

WOMEN COACHES ACADEMY *WCA*

NCAA®

The ‘people side’ of Coaching

Liz Masen | CEO & Client Director
Athlete Assessments

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



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proven sports profiling for athletes, coaches & professionals
improve your own side, achieve your true potential

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Activity: Hands up



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There’s more to just your CoachDISC...



CoachDISC
Profile Report
Athlete Sample
14 January 2021

+



UNDERSTANDING
OTHERS

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Let's start with a game




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Recap: 3 Important Things!

1




BEHAVIOUR

2



OBSERVE


3




ACCEPTING IMPERFECTION

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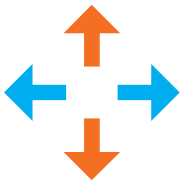
What's so good about behaviour?




CONTEXT



OBSERVABLE




FLEXIBLE / ADAPTABLE



BEHAVIOUR VS PERSONALITY


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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



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What is CoachDISC?

It's all about behaviour...

- 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



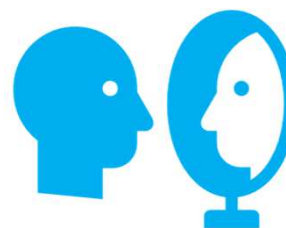
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Self-Awareness: A Level of Knowledge of Yourself

- Strengths
- Limitations
- Coaching Strategies
- Motivational Strategies
- Communication Style
- Team Interaction
- Leadership Tendencies



Performance Improvement begins with Self-Awareness...

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Recap: What's most important?

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

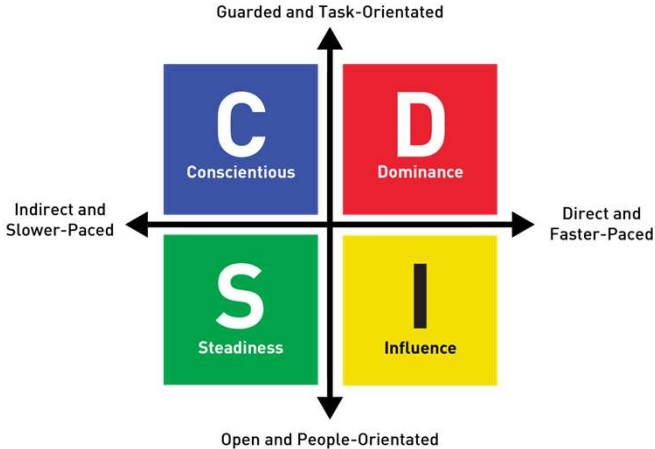


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DISC Model: 1 Minute Explanation



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Introducing our DISC Coaches

CONSCIENTIOUS



Claire & Conrad

STEADINESS



Stan & Sally

DOMINANCE



Dan & Dee

INFLUENCE




Ian & Indy



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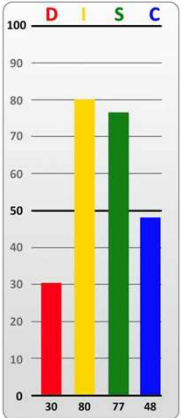


Natural vs Adapted DISC Styles...

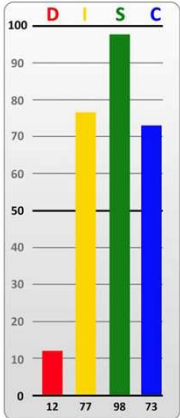
High

Mid-range

Low



Adapted style



Natural style

Higher the Bar
Most used behavior

Lower the Bar
Least used behavior

Style	D	I	S	C
Adapted style	30	80	77	48
Natural style	12	77	98	73

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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.

