

# Communicate and Collaborate to



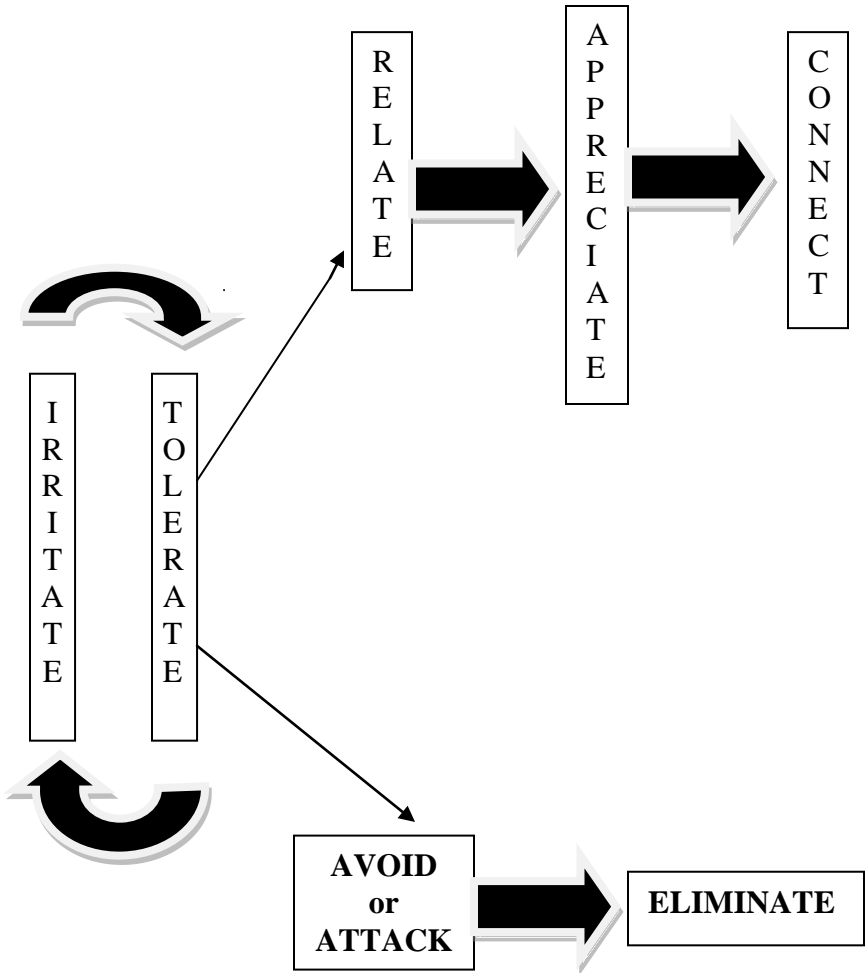
# Drive Quality Performance

MEMBER OF

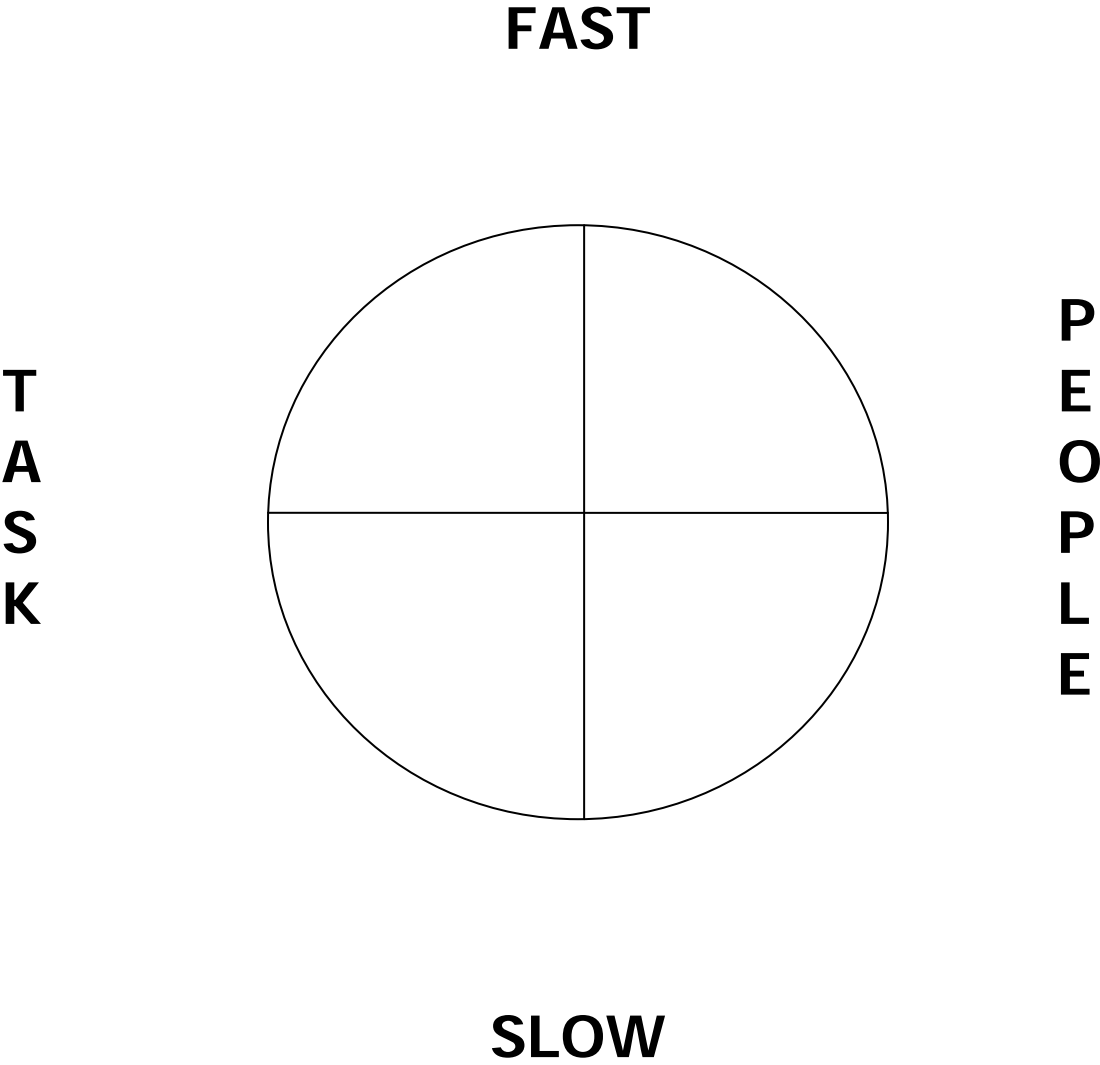


**JSAHR**  
Jersey Shore  
Association for  
Human Resources

**THE KEY TO GOOD RELATIONSHIPS**



**PACE + PRIORITY = DISC Model of Human Behavior**



## PACE

FAST PACED	SLOW PACED
<ul style="list-style-type: none"> <li>• Involved</li> <li>• Decisive</li> <li>• Enthusiastic</li> <li>• Optimistic</li> </ul>	<ul style="list-style-type: none"> <li>• Cautious</li> <li>• Concerned</li> <li>• Reluctant</li> <li>• Contemplative</li> <li>• Discerning</li> </ul>

Page | 4

## PRIORITY

TASK	PEOPLE
<ul style="list-style-type: none"> <li>• Process</li> <li>• Function</li> <li>• Program</li> <li>• Plans</li> <li>• Projects</li> <li>• Organization</li> </ul>	<ul style="list-style-type: none"> <li>• Relationships</li> <li>• Feelings</li> <li>• Caring</li> <li>• Sharing</li> <li>• Emotions</li> <li>• Friendships</li> </ul>

## BODY LANGUAGE

DIRECT	INTERACTIVE
<ul style="list-style-type: none"> <li>• Use Large Gestures</li> <li>• Lean Forward</li> <li>• Point</li> <li>• Seem Intimidating</li> <li>• Steady Eye Contact</li> <li>• Like Power Colors – (Black, Red, Deep Burgundy)</li> </ul>	<ul style="list-style-type: none"> <li>• Natural Big Smile</li> <li>• Much Body Movement</li> <li>• Animated – Energetic</li> <li>• Flashy Dressers</li> <li>• Often Distracted</li> <li>• Charismatic</li> <li>• Louder Than Everyone Else</li> </ul>

CALCULATING	STEADY
