



The
MAXWELL
DISC
METHOD

**PERSONALITY
INDICATORS**

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Vick Bazarbashian

- My Maxwell DISC Indicator is I-S
 - Certified Maxwell Coach/DISC Consultant
 - Financial Services Background
 - Loves Rock and Jazz music
 - Trained Actor
-
- Revamp2lead.com
 - Email: revamp2lead@gmail.com





today

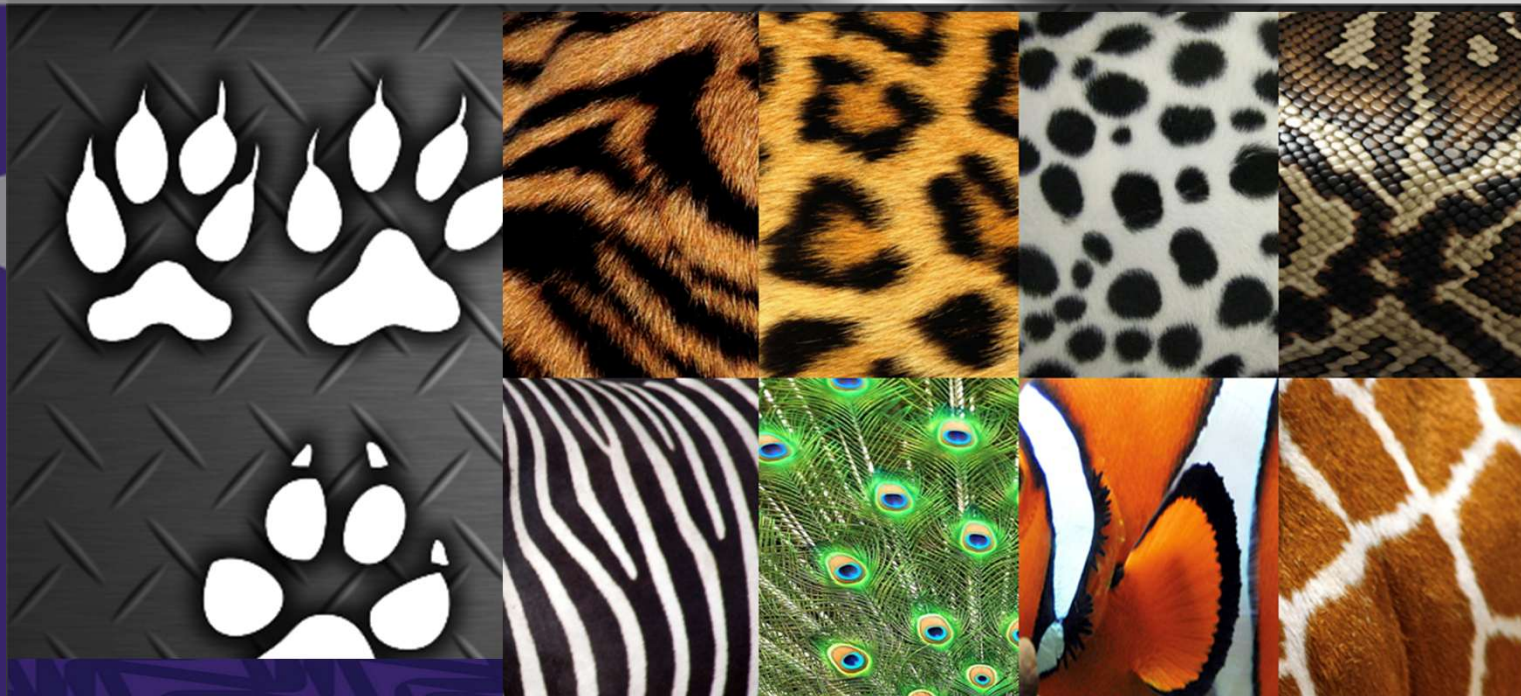
TODAY YOU WILL...

- Learn about yourself and others.
- Discover what makes each of us unique.
- Discuss the strengths of each personality style.
- Learn how to improve communication.



Pattern Recognition

WELL
LEADERSHIP.