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Managing your energy

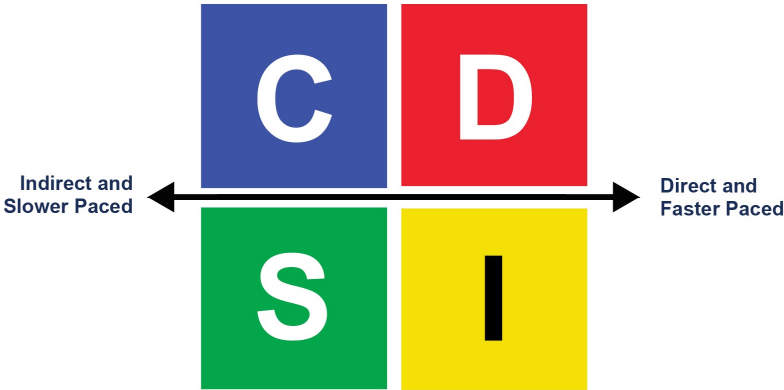



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The DISC Model - Basics




Indirect and Slower Paced

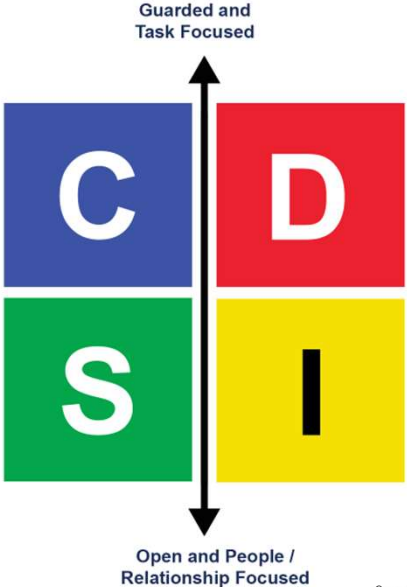

Direct and Faster Paced

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The DISC Model - Basics

