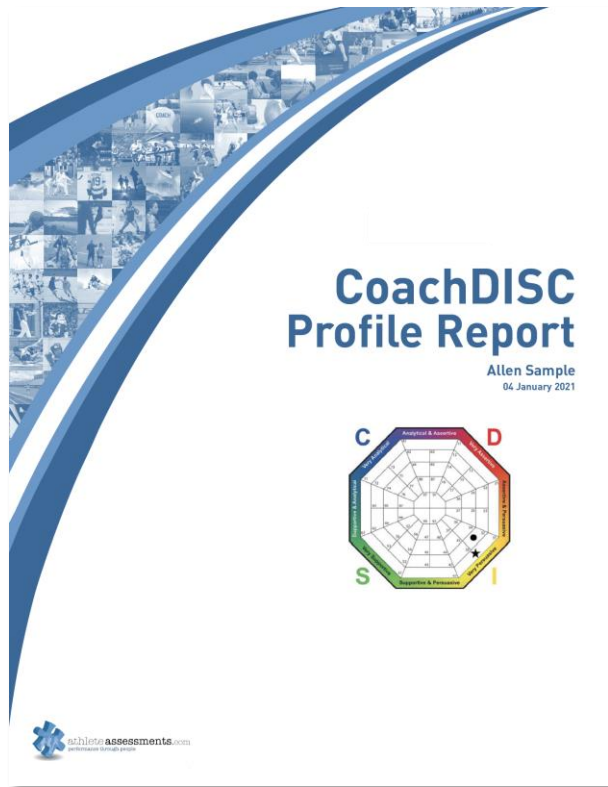


“Sport is played by people,  
coached by people and  
managed by people, so it is  
imperative you get the  
People Side right.”



athleteassessments.com  
proven sports profiling for athletes, coaches & professionals  
discover your true self. achieve your true potential

# There's more to just your CoachDISC...




# Recap: 3 Important Things!

1



BEHAVIOUR

2



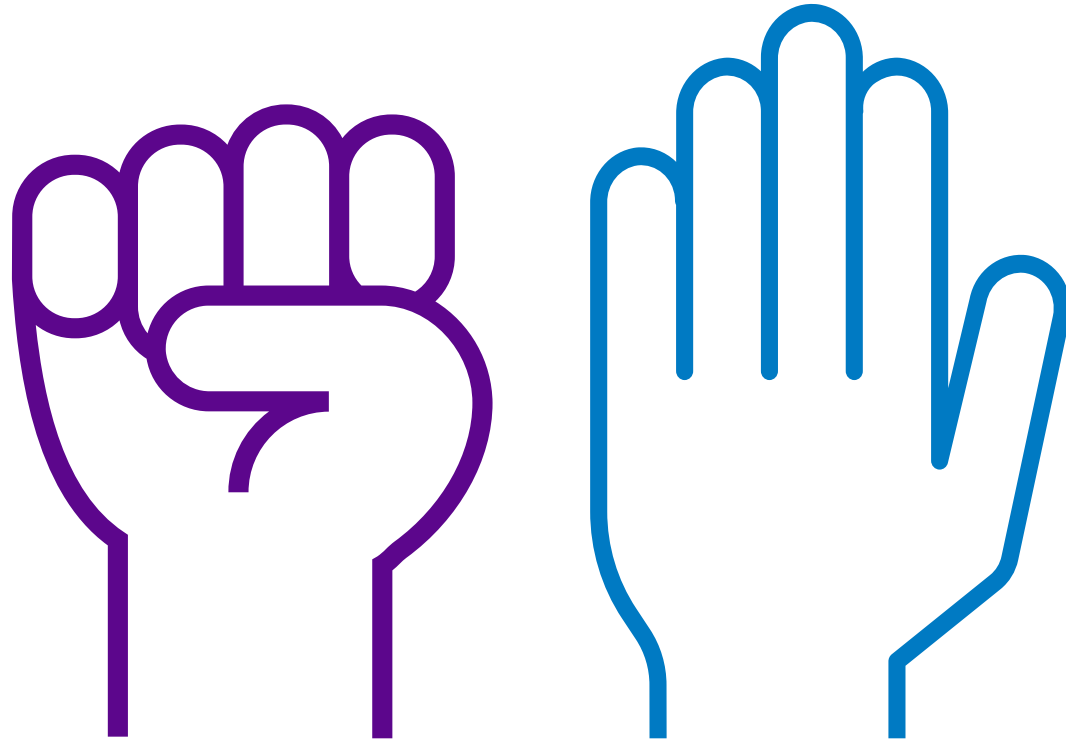
OBSERVE

3



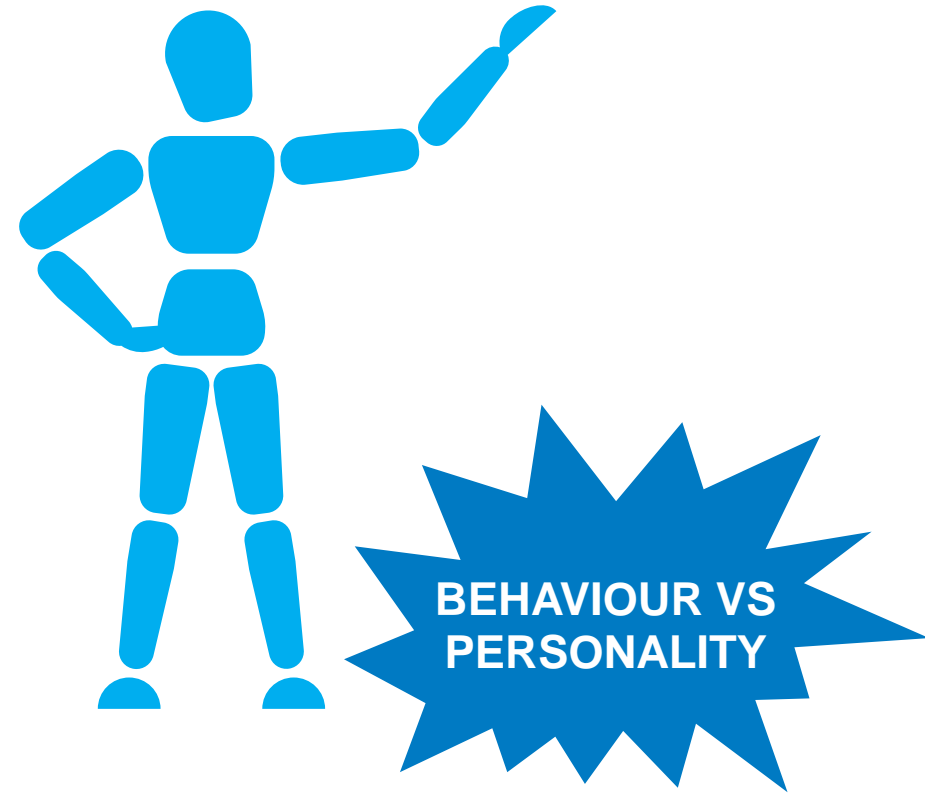
IS IT USEFUL?

