



Building a High Performing Team With DISC Profiling

Session with Anton Guinea

Feb 2024

The Check In

In an Emergency
Traditional Owners
Mental Health Survivors

2

01

ABOUT YOU

Favourite ever peer?

Why?

Favourite Movie?

02

ABOUT ME

18 years at it ...

Married 28 years

Triathlete

03

ABOUT US

Please use the chat!



8

10

12

What do you
hope to get out
of this session?



The 3 Parts



Learning Self

(Why do I
do that?)



Communication Others

(Everyone is
different)



Teamwork Connection

(It is about
we not me)

In other words



Raise your self awareness



Make communication more productive



Be high performing

Who could you
say thank you
to?

THANKS
for being awesome



Part 1



Learning Self

(Why do I
do that?)

What is DISC?

DISC is a behaviour self-assessment tool originally based on the 1928 DISC emotional and behavioural theory of psychologist William Moulton Marston, which centered on four personality traits: Dominance, Inducement, Submission, and Compliance. This theory was then developed into a behavioural assessment tool by industrial psychologist Walter Vernon Clarke.

Marston was a lawyer and a psychologist; he also contributed to the first polygraph test, authored self-help books and created the character Wonder Woman. He generated the DISC characteristics of emotions and behavior of normal people (at the time, 'normal' had the meaning of 'typical' rather than an antonym for 'abnormal'). Marston hypothesized that our behaviour is influenced by 'psychonic energy' that is transferred through a web of nerve cells he named 'psychons'.

What is DISC?

He published his findings in his 1928 book called Emotions of normal people in which he explained that the four personality types (yellow, green, blue and red) arise as variations between people.

According to Marston, people illustrate their emotions using four behavior types: Dominance (D), Inducement (I), Submission (S), and Compliance (C). He argued that these behavioural types came from people's sense of self and their interaction with the environment.

How can you use DISC?

- A great learning tool
- Helpful for introspection
- Very accurate

The key pages are:

9, 13, 15, 19, 29



Why it matters to you

- **Page 9**
- *What makes sense, and what doesn't*
- Please share



Why it really matters to you

- **Page 13**
- *This is the key*
- Please reflect



— This is a great skill

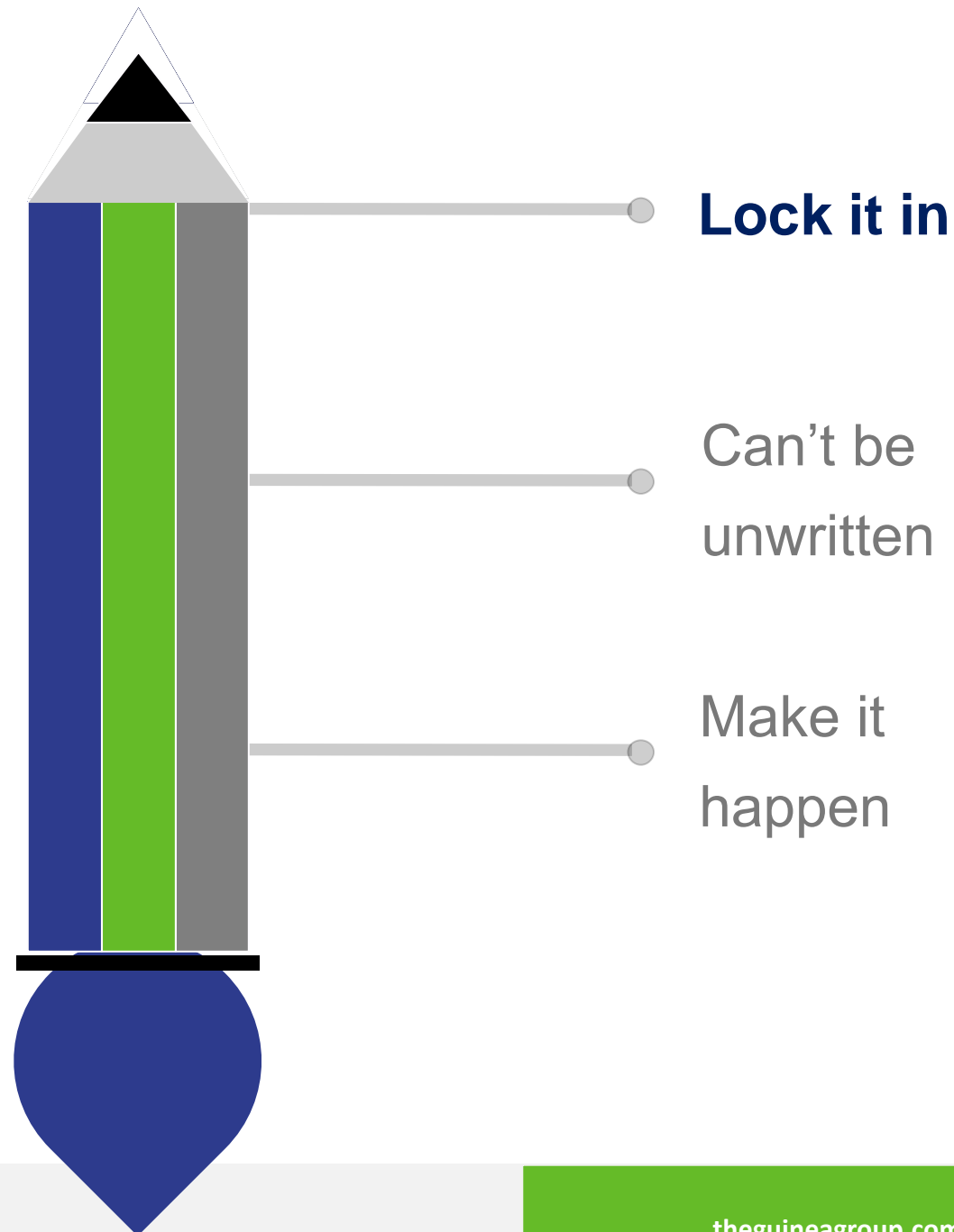
Introspection ...