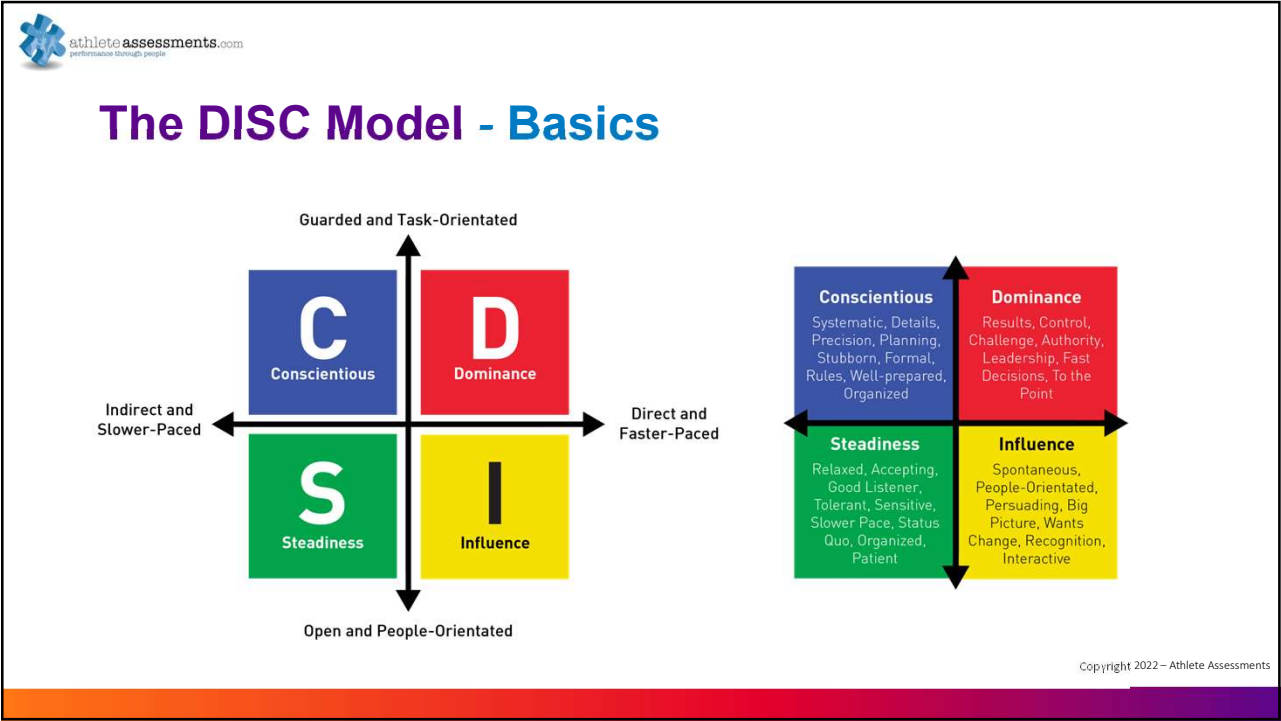


Guarded and Task Focused

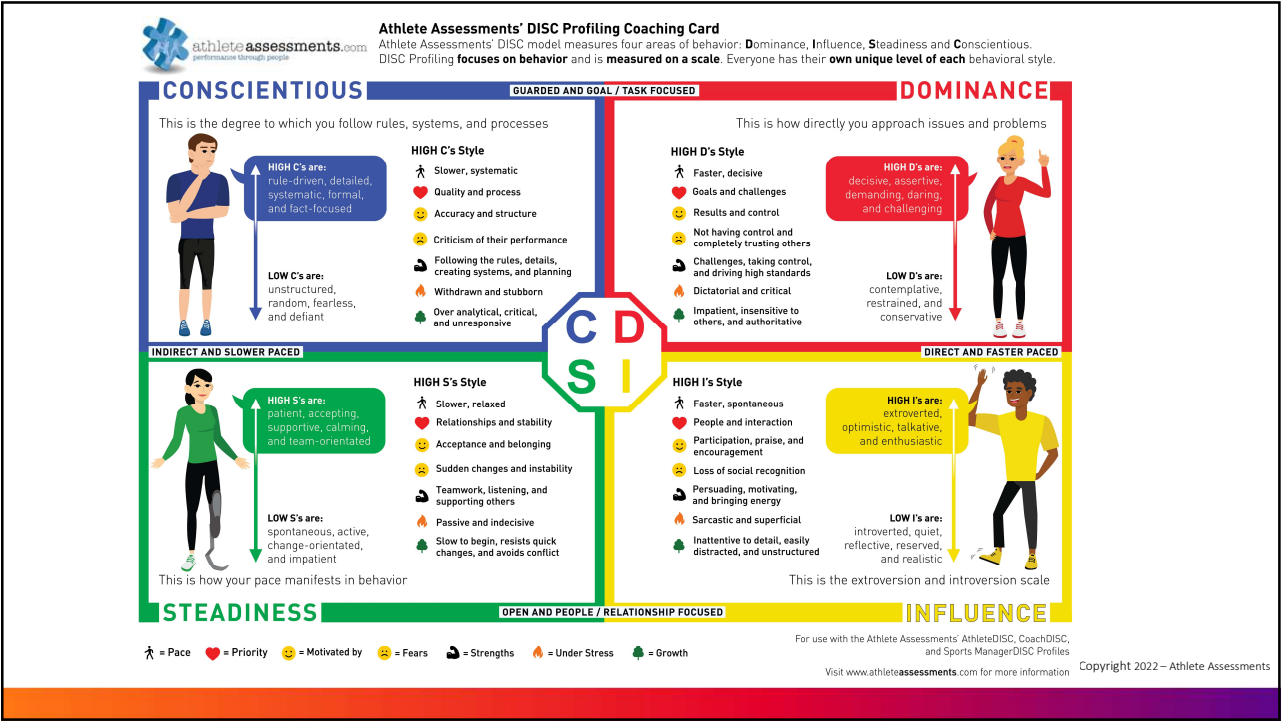
Open and People / Relationship Focused

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Activity: CoachDISC Intensity Scale



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

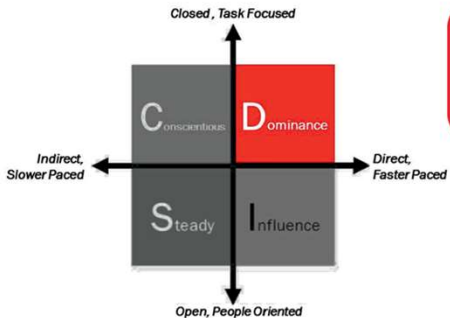
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DOMINANCE