# Let's start with a game



# The beauty of behaviour

- Observe it
- Measure on scale
- Be flexible, adapt, learn it
- Behavior has context
- We have preferences, what feels easy and comfortable
- We're not boxed in



# What is CoachDISC?

*It's all about behavior...*

- DISC is a universal language of observable human behavior
  - **Understanding Patterns**
- It describes **how we act**
- NOT Personality
- NOT Skills/Intelligence
- NOT Values
- **No right or wrong...** and no good or bad

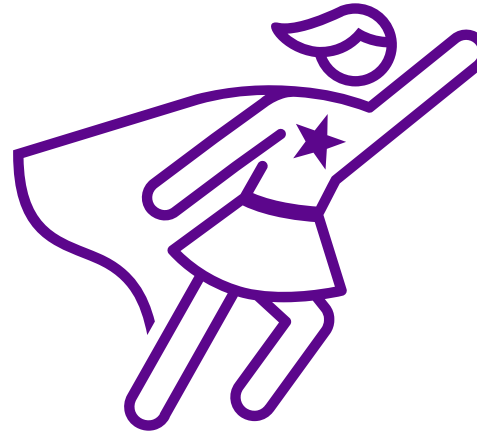


*Any Improvement begins with Self-Awareness...*

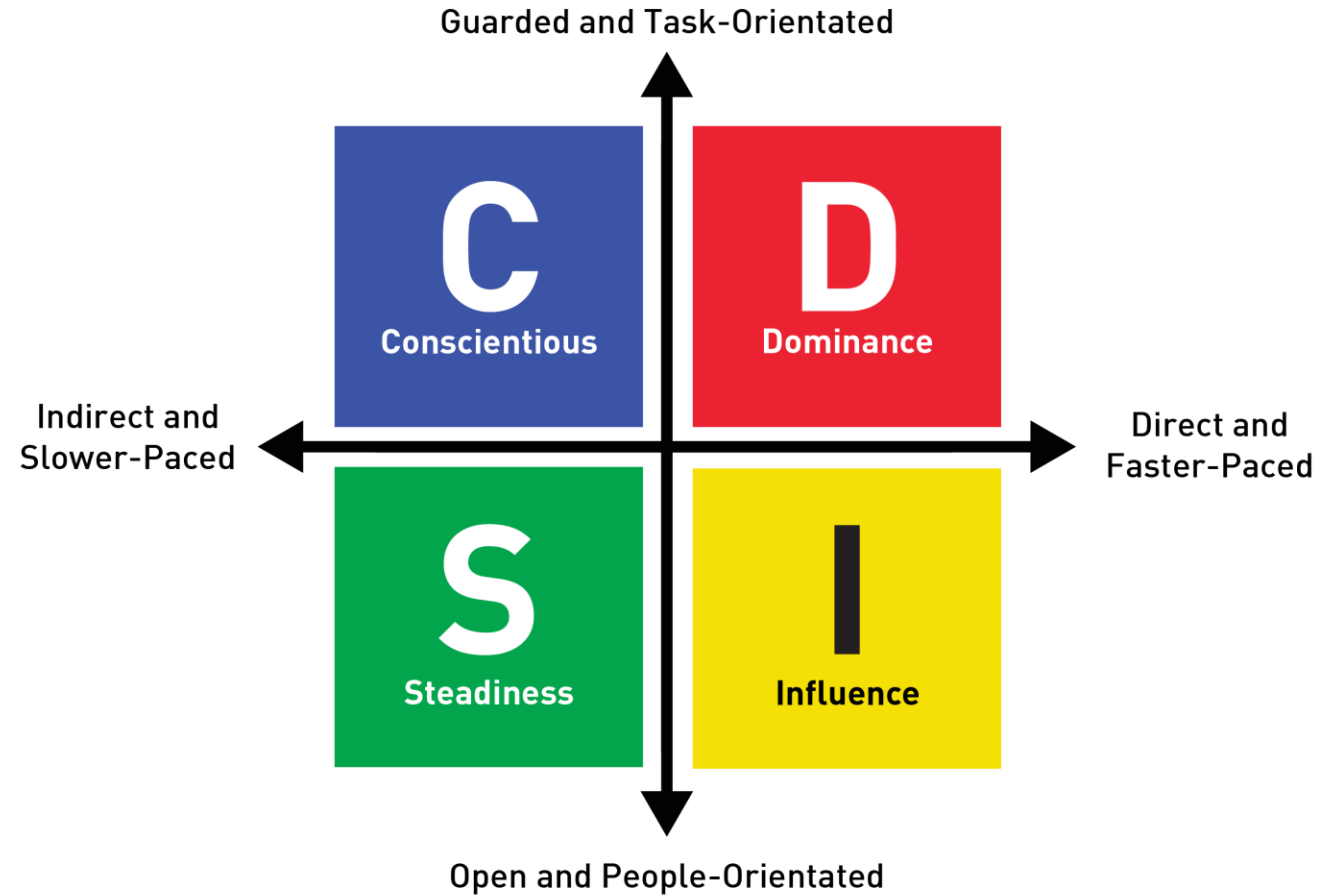


# Recap: What's most important?

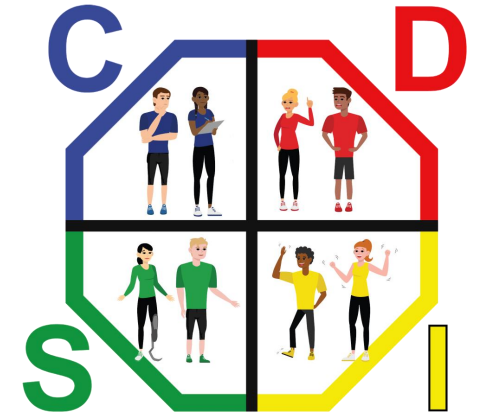
- Know and **play to your strengths**
- Leverage off others' strengths
- **Be flexible to the situation or athlete need**



