DISCOVERING

YOUR SUPERPOWERS

SCAN HERE

BY Jen AF

EVOLUTION TO REVOLUTION
CONSULTING & COACHING

ASK
LISTEN
RESPECT

KEY TO
THE CITY

WHAT IS DISC?

YOUR SUPERPOWER FOR UNDERSTANDING YOURSELF AND OTHERS

BACKGROUND

Inspired by the work of psychologist William Moulton Marston (yes, the same man who helped create Wonder Woman), DISC helps you unlock a deeper understanding of human behavior, both your own and others'.

DISC: Your Superpowered Map for Workplace Behavior

DISC is a behavioral intelligence blueprint designed to help you **unlock your strengths** and **work better with others**.

BACKGROUND

No type is better or worse than any other

No one uses one style, 100% of the time

Better understanding = stronger relationships = stronger teams

UNDERSTANDING DISC AND ITS SCOPE

THE DISC ASSESSMENT MEASURES BEHAVIOR WITHIN THE RANGE OF TYPICAL, OBSERVABLE PSYCHOLOGY.

It does not diagnose or assess:

Neurodivergence
Mental health
Trauma responses
Clinical or medical psychological traits

Today is a great day
to have a great day.

KEY TO
THE CITY

FLEXIBILITY

DISC AT WORK

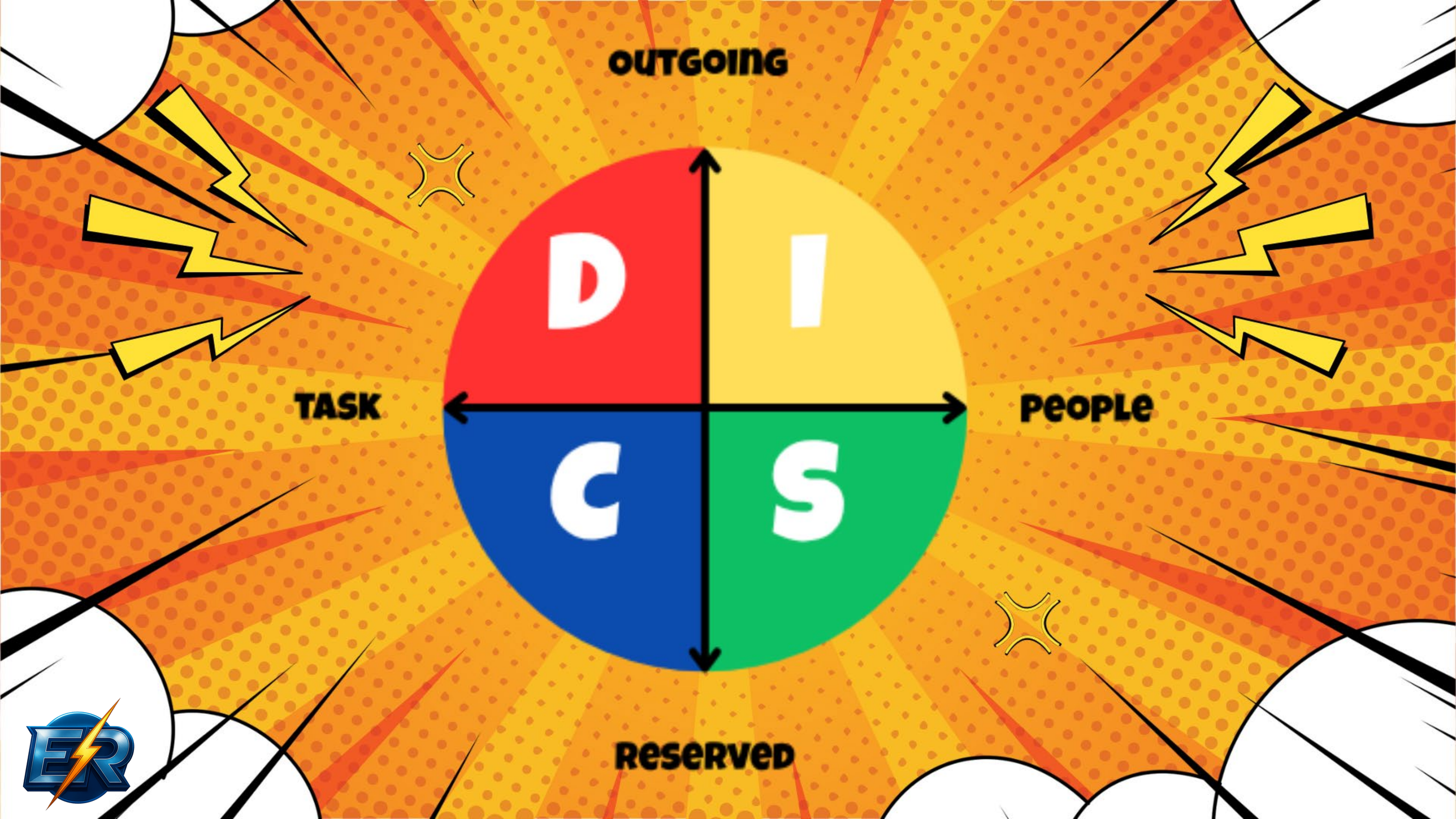
People are not their DISC styles.