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



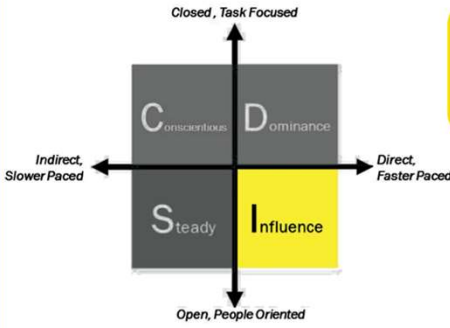
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INFLUENCE

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



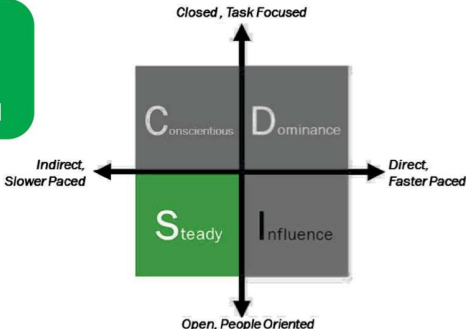
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STEADINESS

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




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CONSCIENTIOUS

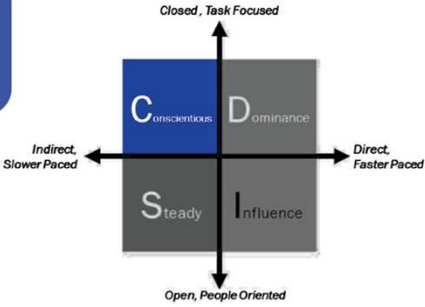
This is the degree to which you follow rules, systems, and processes



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

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

Closed, Task Focused




Indirect, Slower Paced

Direct, Faster Paced

Open, People Oriented

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Coaching styles

C

Structured
Rule driven
Detailed
Well-planned

D

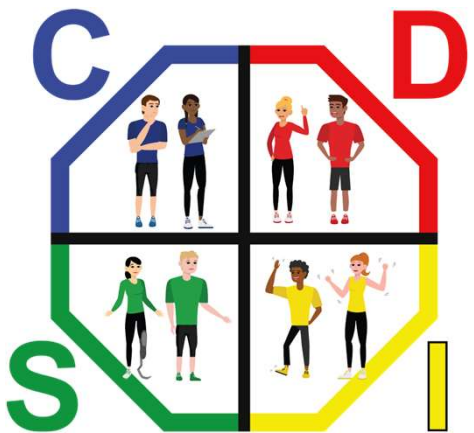
Results focused
Assertive
Demanding
Drives standards