# DISC Model: 1 Minute Explanation



# Introducing our DISC Coaches



## DOMINANCE



Dan & Dee

## INFLUENCE



Ian & Indy

## STEADINESS



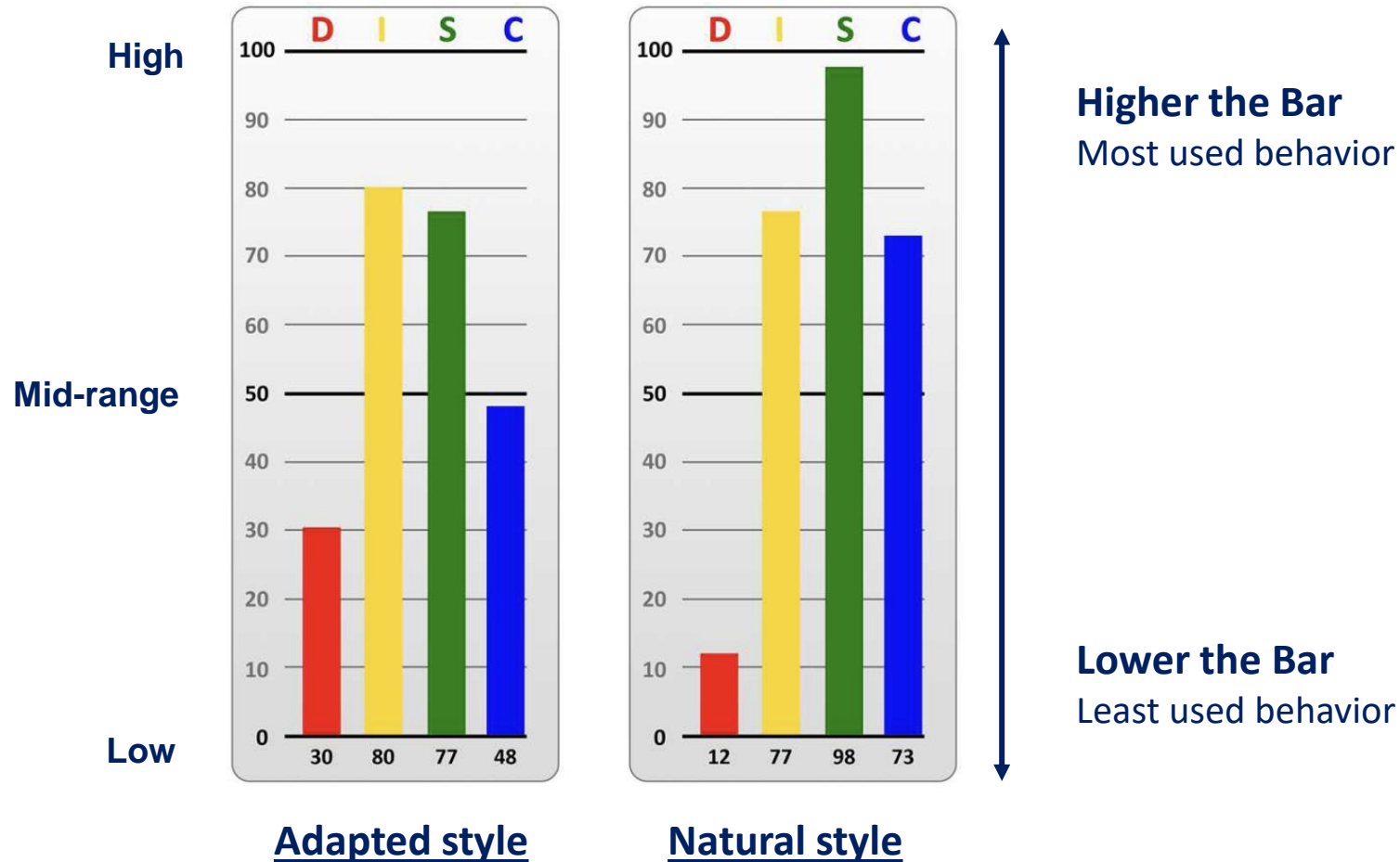
Stan & Sally

## CONSCIENTIOUS



Claire & Conrad

# Natural vs Adapted DISC Styles...



# Understanding your Graphs

## Graph 1: Adaptive Profile

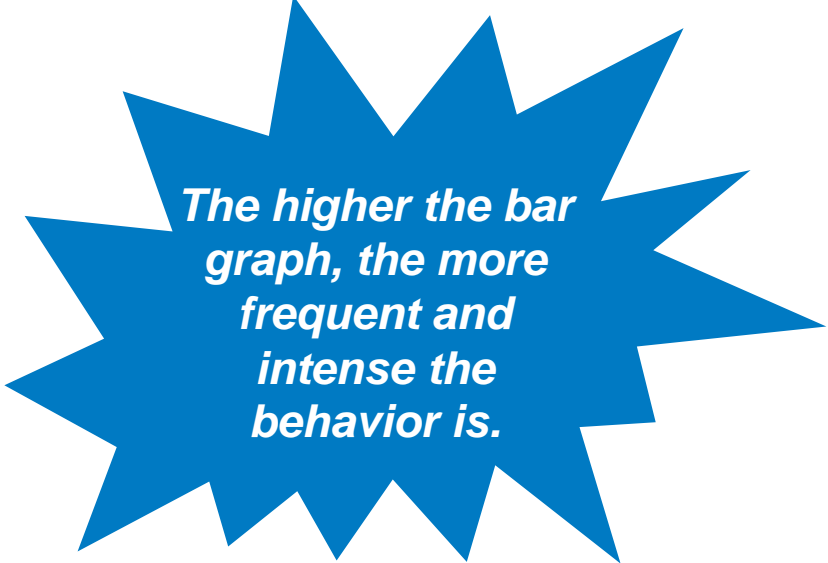
Behavior perceived to be appropriate for sports outcomes

## Graph 2: Natural Profile

Behavior under perceived stress & pressure or when no need to adapt to suit others

## Primary & Secondary Styles

- Capital letters indicate primary behavioral style(s)
- Lowercase letters indicate secondary behavioral style(s)
- May or may not have secondary style