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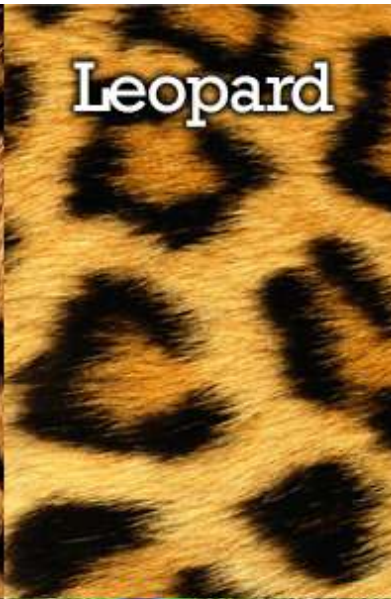
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MAXWELL
LEADERSHIP



Tiger



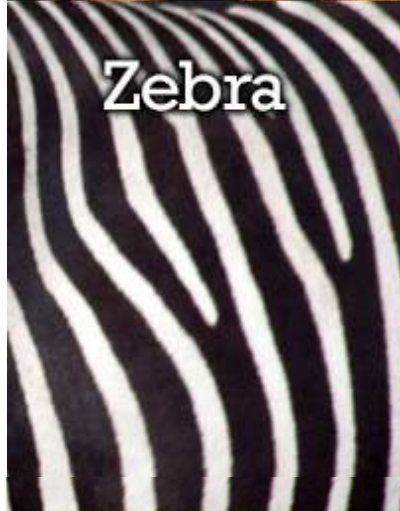
Leopard



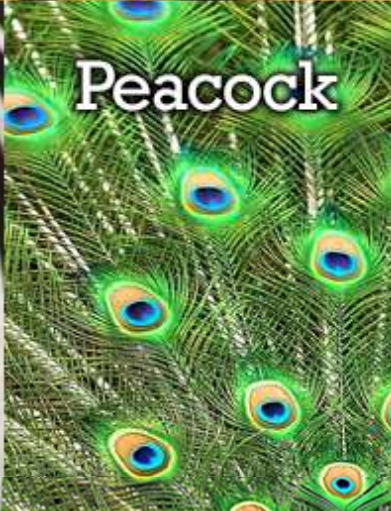
Dalmation



Snake



Zebra



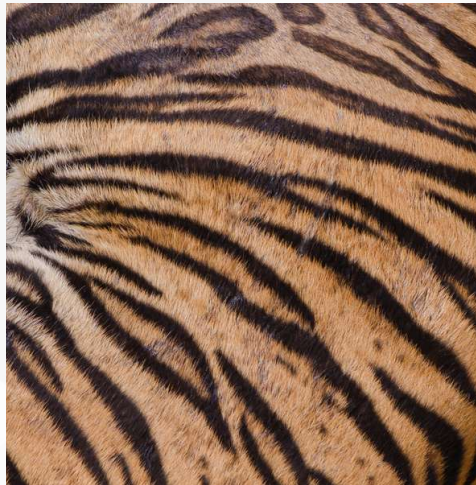
Peacock



Clown Fish

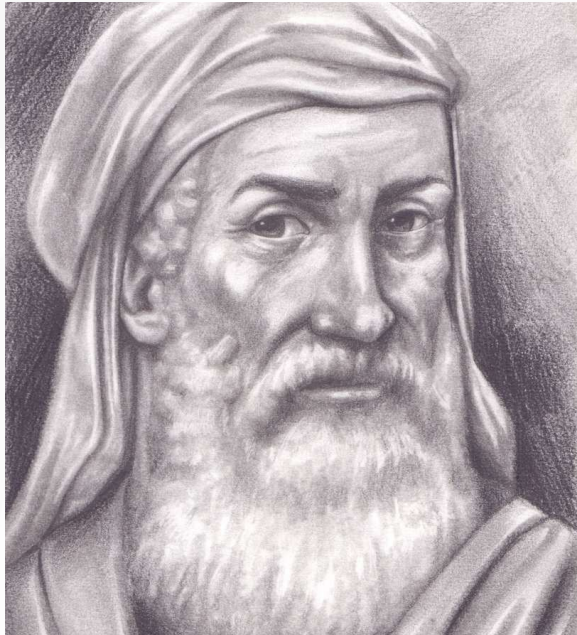


Giraffe

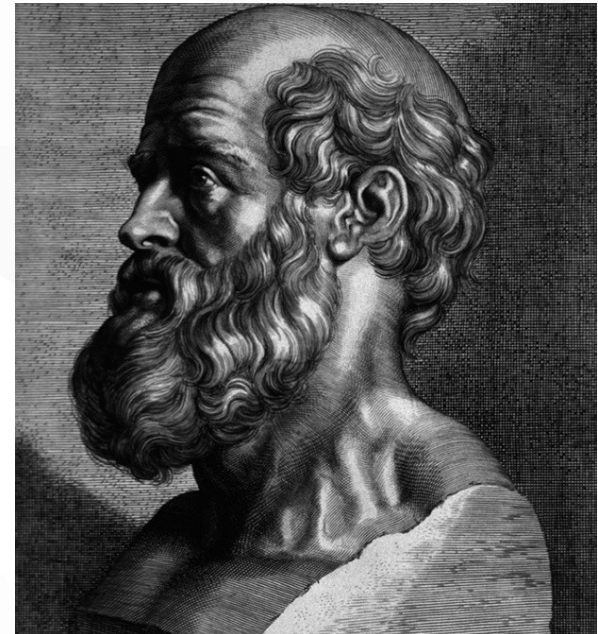




The Origin of Human Behavior Studies