S

Supportive
Team focused
Patient, calm
Stability driven

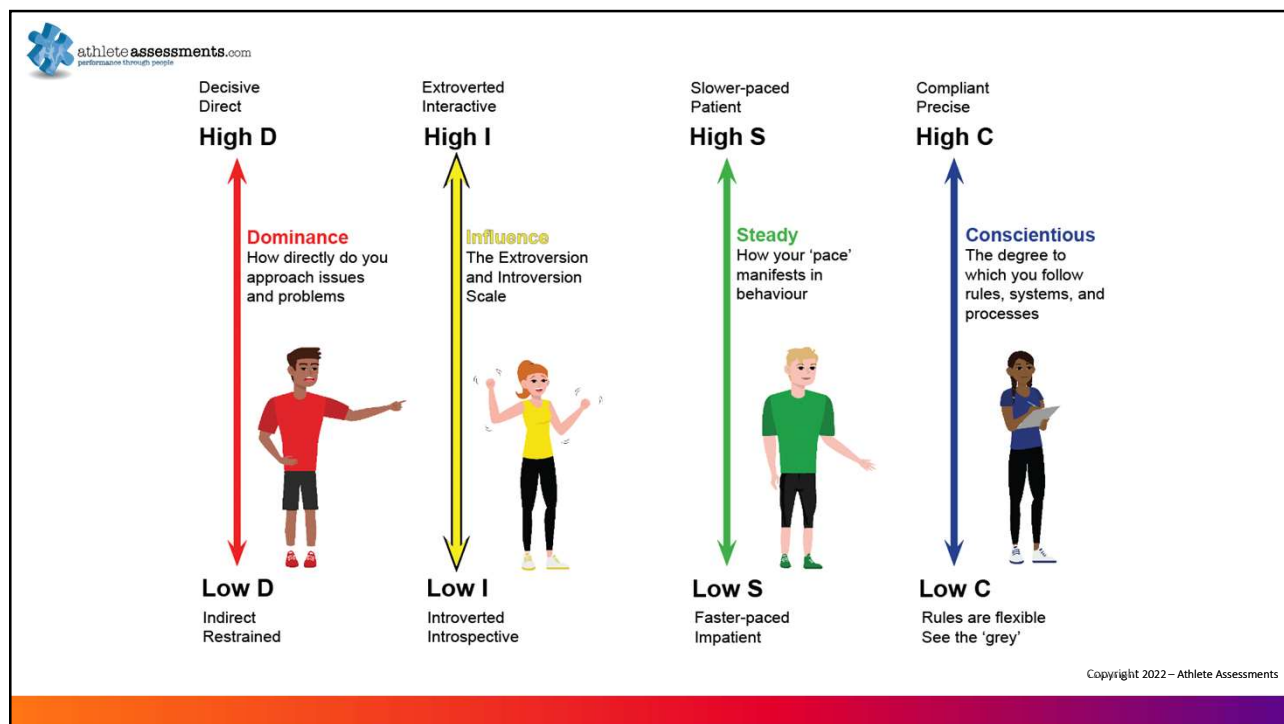
I

Energetic
Optimistic
Engaging
Spontaneous



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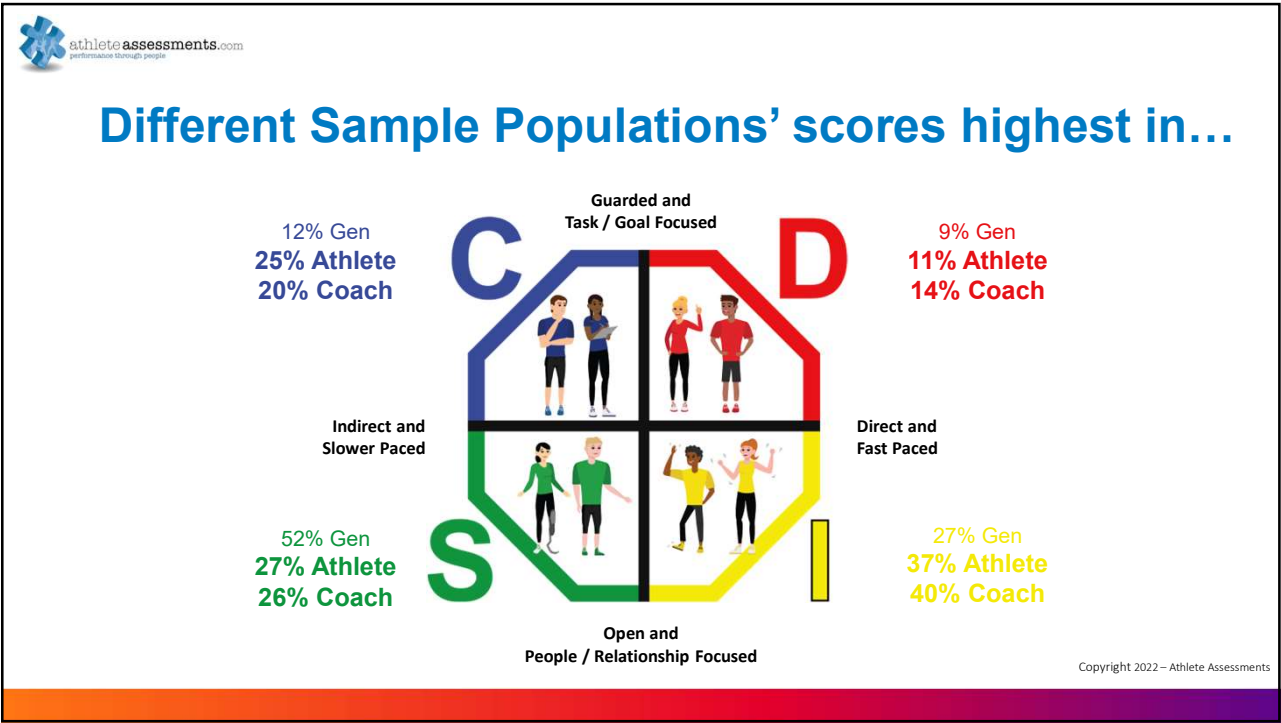
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Something to be mindful of...