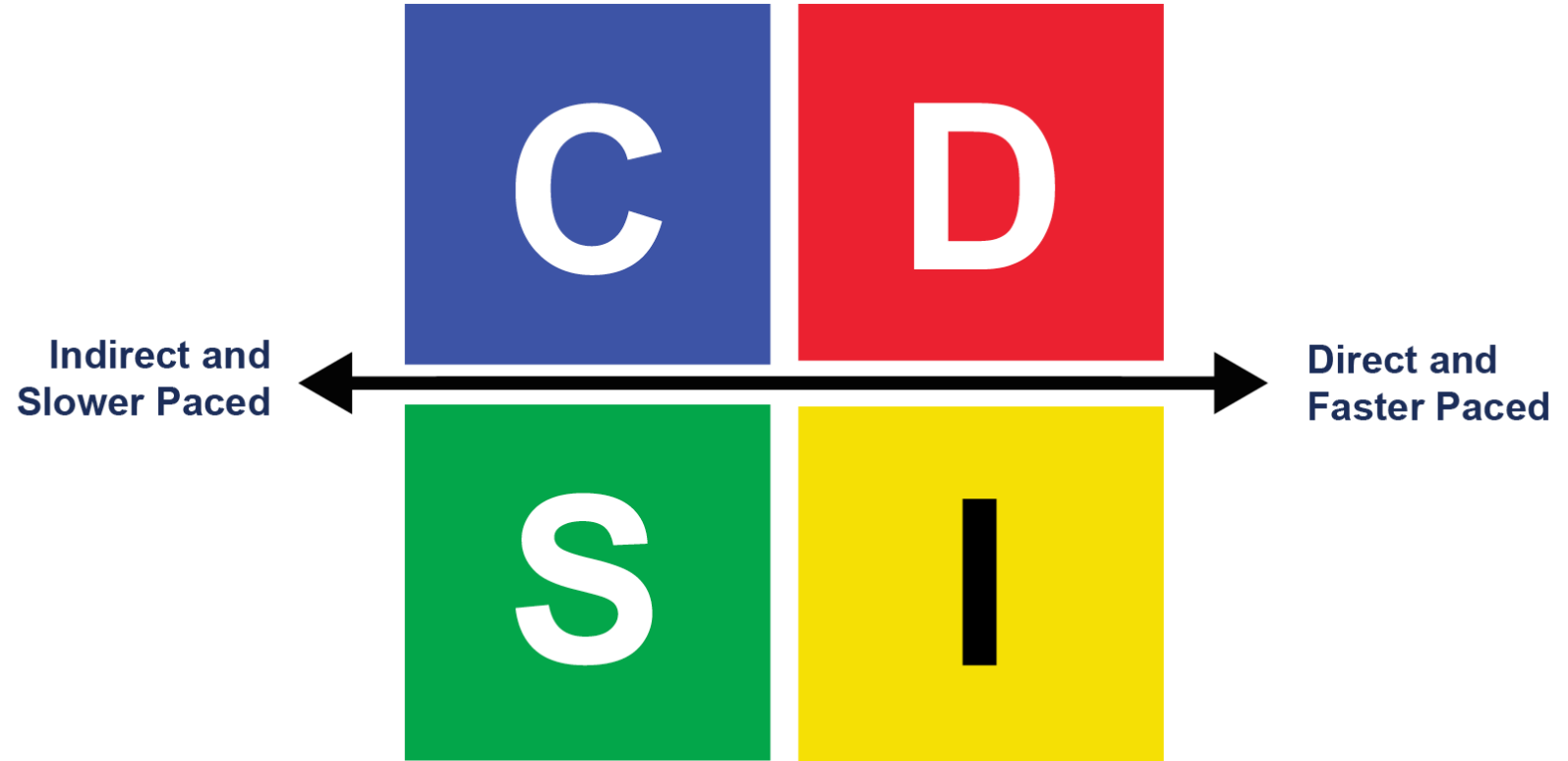


*The higher the bar graph, the more frequent and intense the behavior is.*

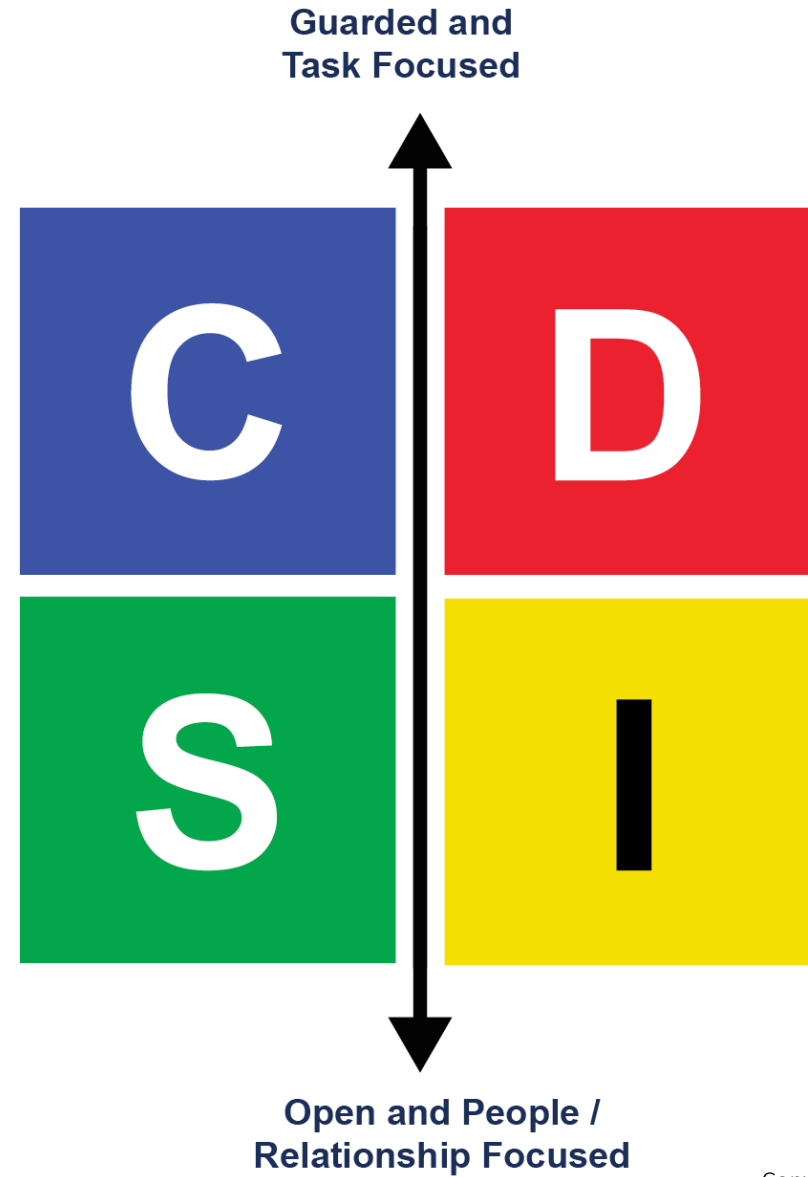
# Managing your energy



# The DISC Model - Basics

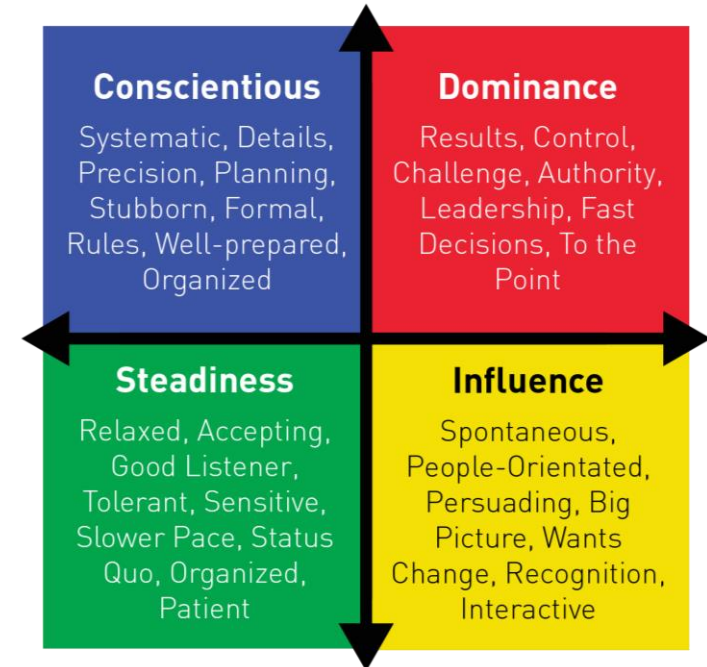
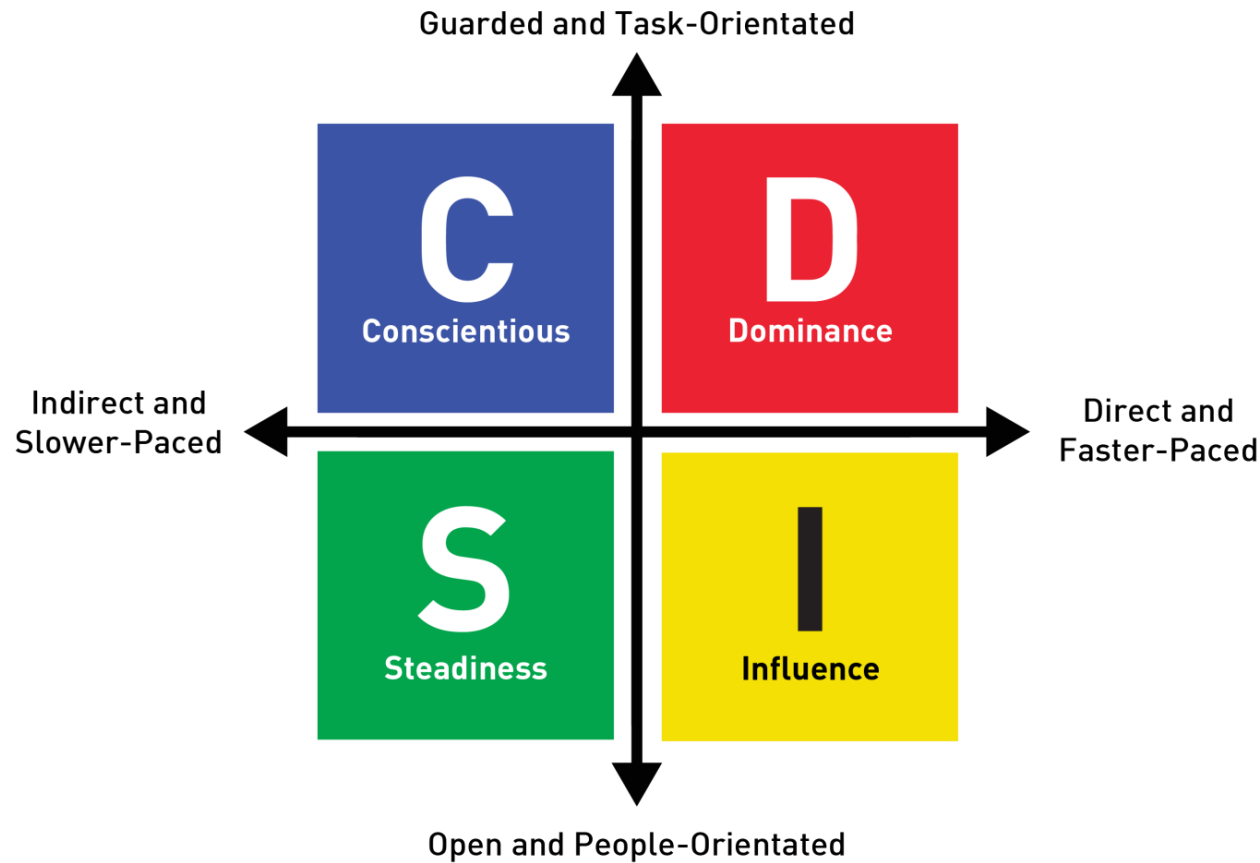


# The DISC Model - Basics





# The DISC Model - Basics




## Athlete Assessments' DISC Profiling Coaching Card

Athlete Assessments' DISC model measures four areas of behavior: **D**ominance, **I**nfluence, **S**teadiness and **C**onscientious. DISC Profiling **focuses on behavior** and is **measured on a scale**. Everyone has their **own unique level of each** behavioral style.