So much goes into how we behave and express our emotions.

DISC Averages in the U.S.

- D (Dominance): 10-20%
- I (Influence): 25-35%
- S (Steadiness): 30-40%
- C (Conscientiousness): 20-30%

THE 4 DISC SUPERHERO'S


OUTGOING
D
I
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C
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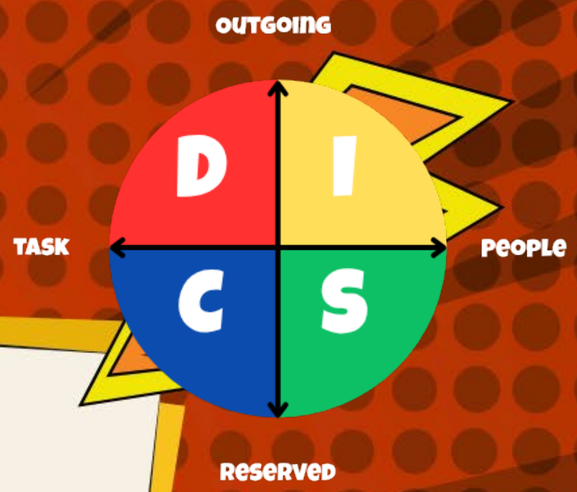
RESERVED

THE COMMANDER

(D) DOMINENCE



1. D's are bold and driven.
2. D's turn obstacles into opportunities with fearless decision-making and unstoppable energy.
3. With laser focus and fierce determination, D's break through barriers and blaze new trails where others see roadblocks.

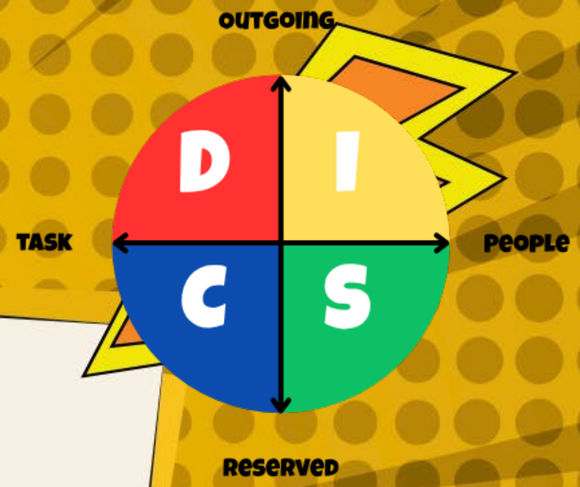
KRYPTONITE

Blind Spot: D's boldness can become bulldozing, moving so fast that they overlook others' input or emotional impact.

Watch out for: Impatience, insensitivity, and over-controlling tendencies.

THE SPARK

(I) INFLUENCING



1. I's are charismatic and inspiring.
2. I's light up any room, uniting people with optimism, creativity, and magnetic communication.
3. I's energize every mission with contagious enthusiasm, rallying others with their vision and unstoppable belief in what's possible.

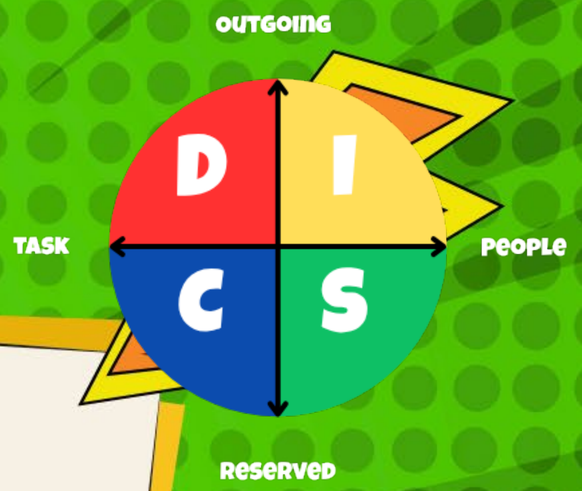
KRYPTONITE

Blind Spot: Their charisma can overshadow follow-through, often getting caught up in people and ideas without finishing what they start.