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

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performance through people

Mastering Communication

The Golden Rule VS The Platinum Rule

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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."

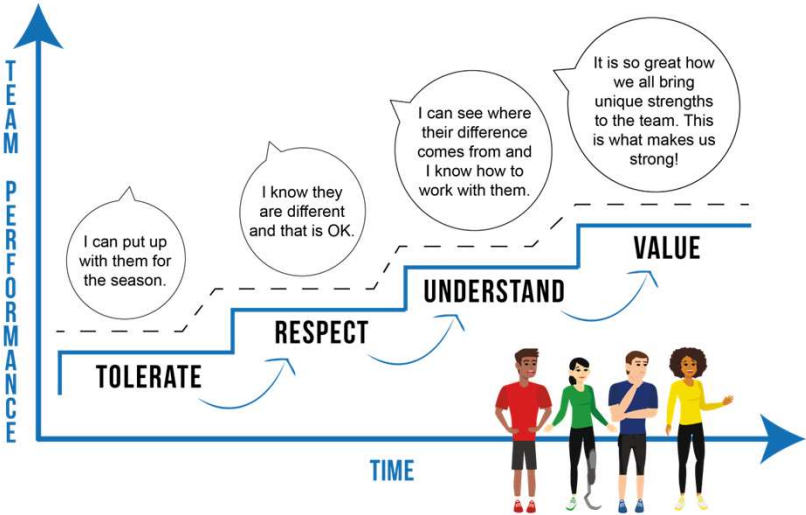


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Valuing difference





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Activity: Let's be master observers...



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Conflicts with DISC

The diagram illustrates the conflicts between four DISC styles arranged in a square:


- C (CONSCIENTIOUS)** (Blue box) and **D (DOMINANCE)** (Red box) are connected by a horizontal blue double-headed arrow labeled "Goal and Task" and "PACE CONFLICT".
- S (STEADINESS)** (Green box) and **I (INFLUENCE)** (Yellow box) are connected by a horizontal blue double-headed arrow labeled "People and Relationships" and "PACE CONFLICT".
- C (CONSCIENTIOUS)** and **S (STEADINESS)** are connected by a vertical red double-headed arrow labeled "Indirect, Slower Paced" and "PRIORITY CONFLICT".
- D (DOMINANCE)** and **I (INFLUENCE)** are connected by a vertical red double-headed arrow labeled "Direct, Faster Paced" and "PRIORITY CONFLICT".
- Diagonal green double-headed arrows connect **C** to **I** and **S** to **D**, both labeled "PACE AND PRIORITY CONFLICT".

Additional notes:






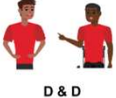





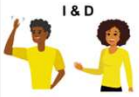

- "Dominance Style tends to pursue goals with less focus on people" (near D).
- "Influence Style places more emphasis on people than on goals" (near I).
- "Dominance Style and Influence Style are both faster paced." (near D and I).

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Compatibility with DISC

GO!	SLOW!	CONSIDER!
		
Most Compatible	Moderately Compatible	Least Compatible
 D & S	 C & C	 D & D
 C & S	 S & S	 D & C
 I & S	 I & C	 I & D  I & I

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