### CONSCIENTIOUS








GUARDED AND GOAL / TASK FOCUSED

This is the degree to which you follow rules, systems, and processes



**HIGH C's are:**  
rule-driven, detailed, systematic, formal, and fact-focused


**LOW C's are:**  
unstructured, random, fearless, and defiant

- HIGH C's Style**
-  Slower, systematic
-  Quality and process
-  Accuracy and structure
-  Criticism of their performance
-  Following the rules, details, creating systems, and planning
-  Withdrawn and stubborn
-  Over analytical, critical, and unresponsive

### DOMINANCE








GUARDED AND GOAL / TASK FOCUSED

This is how directly you approach issues and problems



**HIGH D's are:**  
decisive, assertive, demanding, daring, and challenging


**LOW D's are:**  
contemplative, restrained, and conservative

- HIGH D's Style**
-  Faster, decisive
-  Goals and challenges
-  Results and control
-  Not having control and completely trusting others
-  Challenges, taking control, and driving high standards
-  Dictatorial and critical
-  Impatient, insensitive to others, and authoritative

### STEADINESS








INDIRECT AND SLOWER PACED

This is how your pace manifests in behavior



**HIGH S's are:**  
patient, accepting, supportive, calming, and team-orientated


**LOW S's are:**  
spontaneous, active, change-orientated, and impatient

- HIGH S's Style**
-  Slower, relaxed
-  Relationships and stability
-  Acceptance and belonging
-  Sudden changes and instability
-  Teamwork, listening, and supporting others
-  Passive and indecisive
-  Slow to begin, resists quick changes, and avoids conflict

### INFLUENCE








OPEN AND PEOPLE / RELATIONSHIP FOCUSED


This is the extroversion and introversion scale



**HIGH I's are:**  
extroverted, optimistic, talkative, and enthusiastic

**LOW I's are:**  
introverted, quiet, reflective, reserved, and realistic

- HIGH I's Style**
-  Faster, spontaneous
-  People and interaction
-  Participation, praise, and encouragement
-  Loss of social recognition
-  Persuading, motivating, and bringing energy
-  Sarcastic and superficial
-  Inattentive to detail, easily distracted, and unstructured



 = Pace    = Priority    = Motivated by    = Fears    = Strengths    = Under Stress    = Growth

For use with the Athlete Assessments' AthleteDISC, CoachDISC, and Sports ManagerDISC Profiles

Visit [www.athleteassessments.com](http://www.athleteassessments.com) for more information

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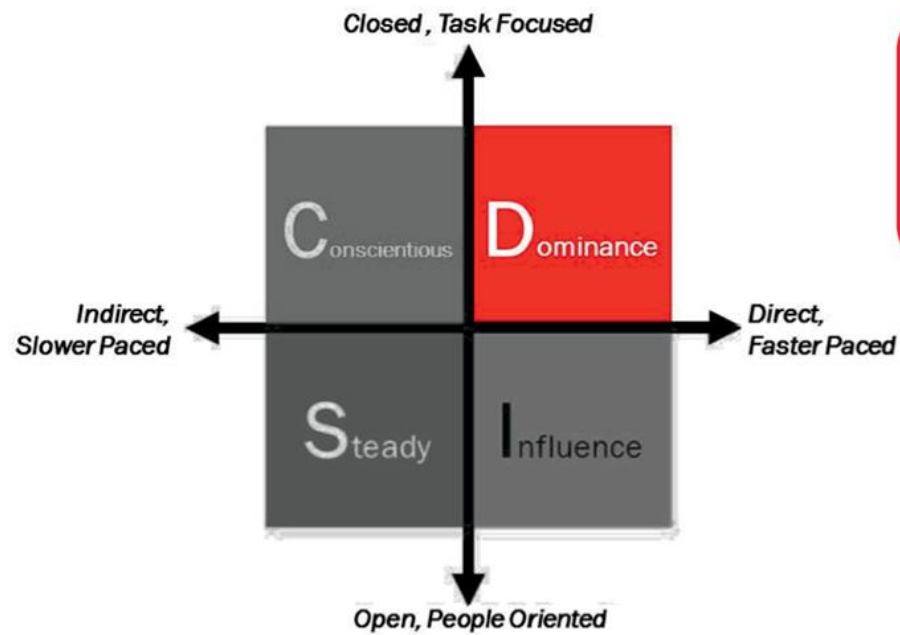
# Activity: CoachDISC Intensity Scale



*How does the intensity of each **D**, **I**, **S**, **C** apply to your coaching?*

# DOMINANCE

This is how directly you approach issues and problems



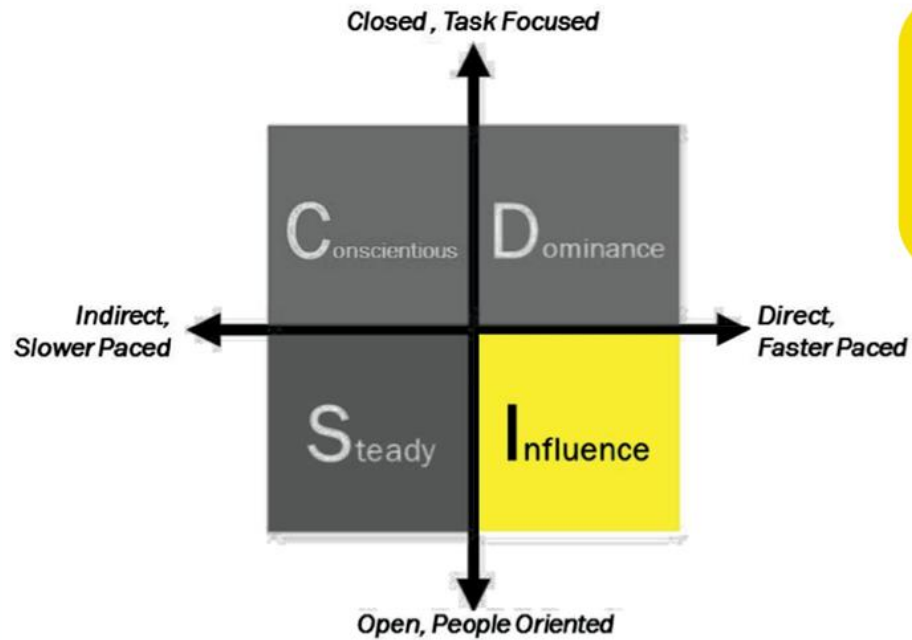
**HIGH D's are:**  
decisive, assertive,  
demanding, daring,  
and challenging