Watch out for: Disorganization, distraction, and avoidance of tough conversations.

THE GUARDIAN

(S) STEADINESS



1. S's are calm and dependable
2. S's are the heart of the team—steady in chaos, loyal in every season, and gifted at creating harmony.
3. S's bring emotional strength and quiet courage, standing strong in storms and offering unwavering support to those around them.

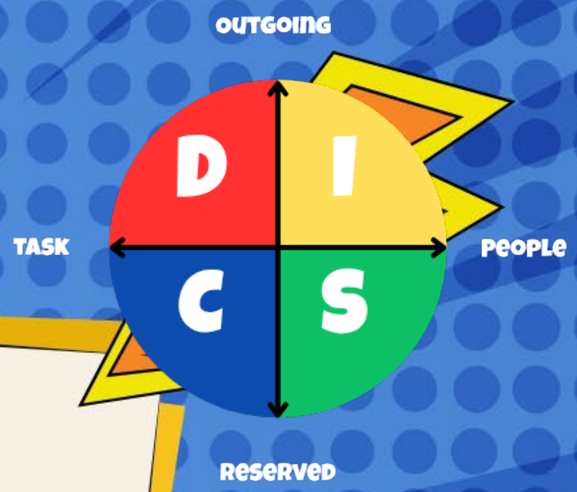
KRYPTONITE

Blind Spot: Their loyalty can lead to passivity, resisting change, or holding back opinions to keep the peace.

Watch out for: Avoiding conflict, indecision, and fear of disrupting harmony.

THE MASTERMIND

(C) CONSCIENTIOUS



1. C's are analytical and precise
2. C's solve complex problems with thoughtful logic, setting high standards and mastering details.
3. C's wield the power of clarity and critical thinking, turning chaos into order with methodical insight and wise judgment.

KRYPTONITE

Blind Spot: Their precision can become perfectionism, getting stuck in analysis, or focusing so much on the "right way" that progress stalls.

Watch out for: Overthinking, inflexibility, and being overly critical (of self and others).

KEY TO
THE CITY

TEAM DISC

SAVE
THE
CITY

SAVE THE CITY

A villain has attacked the city. Power is out, communication lines are down, and panic is spreading. You have 3 minutes to decide the following:

SAVE THE CITY

EVERY STYLE HAS SUPERPOWERS AND BLINDSPOTS

- What's your team's **immediate action** to save the city?
- What is your style's **greatest strength** (superpower) that helps?
- What's a possible **blind spot** (kryptonite) you need another team to cover for you?

TIME TO SHARE

WHAT WAS YOUR PLAN?

WHAT WAS YOUR SUPERPOWER?

WHAT WAS YOUR KRYPTONITE?