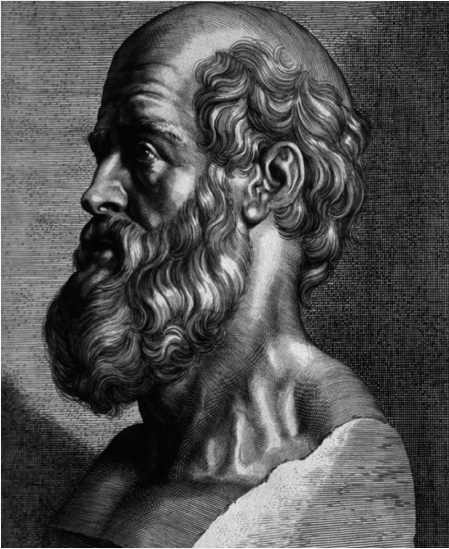
EMPEDOCLES



HIPPOCRATES



HIPPOCRATES



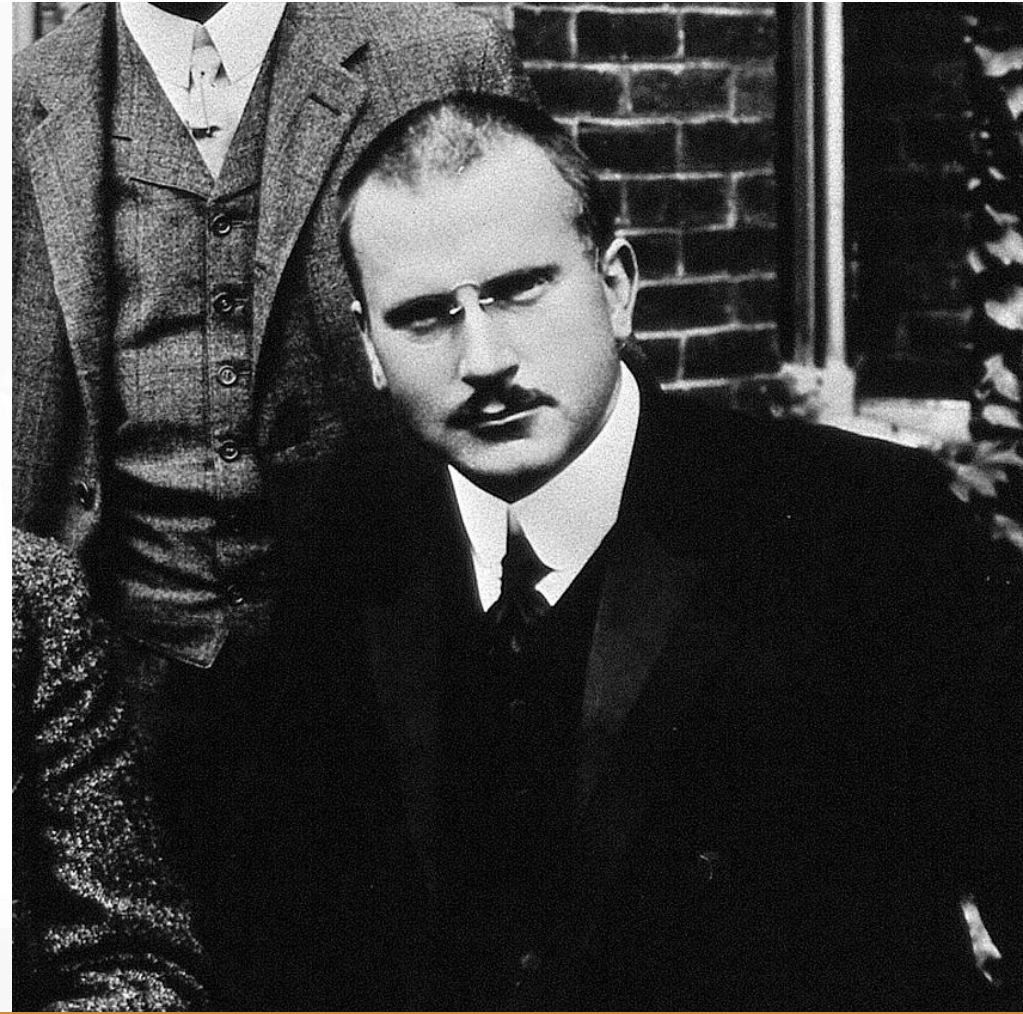
- **Cholerics** – can take charge easily/make quick decisions – refuse to participate when they are not in charge.
- **Sanguine** – fun loving, life of the party, lack focus
- **Phlegmatic** – calm, cool, likeable and easygoing; unemotional/unwilling to change
- **Melancholic** – perfectionists, attention to detail, afraid of making mistakes