**LOW D's are:**  
contemplative,  
restrained, and  
conservative



# INFLUENCE

This is the extroversion and introversion scale



**HIGH I's are:**  
extroverted,  
optimistic, talkative,  
and enthusiastic

**LOW I's are:**  
introverted, quiet,  
reflective, reserved,  
and realistic



# STEADINESS

This is how your pace manifests in behavior

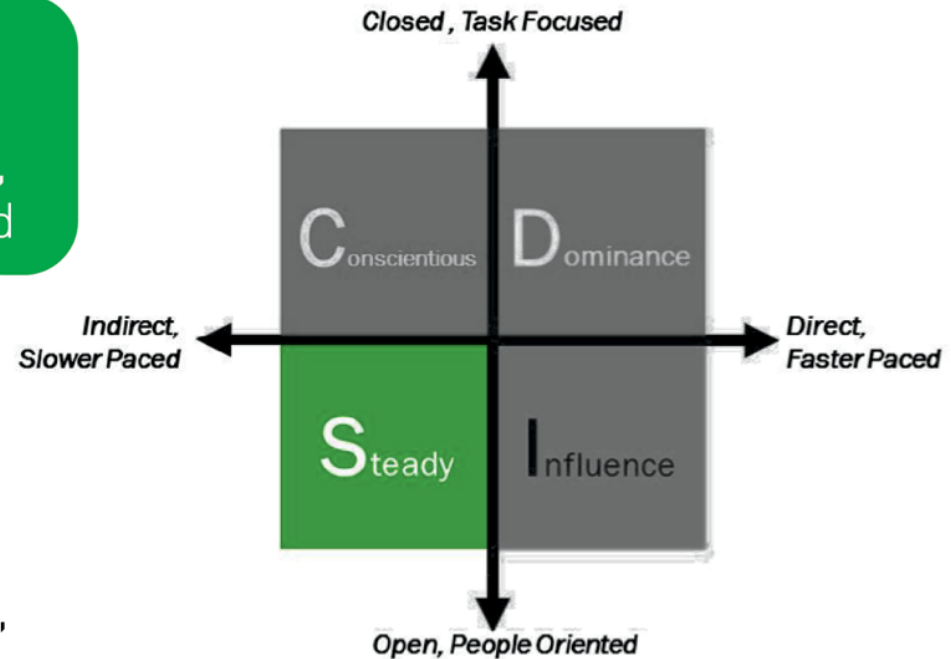


## HIGH S's are:

patient, accepting,  
supportive, calming,  
and team-orientated

## LOW S's are:

spontaneous, active,  
change-orientated,  
and impatient



# CONSCIENTIOUS

This is the degree to which you follow rules, systems, and processes

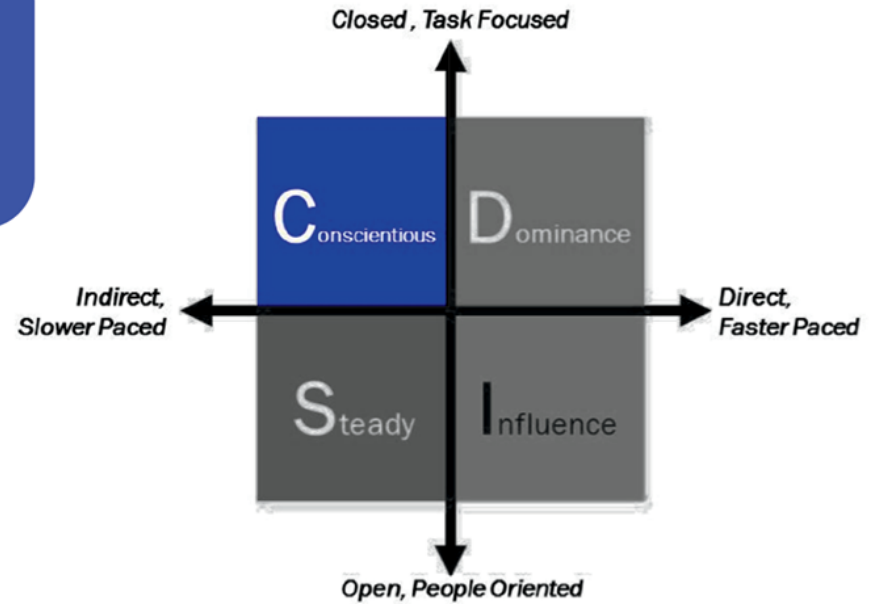


**HIGH C's are:**

rule-driven, detailed,  
systematic, formal,  
and fact-focused

**LOW C's are:**

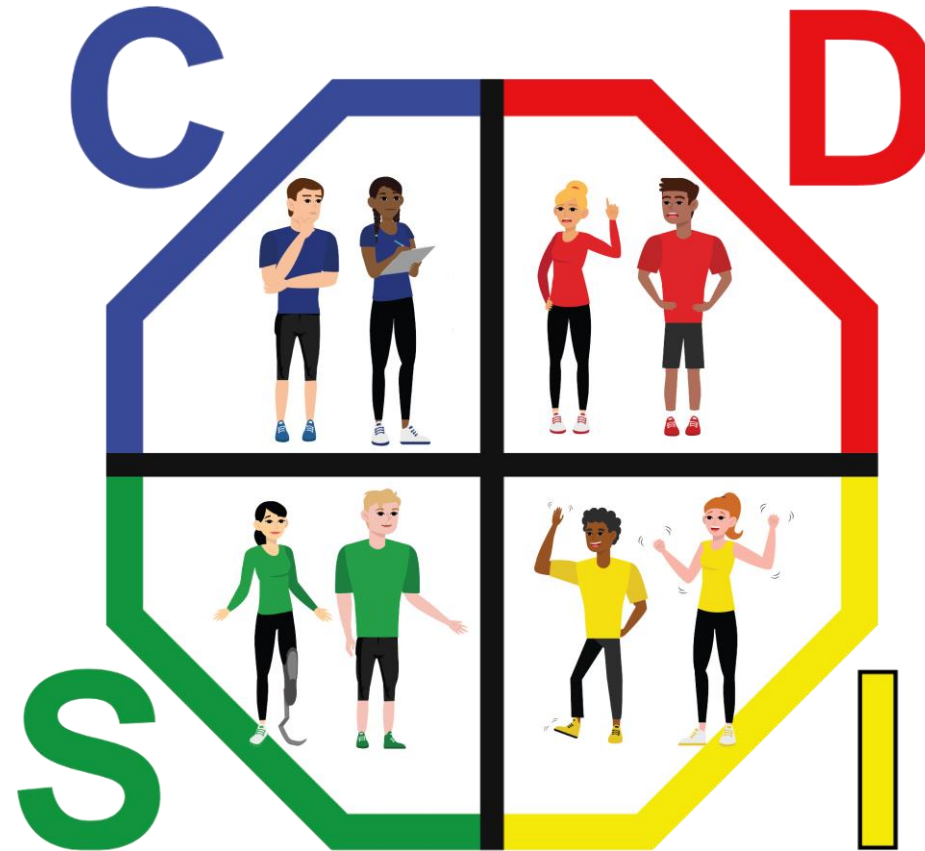
unstructured,  
random, fearless,  
and defiant



