



Communication is the Key

Jasmine Lake

Ingrid Palmisano, LCSW, CAP

Miami Country Day School

Today's Goals

- Understand why it is important to evaluate our communication
- Evaluate some written communication material
- Take the quick DISC survey to find out your style
- Learn ways to improve ourselves based on our styles
- Understand which groups of styles work best together



DISC Assessment

- Personal assessment tool
- Improve work productivity
- Promote teamwork
- Advance communication
- Opens discussion of our behavioral differences.





Take the Quiz

<http://discpersonalitytesting.com/>

<http://discpersonalitytesting.com/>

#1

Begin by clicking
here



**Get a quick guess of
your style with a
Free DISC Assessment
Click Here**

#2 Input a first and
last name and click
to “submit data and
go to the next page”

#3 Be sure to write
down your results

Evaluating Results



Dominant



Inspiring



Cautious



Supportive

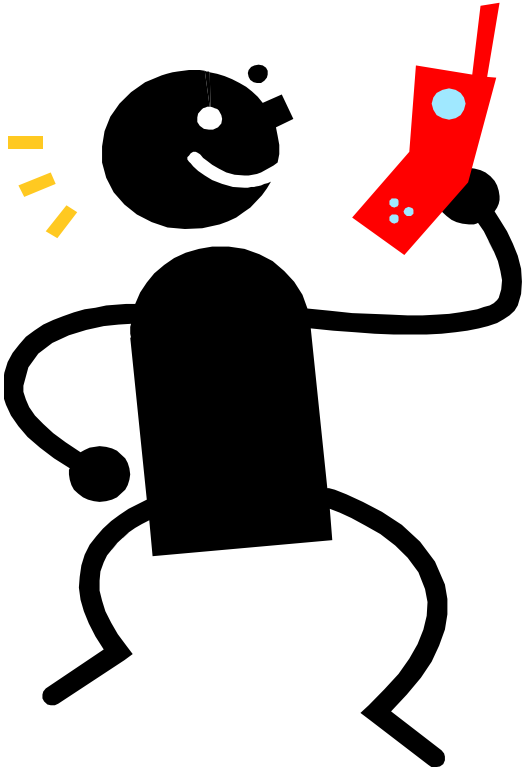
**I'M ONLY
RESPONSIBLE
FOR WHAT I SAY
NOT FOR WHAT
YOU UNDERSTAND**

Dominant



- Direct/ Decisive
- Solution Oriented
- Risk Takers
- Innovative
- Self-Starters
- Bold
- Pushes groups towards decisions
- Great at multiple projects

Inspiring



- Optimistic Outlook
- Enthusiastic
- Popular
- Enjoys Long Conversations
- Sociable
- Trusting
- Outgoing
- Gregarious

Supportive



- Very Loyal
- Amiable Nature
- Wants to serve others
- Relaxed pace
- Follows rules
- Listens before talking
- Patient
- Persistent
- Sincere

Cautious



- Precise
- Analytical
- Attention to Detail
- Takes time to make a decision
- Likes to weigh pros and cons
- Task Oriented
- Likes brief calls and emails
- Desires reassurance

Mis-communication



Communication Evaluation

- Verbal

- Non-verbal

- Written

Evaluating Deny and Waitpool letters



- List pros and cons on each letter.
- Write all comments and edits on the letter
- We will discuss recommendations
- Pick a group representative to speak

How was your group process?

D/I

- Did the D personality speak for the group or was the one writing down the information?
- Did the I personality provide some humor or make others feel welcomed?

S/C

- Did the S person tend to agree with suggestions, or was less involved to ensure others had a chance to speak?
- Did the C person weigh the pro's and con's and perhaps wanted to discuss the overall process of the letters?

How do these types work together?

	Excellent	Great	Very Good	Good	Fairly Well	Fair	Poorly	Very Poorly
D	D-S			D-D	D-C	D-I		
I	I-S		I-C			I-D	I-I	
S	S-D/ S-I	S-C	S-S					
C		C-S	C-I	C-C	C-D			

How well do they get along socially?

	Excellent	Great	Very Good	Good	Fairly Well	Fair	Poorly	Very Poorly
D		D-D/ D-I				D-S		D-C
I	I-I	I-D			I-S		I-C	
S		S-C	S-S		S-I	S-D		
C	C-C	C-S					C-I	C-D

Dear Diary - Today I quit my job and
filed for divorce.

Apparently I no
longer have a
"To Do List" either...



somee cards
user card

Dominant

Ways to Improve

- Become an active listener and respect others ideas
- Appreciate others opinions and feelings
- Put more energy into personal relationships
- Take time to explain why

Ways to Communicate with a D

- Be brief
- Ask what not how questions
- Suggest ways to get results
- Highlight logical benefits
- Don't repeat yourself

Inspiring

Ways to Improve

- Focus more on details with projects
- Avoid wordiness
- Delegate appropriately
- Don't overestimate ability to influence other's behaviors
- Avoid acting on impulse

Ways to Communicate with an I

- Allow for social talk
- Focus on big picture in conversations
- Put details in writing
- Use an enthusiastic tone
- Minimize skepticism and negativity

Supportive

Ways to Improve

- Become more assertive
- Be comfortable with change
- Complete tasks in a timely manner
- Understand that lack of interaction should not be taken personally
- Constructive criticism is your friend

Ways to communicate with an S

- Start with personal comment to break the ice
- Listen carefully and be responsive
- Give them time to think for a decision
- Deliver on your promises

Cautious

Ways to Improve

- Act less defensively when faced with criticism
- Work on diplomatic communication skills
- Try not to overanalyze but respond with quick and direct answers
- Express feelings more often

Ways to Communicate with a C

- Keep small talk to a minimum
- Give lots of background information if you need a decision from them
- Understand they will take a long time to think about a decision
- Give them reassurance

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Please feel free to contact me with any questions regarding this presentation or the
DISC

Ingrid Palmisano, LCSW, CAP
Miami Country Day School
305-779-7230