CARL JUNG

Myers Briggs

- Thinking
- Feeling
- Sensing
- Intuition





WILLIAM MARSTON

D.I.S.C. (then)

- Dominance
- Inducement
- Submission
- Compliance



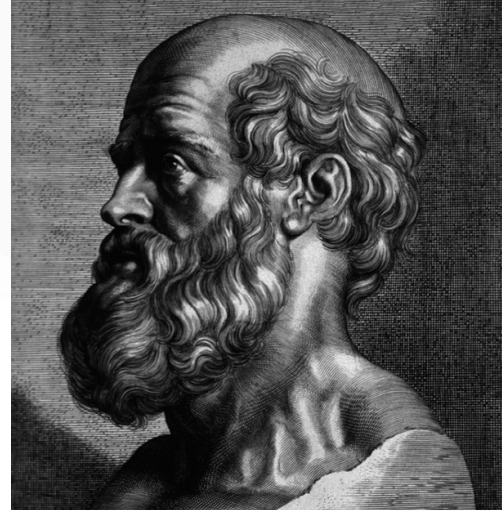
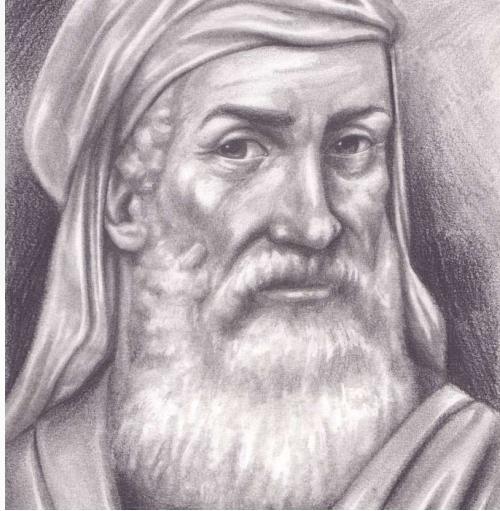


WILLIAM MARSTON

D.I.S.C. (now)

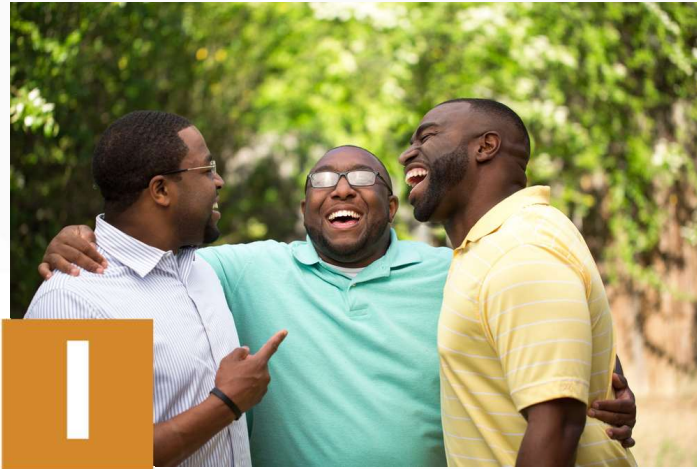
- Dominance
- Influence
- Steadiness
- Compliance





