



DISC 360

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Today's Objective

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



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Receiving Feedback and Perceptions

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



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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!

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Reviewing Feedback

Use 2 pens to highlight Expected and Unexpected

EXPECTED	UNEXPECTED


Review, identify, and reflect:

- Your Strengths
- Limitations
- Areas for Improvement



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Reviewing Feedback - Strengths


EXPECTED	UNEXPECTED

Review

- 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

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Reviewing Feedback - Limitations


EXPECTED	UNEXPECTED

Review

- 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

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Reviewing Feedback – Improvement Areas


EXPECTED	UNEXPECTED

Review

- 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)


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What is Most Useful to You


EXPECTED	UNEXPECTED



From what you've just identified, circle what is **most useful** to where you are now.

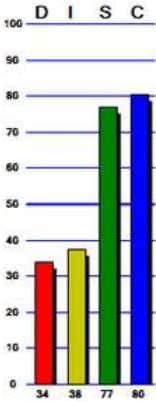
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Review of Your 360 Feedback Graphs

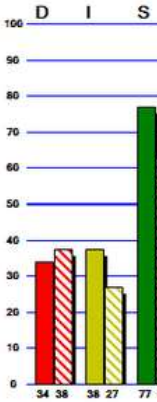
D I S C



Adapting Style

Category	Score
34	34
38	38
77	77
80	80

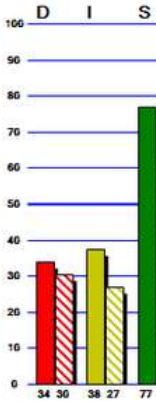
D I S C



Observed by:

Category	Score
34	34
38	38
38	27
77	77
62	62
80	80
85	85

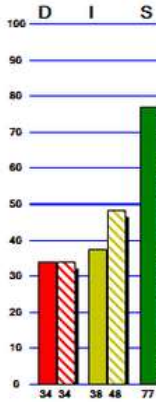
D I S C



Observed by:

Category	Score
34	34
30	30
38	38
27	27
77	77
62	62
80	80
87	87

D I S C



Observed by:

Category	Score
34	34
34	34
38	38
48	48
77	77
62	62
80	80
83	83

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What's your 'ideal' perception?

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


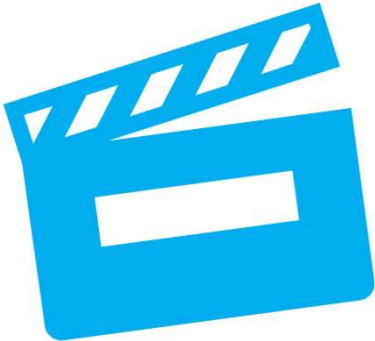


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Action Plan...

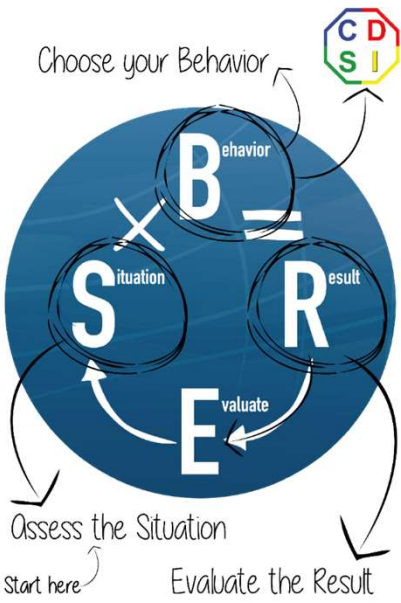


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“If you are not getting the response you want... change what YOU are doing.”



