

Getting Along With Others

All the way back to Socrates, people have been placed into four distinct behavioral personality types. Many people, including me, use some version of a "DISC" system. Each letter in "DISC" stands for a certain personality style.

We all have some of the four styles, but one or two usually dominate. They reflect our way of doing things and how we are when we're "just being ourselves". See which of these descriptions fit you.

If you have a lot of "D" in your personality, you are a driver or directive type. You want to get things done now without going into a lot of details. You enjoy delegating those details to others while you concentrate on the big picture. People who have "D" characteristics like authority, challenges, prestige, and lots of variety. They are task oriented and apply a "bottom line" approach. You will often hear them say, "Hurry up, get on with it" or "What's the point of this?"

If you are an "I" behavioral type, you are a people person and like to socialize. Details bore you. Instead, you like to come up with the ideas and let other people carry out the plans. You can be emotional and are usually the cheerleader of the group, always encouraging others. "I" behavioral types are very animated and talkative but sometimes too talkative!

"S" behavioral types are supportive. They are relationship oriented and like security. Because of that, they don't deal with change well and want things to keep going at a slow, steady pace. You're an "S" type if you need time to adjust, are very dependable, agreeable, loyal, and supportive. You sometimes get your feelings hurt but don't show it because you don't want to hurt anyone else's. Sometimes people say you are wishy-washy because you are slow to make-up your mind and say things like, "Whatever you want is okay with me."

The perfectionists of the world are "C" behavioral types. They are sensitive and accurate. Serious in demeanor, they need a lot of information to make-up their mind so it takes them a long time to decide anything. (If you are extremely neat, you are probably a "C".) They like structure and have low risk-taking tendencies so they don't like things to change much. They often ask the question, "Why?" and don't like to make mistakes.

Which combinations are you? Pick your top two. When your natural behavior patterns mesh well with another person's, there will be a harmony and easiness in all your transactions. But if you are very task oriented while another person is relationship oriented, some clashes can occur. You can have an uphill battle to communicate unless you learn to flex your style a little to match the other person's.

If you haven't completed a personality inventory do one! It will help you immeasurably in your communication with others. I have one you can purchase to complete online. Contact me if you are interested for yourself or for your employees.

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