WHAT SHAPES OUR PERSONALITY









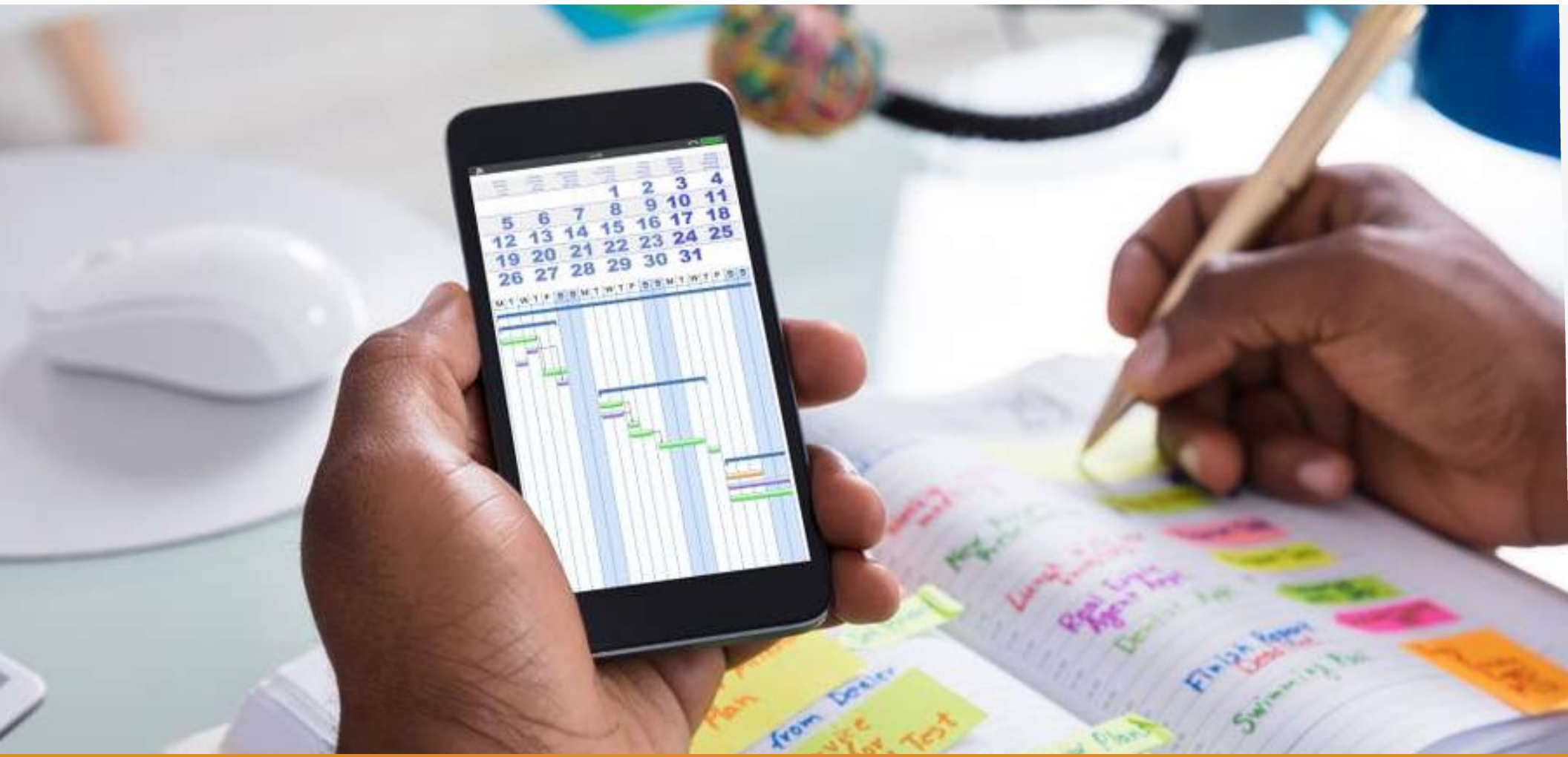
The MAXWELL **DISC** METHOD





The MAXWELL **DISC** METHOD

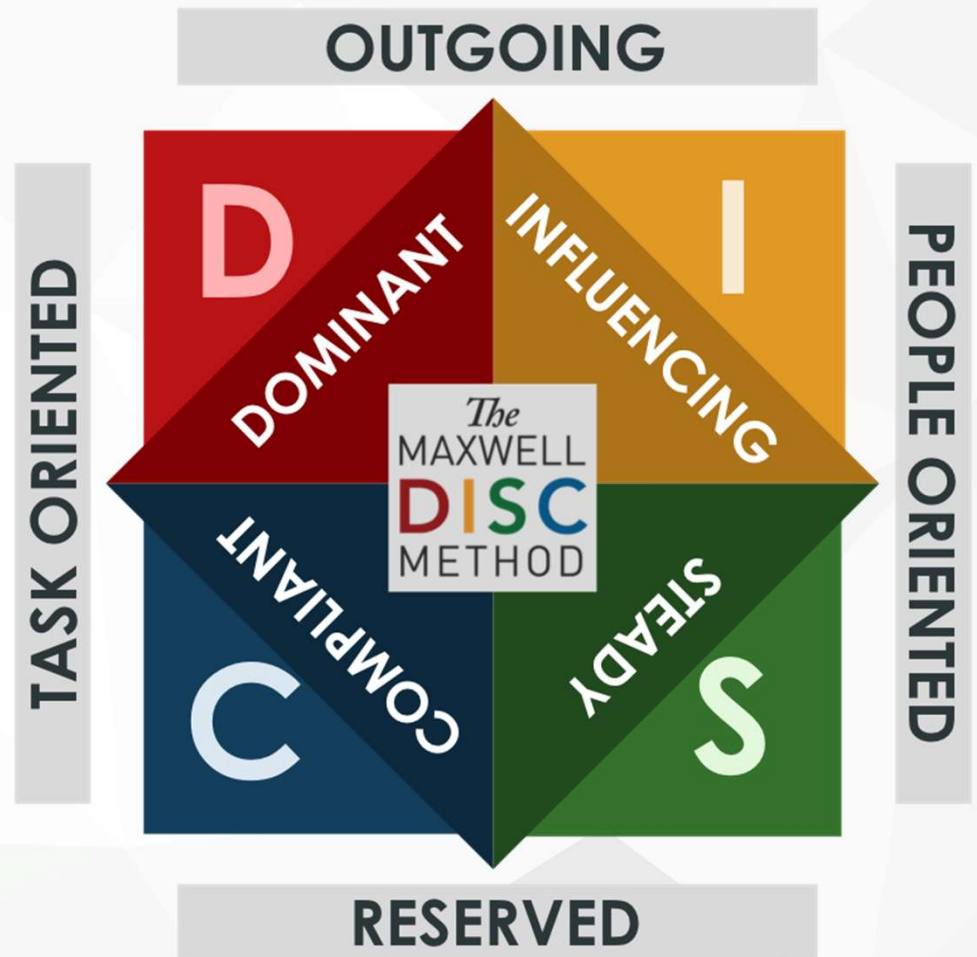




The MAXWELL **DISC** METHOD



The
MAXWELL
DISC
METHOD
**PERSONALITY
INDICATORS**





Seeks Control

Decisive

Direct

Results

3%





11%

Persuasive

Spontaneous

Friendly

Spotlight





69%

Team-Oriented
Follow-Through
Loyalty
Acceptance





**Compliant
Analytical
Planner
Accuracy**

17%







D Seeks results. Active. Multi-tasker.

- Driven by authority
- Will easily try to take control
- Embraces any change that will help them get results
- Very comfortable responding to direct confrontation
- Treasures loyalty