<ul style="list-style-type: none"> <li>• Controlled Gestures</li> <li>• Few Facial Expressions</li> <li>• Non-Emotional</li> <li>• Very Formal</li> </ul>	<ul style="list-style-type: none"> <li>• Gentle Gestures</li> <li>• Exhibit Patience</li> <li>• Like Subtle Colors</li> <li>• Intermittent Eye Contact</li> <li>• Polite</li> <li>• Non-Confrontational</li> </ul>

# 8 Leadership Dimensions

DiSC	Dimension	Tend to Be	Concern	Best	Worst
<b>D</b>	<b>Commanding</b>	<b>Competitive Driven Assertive</b>	<b>Challenging Demanding</b>	<b>Powerful Decisive</b>	<b>Forceful Egotistical</b>
<b>Di/iD</b>	<b>Pioneering</b>	<b>Adventurous Dynamic</b>	<b>Impulsive</b>	<b>Bold Passionate</b>	<b>Overconfident</b>
<b>I</b>	<b>Energizing</b>	<b>Spontaneous Outgoing</b>	<b>Too Many Ideas</b>	<b>Upbeat Eager</b>	<b>Scattered Erratic</b>
<b>iS/Si</b>	<b>Affirming</b>	<b>Friendly Approachable</b>	<b>No Conflict</b>	<b>Kind Supportive</b>	<b>Indirect</b>
<b>S</b>	<b>Inclusive</b>	<b>Diplomatic Accepting</b>	<b>Wary of Change</b>	<b>Sincere Accommodating</b>	<b>Passive Trusting</b>
<b>SC/CS</b>	<b>Humble</b>	<b>Soft Spoken Modest</b>	<b>Cautious</b>	<b>Fair Minded</b>	<b>Rigid</b>
<b>C</b>	<b>Deliberate</b>	<b>Systematic Analytical</b>	<b>Detached Unemotional</b>	<b>Conscientious Disciplined</b>	<b>Risk Averse</b>
<b>CD/DC</b>	<b>Resolute</b>	<b>Challenging Determined</b>	<b>Blunt</b>	<b>Questioning</b>	<b>Cynical Insensitive</b>

**What type of Leader do you think you are?**

---



---



---

**What type of Leaders do you think are on your team?**

---



---



---



---



---

## Interested In Learning More?

Page | 7

Please print your information below  
and return this form to schedule a  
complementary consultation.

Name: \_\_\_\_\_

Email: \_\_\_\_\_

Phone: \_\_\_\_\_

Organization: \_\_\_\_\_