# Coaching styles

Structured  
Rule driven  
Detailed  
Well-planned

Supportive  
Team focused  
Patient, calm  
Stability driven



Results focused  
Assertive  
Demanding  
Drives standards

Energetic  
Optimistic  
Engaging  
Spontaneous



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

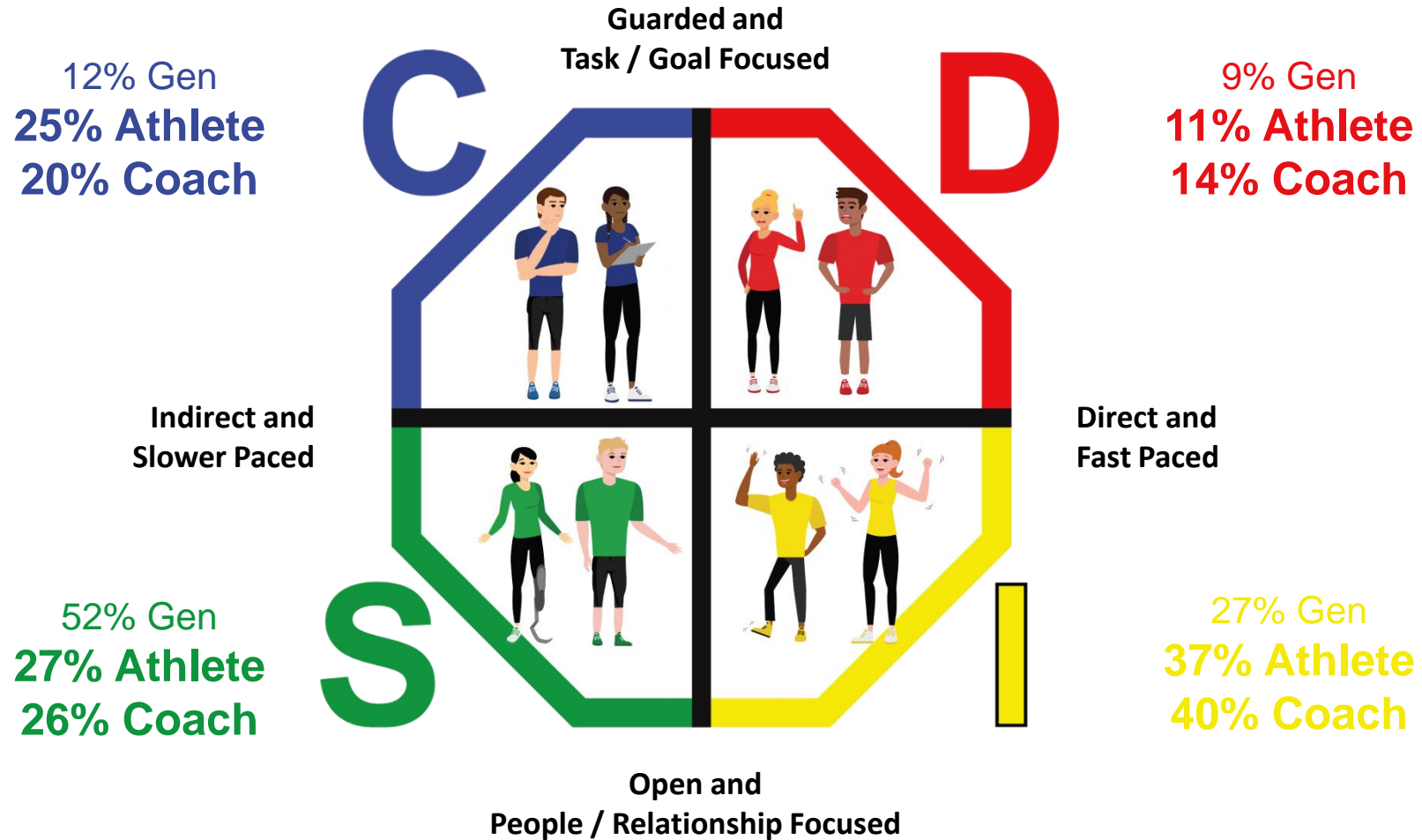


**Low C**  
Rules are flexible  
See the 'grey'

## Something to be mindful of...

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

# Different Sample Populations' scores highest in...



# Mastering Communication

**The Golden Rule**

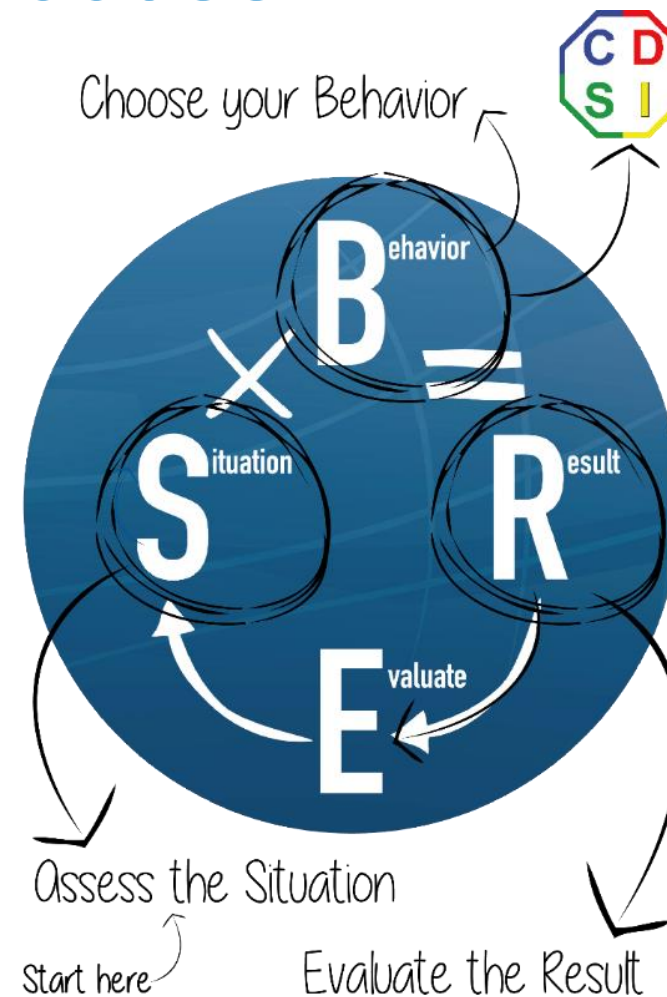
**VS**

**The Platinum Rule**

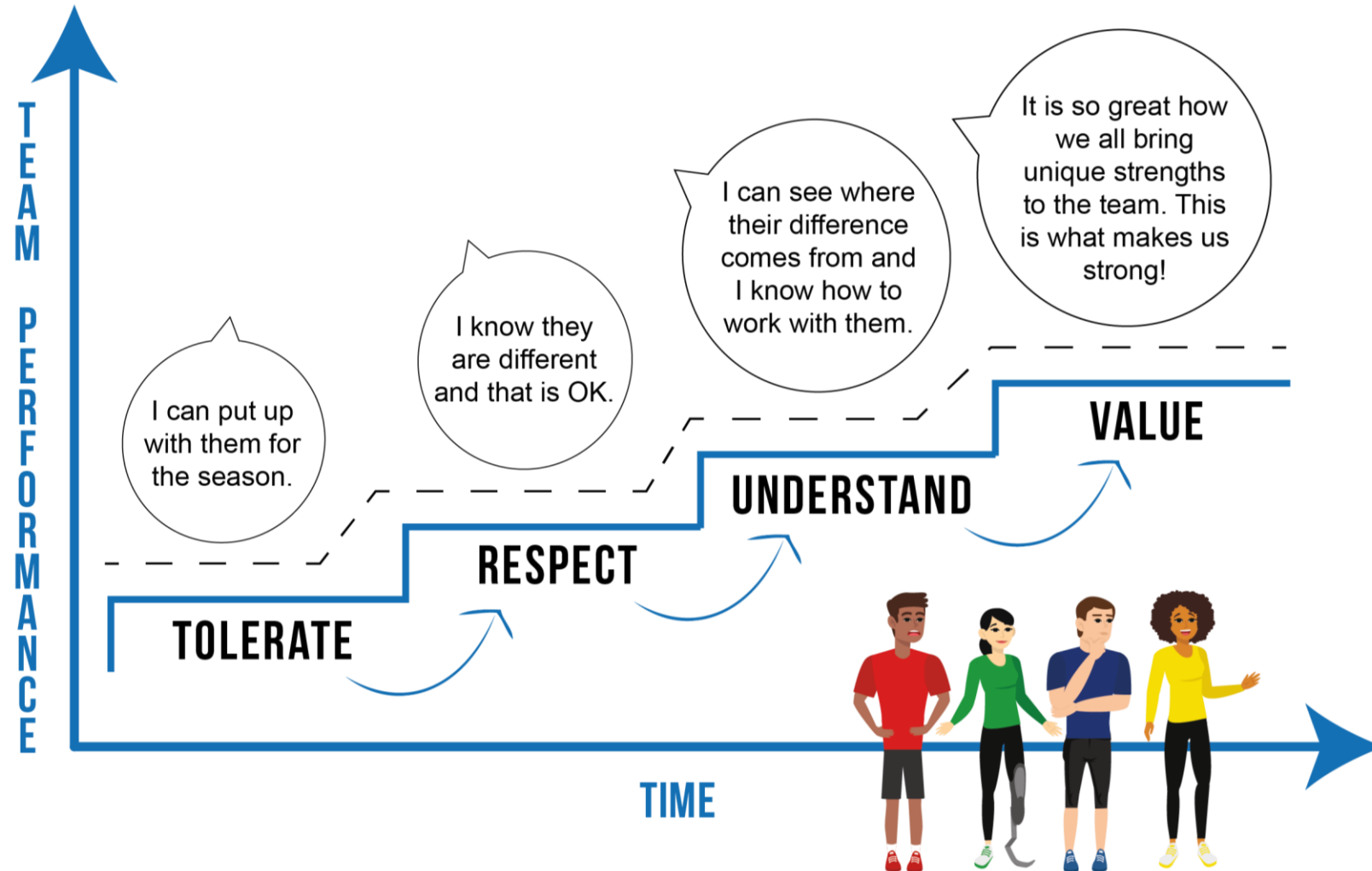
# Measuring communication success

Measure the success of your communication....by the response (i.e., the result) you get.