Comes before reflection ...

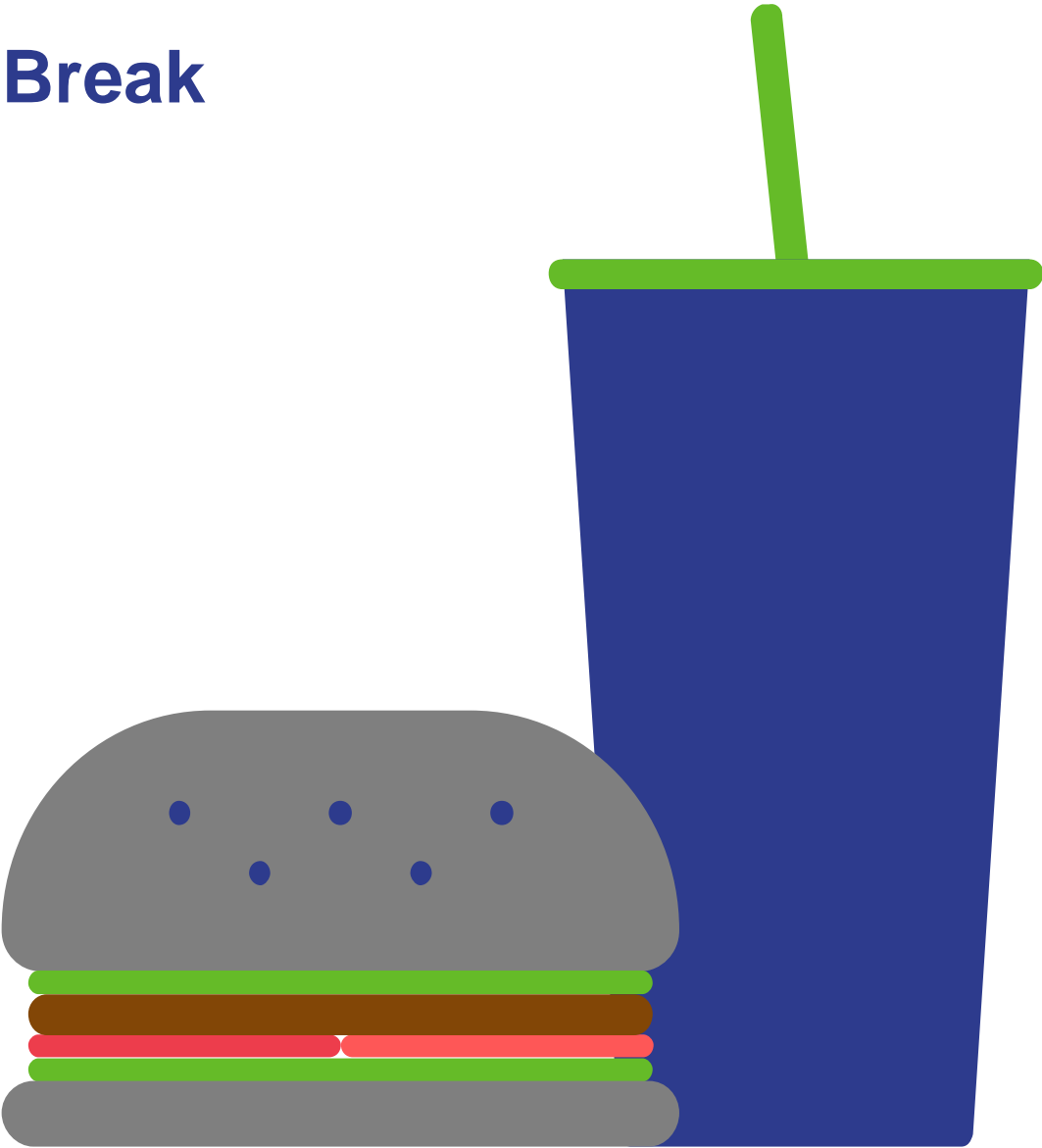
Activity 1

In your Workbook:

Reflect on what your DISC means, what you have learnt about yourself



Break



Part 2



Communication

Others

(Everyone is
different)

How you can improve your communication

- **Page 29**
- *Communicating with different styles*
- This is the 'Platinum Rule'



Part 3



Teamwork Connection

(it is about
we not me)

Another winner from your DISC workbook

- **Page 15**
- *What do you need to tell others*
- Please share



Back to you ...