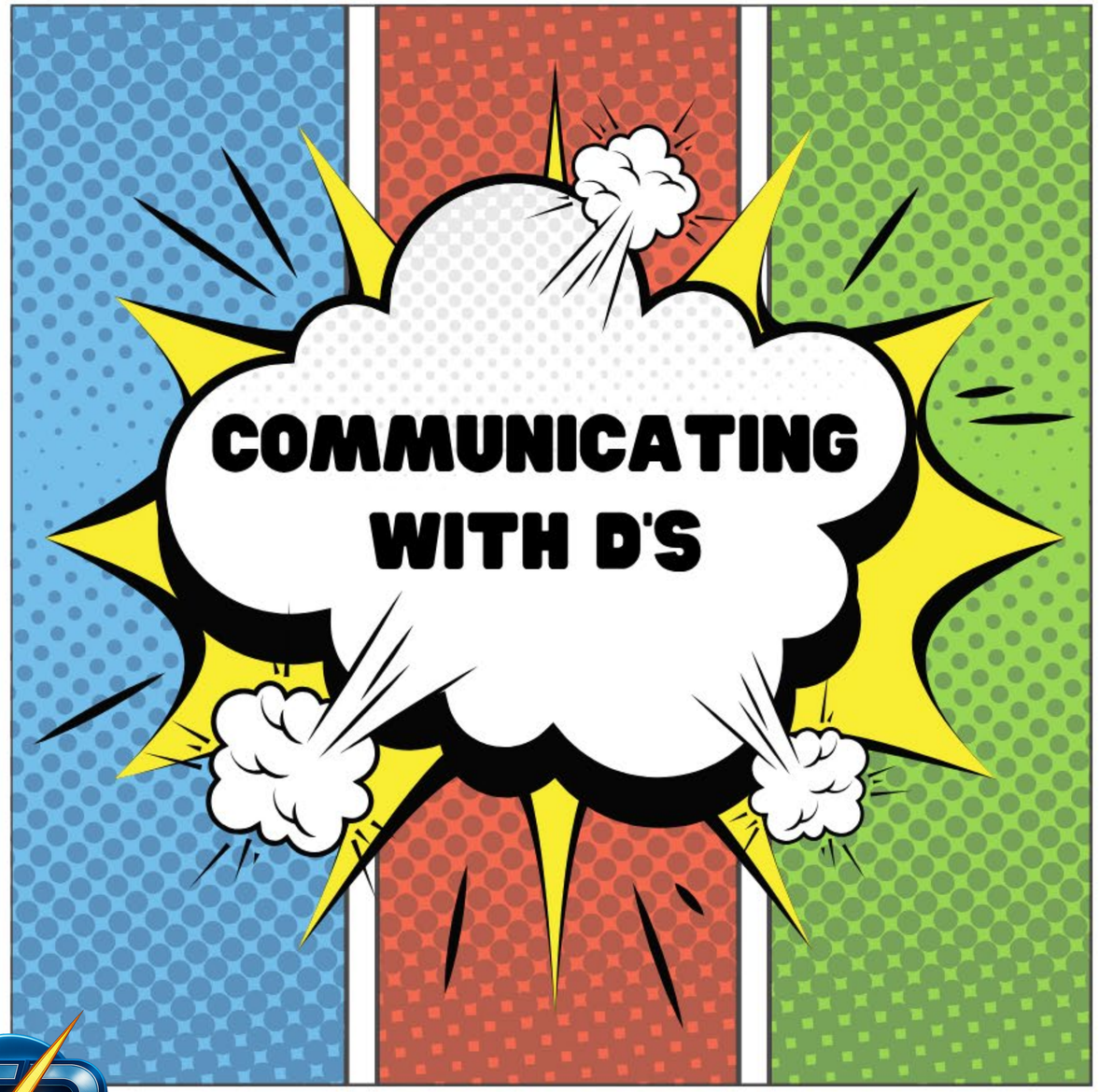
WHAT'S YOUR SUPERPOWER?

Superpowers

D	I	S	C
• Decisive	• Enthusiastic	• Patient	• Analytical
• Direct	• Optimistic	• Loyal	• Precise
• Bold	• Sociable	• Stable	• Detail-Oriented
• Competitive	• Energetic	• Supportive	• Logical
• Confident	• Persuasive	• Good Listener	• Systematic
• Results-Oriented	• Friendly	• Reliable	• Cautious
• Assertive	• Expressive	• Calm	• Accurate
• Strong-Willed	• Cheerful	• Team-Oriented	• Planner
• Leader	• Talkative	• Compassionate	• Organized
• Determined	• Charismatic	• Trustworthy	• Disciplined