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



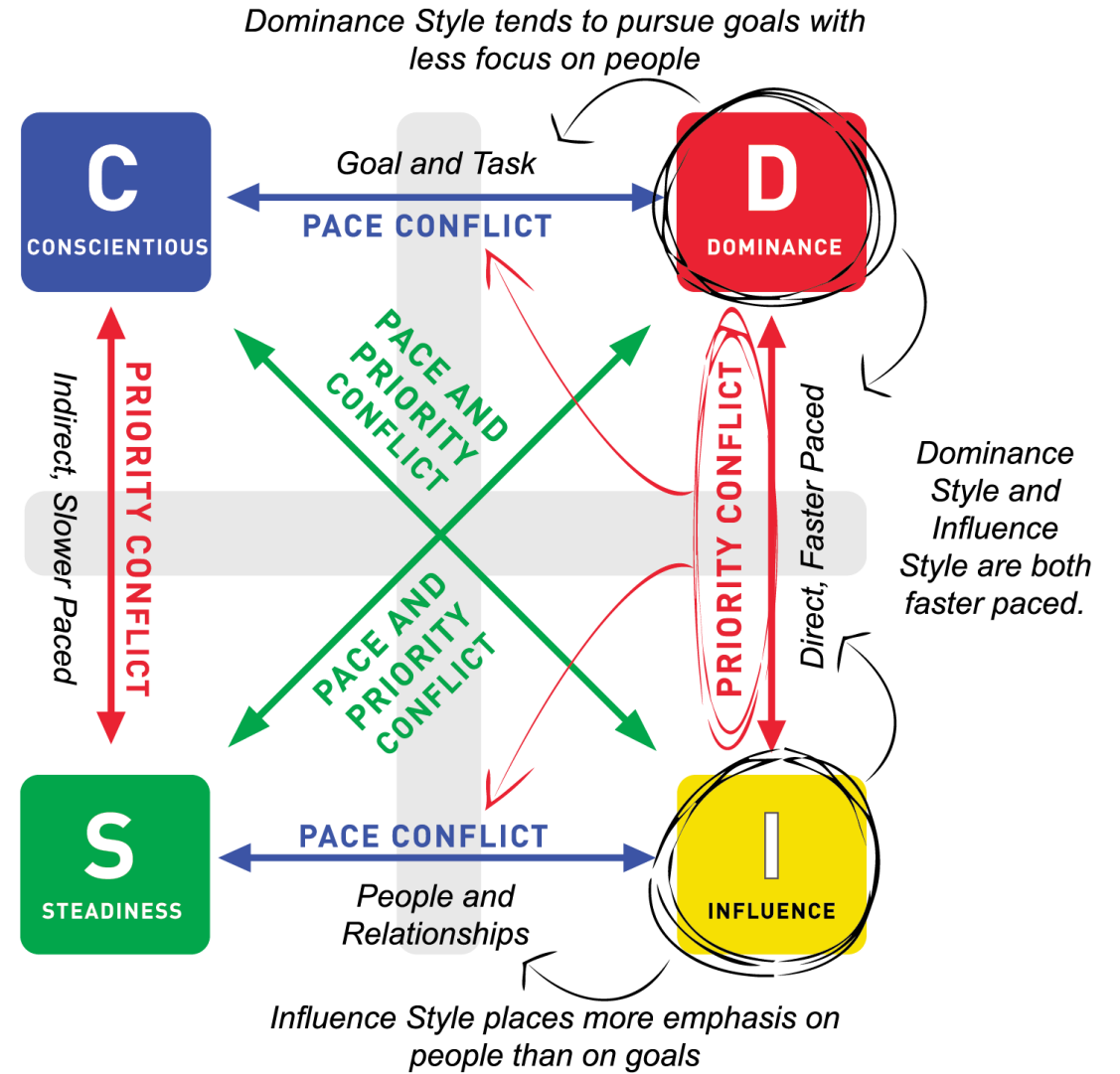
# Valuing difference



# Activity: Let's be master observers...

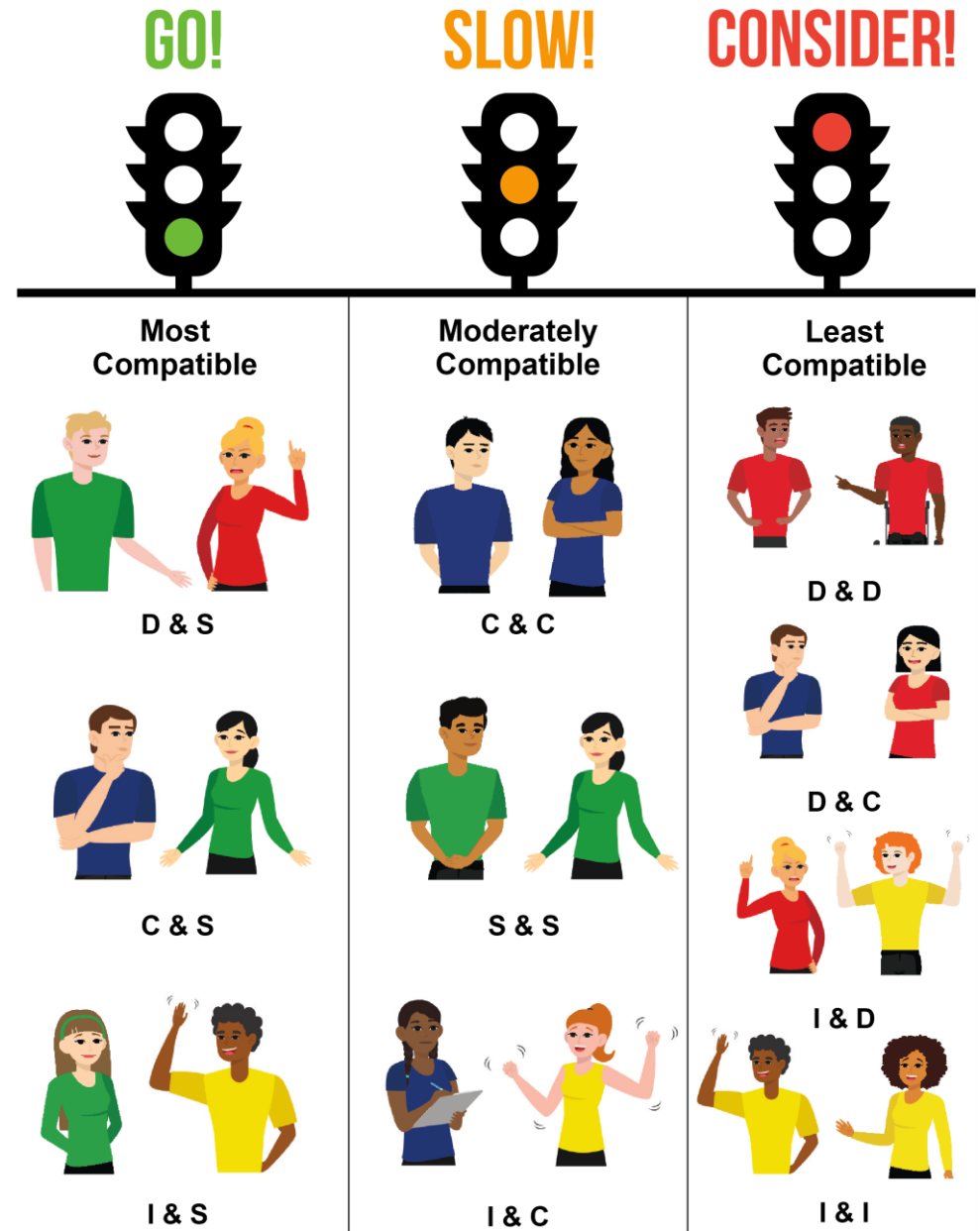


# Conflicts with DISC





# Compatibility with DISC





**Liz Masen** | Athlete Assessments | 760 742 5157

[liz.masen@athleteassessments.com](mailto:liz.masen@athleteassessments.com)

[www.AthleteAssessments.com](http://www.AthleteAssessments.com)