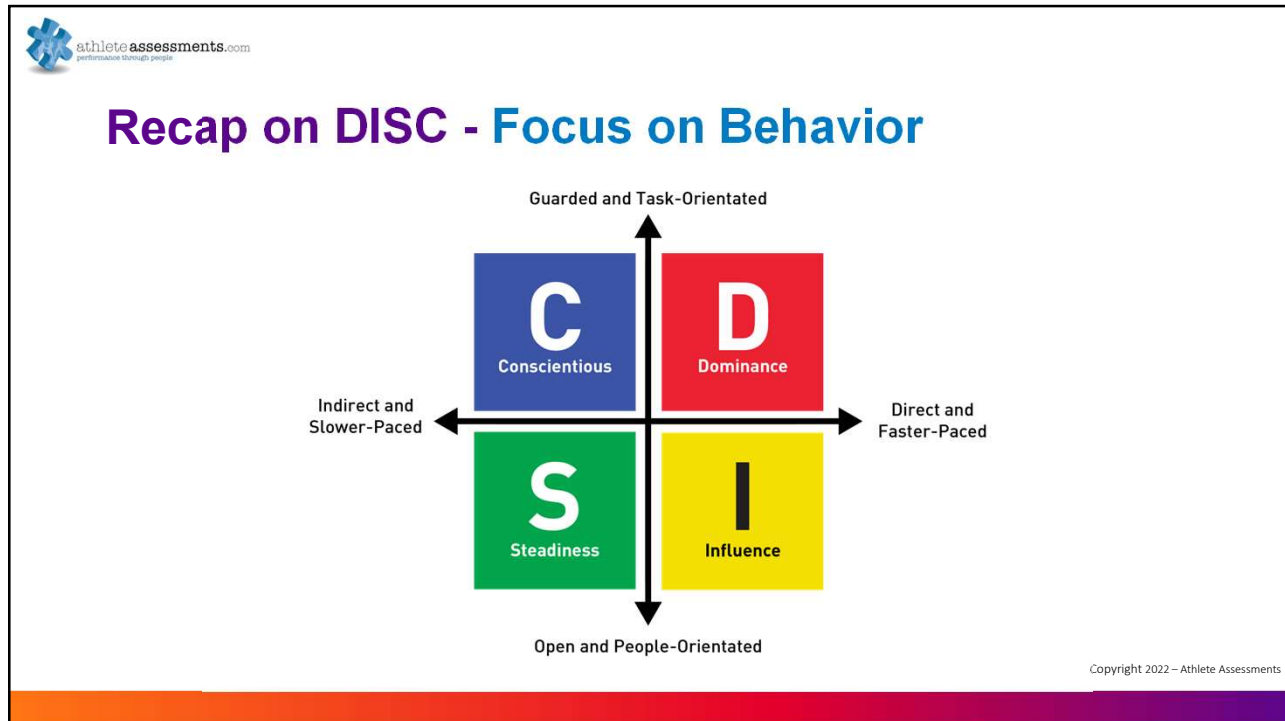
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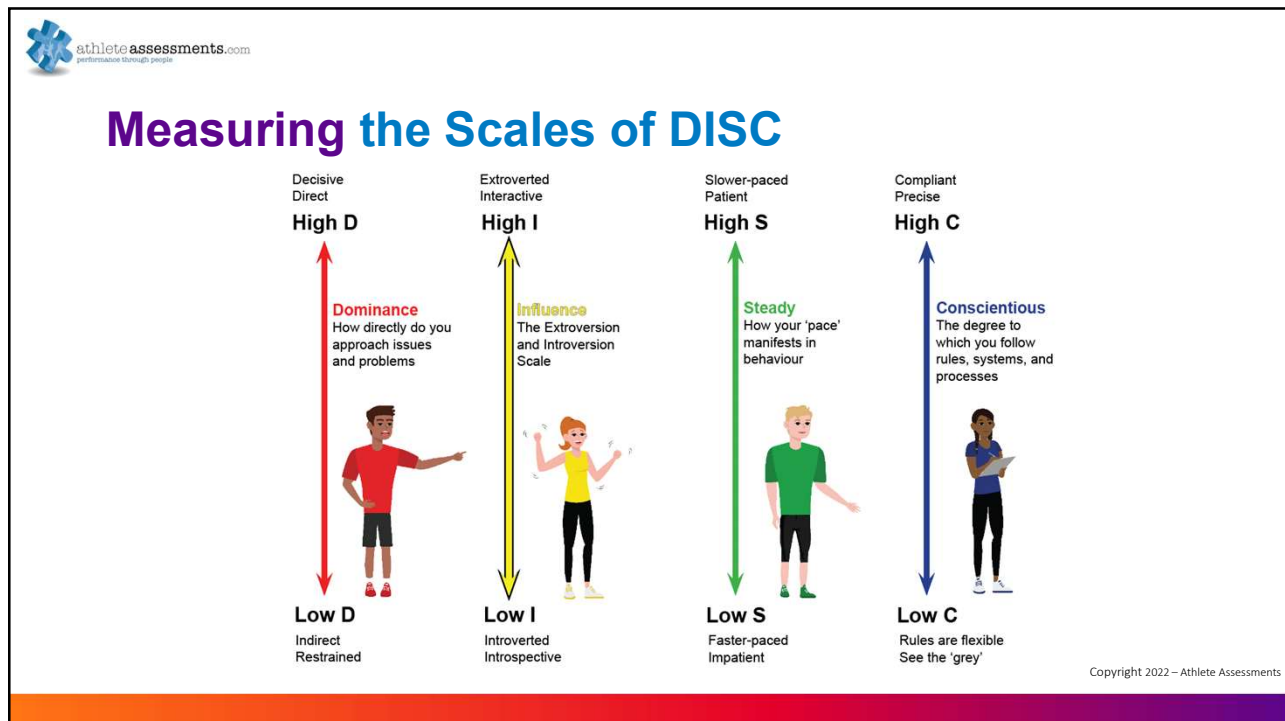


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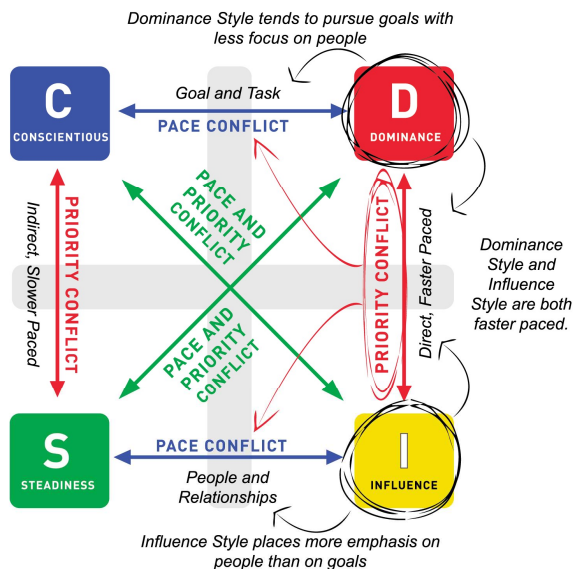
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Conflicts between DISC



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