Greatest Fear: Being taken advantage of

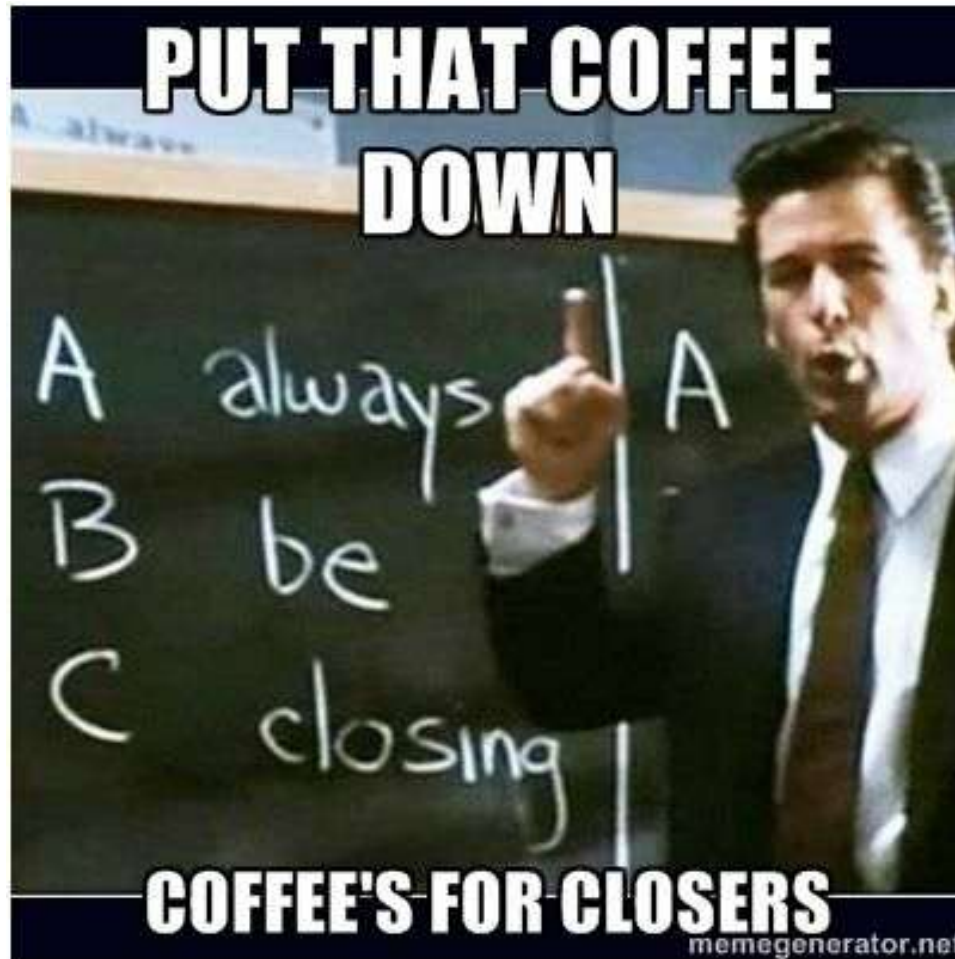




Strengths

- Bold
- Confident
- Decisive
- Productive
- Strong-willed
- Independent
- Positive
- Persistent
- Excels in emergencies
- Motivates others to action
- Goal-oriented
- Values business-related socializing
- Comfortable leading
- Thrives on resistance







Obstacles

- Argumentative
- Inconsiderate
- Opinionated
- Not complimentary
- Possessive
- Does not apologize
- Insensitive
- Domineering
- Impatient
- Cannot relax
- Unforgiving
- Can appear cold





**Seeks friendly environment.
Always active.**

- Relationship-oriented
- Emotional and animated
- Great storyteller
- Encourager
- Treasures great experiences with others

Greatest Fear: Rejection / Loss of Approval





Strengths

- Persuasive
- Generous
- Charismatic
- Enthusiastic
- Friendly
- Talkative
- Comfortable in the spotlight
- Social
- Spontaneous
- Creative
- Inspires others
- Charming
- Likable
- Fun
- Optimistic







Obstacles

- Undisciplined
- Undependable
- Disorganized
- Naive
- Can appear phony
- Distracted
- Impulsive
- Needs the spotlight
- Forgetful
- Doesn't listen
- Doesn't follow through
- Wastes time
- Talks too much
- Overcommits





S Seeks a team environment.
Very loyal.

- Easygoing and agreeable
- Evenly paced
- Good listener
- Compassionate
- Treasures peaceful relationships

Greatest Fear: Loss of Security / Confrontation





Strengths

- Hard worker
- Team player
- Stable
- Steady
- Secure
- Sentimental
- Saver
- Reserved
- Close friendships
- Faithful
- Finds the easy way
- Great listener
- Mediates
- Peaceful
- Routine-oriented
- Supportive







Obstacles

- Can be too laid back
- Sarcastic
- Resists change
- Slower pace
- Slow to start
- Difficulty saying no
- Needs reassurance
- Not always direct
- Shuts down in confrontation
- Possessive
- Skeptical
- Indecisive
- May not speak up





C Seeks an environment that honors logic and facts.

- Compliant
- Conscientious
- Accurate
- Detail-oriented
- Treasures perfection

Greatest Fear: Criticism





Strengths

- Analytical
- Genius-prone
- Self-sacrificing
- Idealistic
- High quality work
- Orderly and organized
- Logical
- Persistent
- Planner
- Finishes what they start
- Data-driven
- Gathers facts
- Deep thinker
- Serious
- Carries out work correctly



DATA! DATA! DATA!