COMMUNICATION

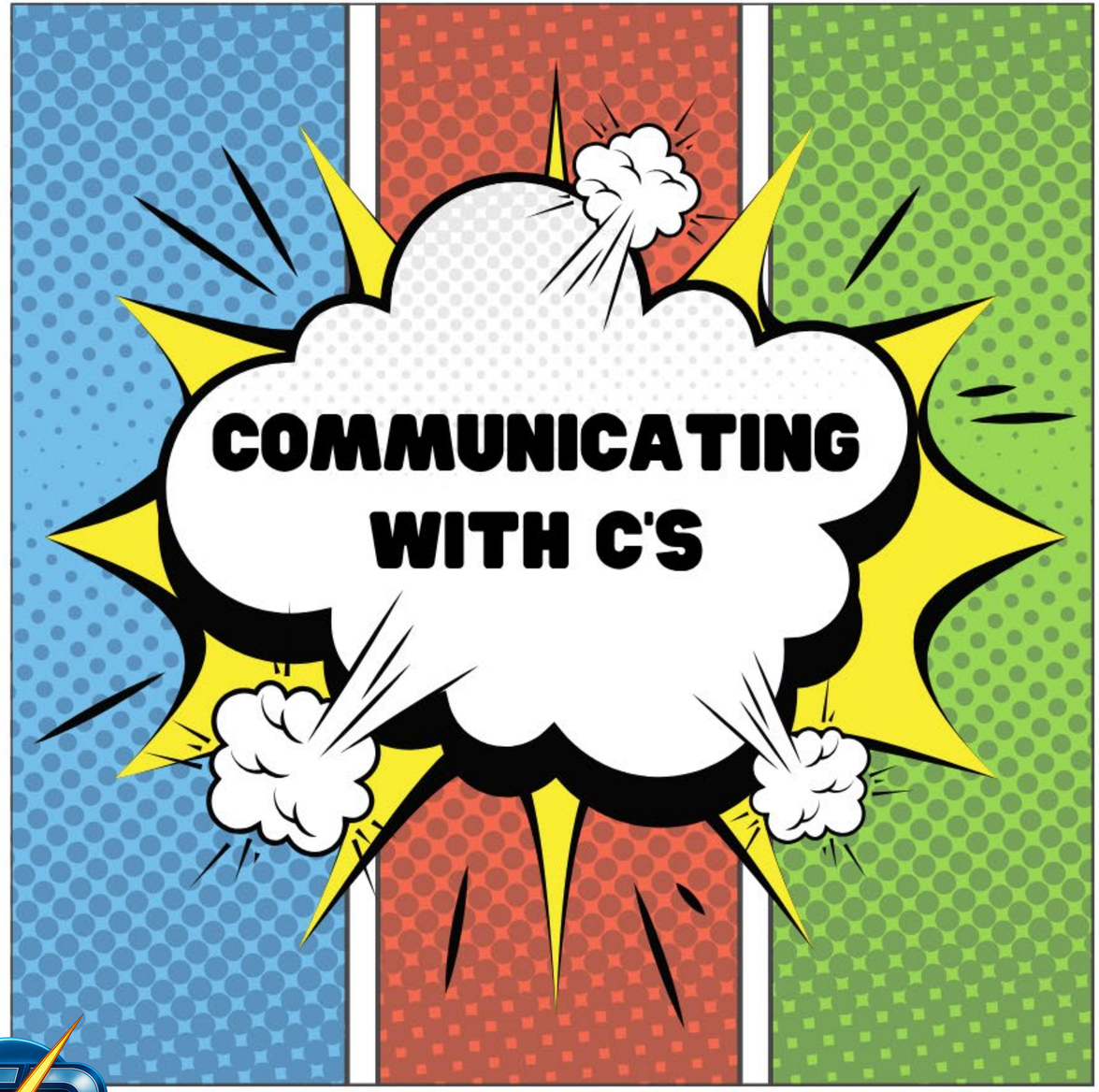
COMMUNICATION
What you say
How you say it
How you act when you say it



- Provide direct answers
- Get to the point fast
- Ask for their opinion or decision
- Focus on bottom-line issues and results

- Be positive and personable
- Allow them to talk
- Focus on the relationship first
- Focus on the big picture and people

- Maintain a slower pace
- Allow time for reflection
- Stay quite and listen
- Remember S's care about harmony



- Be thorough
- Provide data and evidence
- Listen carefully
- Don’t overwhelm them with your energy

MANAGING CONFLICT

DISC IN CONFLICT

Effective conflict resolution starts with understanding how different styles respond and adjusting your approach to meet them where they are.

Be direct and get to the point

Focus on results, not emotions

Don't waste time or appear indecisive

Let them express their feelings

Use a warm tone and stay open to dialogue

Avoid being overly critical or shutting them down

Be patient and kind

Reassure them the relationship is safe

Avoid aggressive tones or pressure

Be logical, clear, and calm—stick to facts

Don't rush them;

Avoid emotional outbursts or vague statements

CONFLICT RESOLUTION

3 R'S

REFLECT

RESTATE

RESOLVE

REFLECT

The purpose of reflection is to **show that you recognize how the speaker is feeling** and confirm whether your interpretation is correct.

Reflecting back on someone's emotions or feelings is an important aspect of showing **empathy and understanding.**

RESTATE

The purpose of restatement is to ensure that you have **accurately comprehended the speaker's message** and to give them an **opportunity to clarify any misunderstandings**.

RESOLVE

The resolution phase is about working through **solutions that might help to rectify the problem** the person is having. Keep in mind, sometimes the resolution can be as simple as the person needing a good listener. Other times the resolution is highly complex and you may or may not be able to deliver the solution the person wants.

ALL THINGS WHATSOEVER YE
WOULD THAT MEN SHOULD DO
TO YOU, DO YE EVEN SO TO THEM

Get to know the people around you and don't make asumptions!

DISCOVERING

YOUR SUPERPOWERS

THANK YOU!!

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