- **Page 19**
- *How can you improve?*
- Please share



Time to act

Make a commitment ...

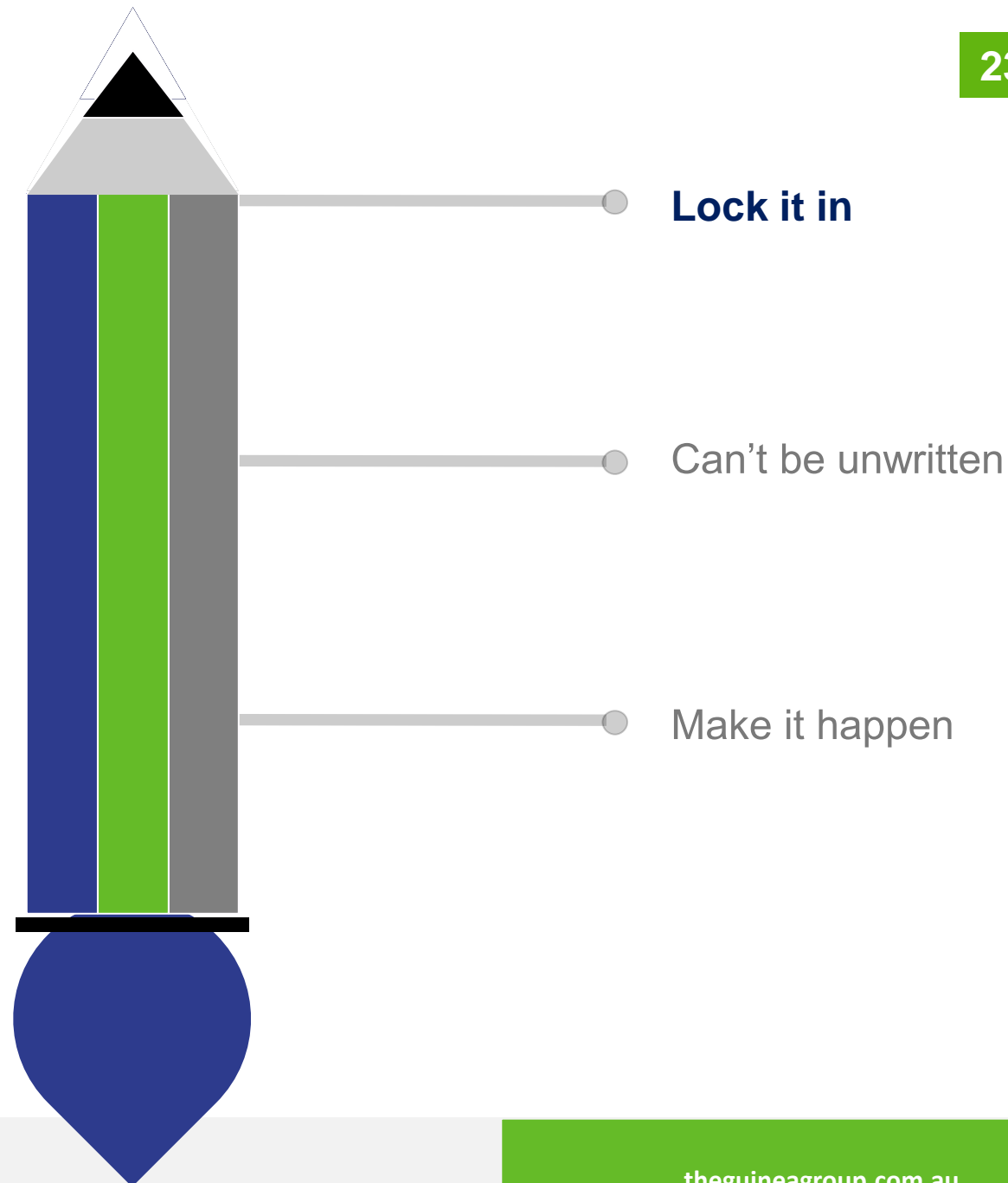
Make a change ...



Activity 2

In your Workbook:

Reflect on what your DISC means, and how you can apply what you have learnt to improving your interactions with others



Any Questions?

We're here to help

We exist to support leaders to upgrade their mindset, upskill their leadership, and uplift their teams, to create psychologically safe and high performing teams!

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