I CANNOT MAKE BRICKS WITHOUT CLAY



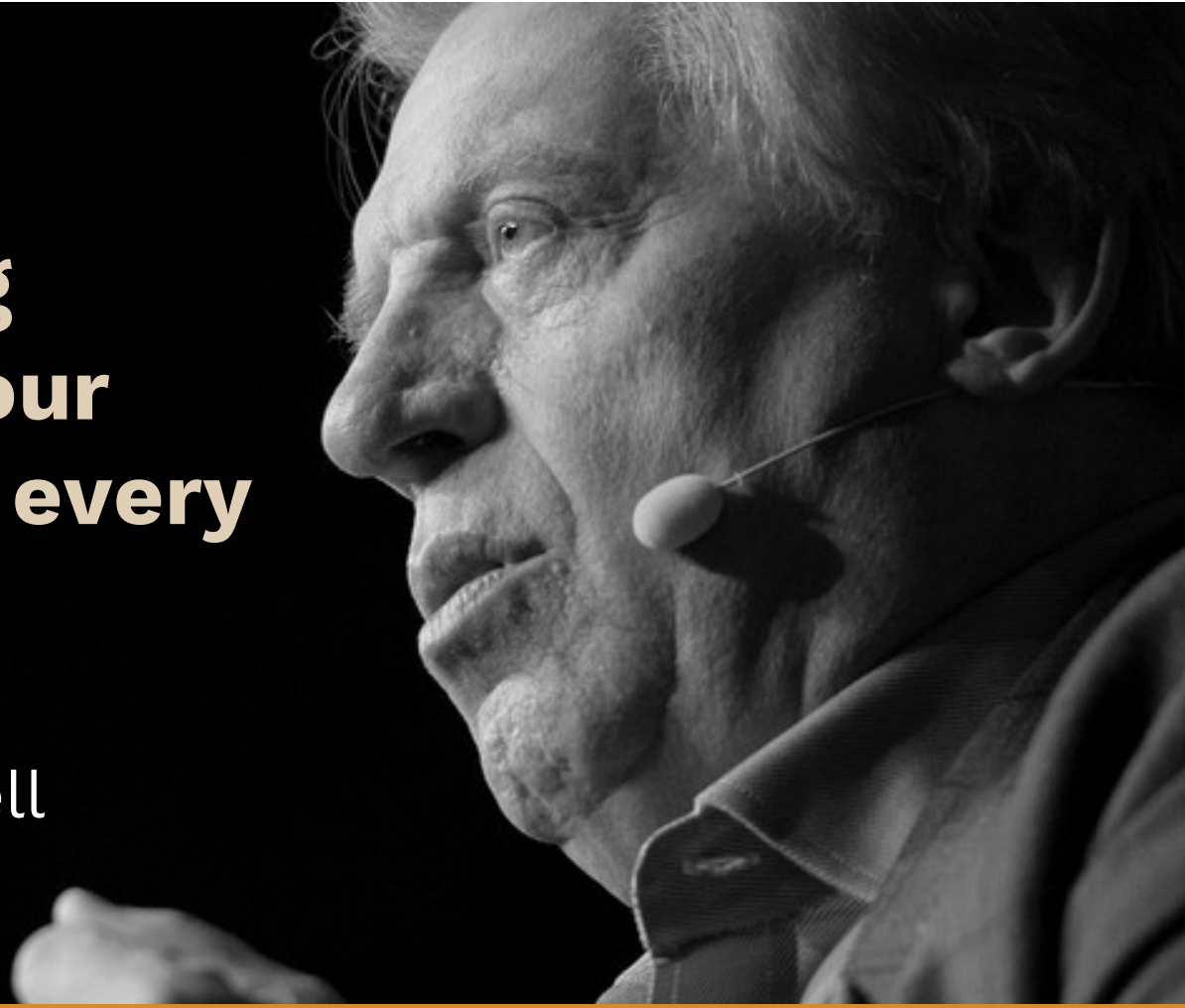
Obstacles

- Moody
- Critical
- Socially insecure
- Rigid
- Legalistic
- Over analyzes
- Appears cold and distant
- Prefers to work alone
- Hard to please
- Slow to start
- Analysis paralysis
- Perfectionist
- Avoids risks
- May not see the big picture



**“Connecting
increases your
influence in every
situation.”**

–John C. Maxwell

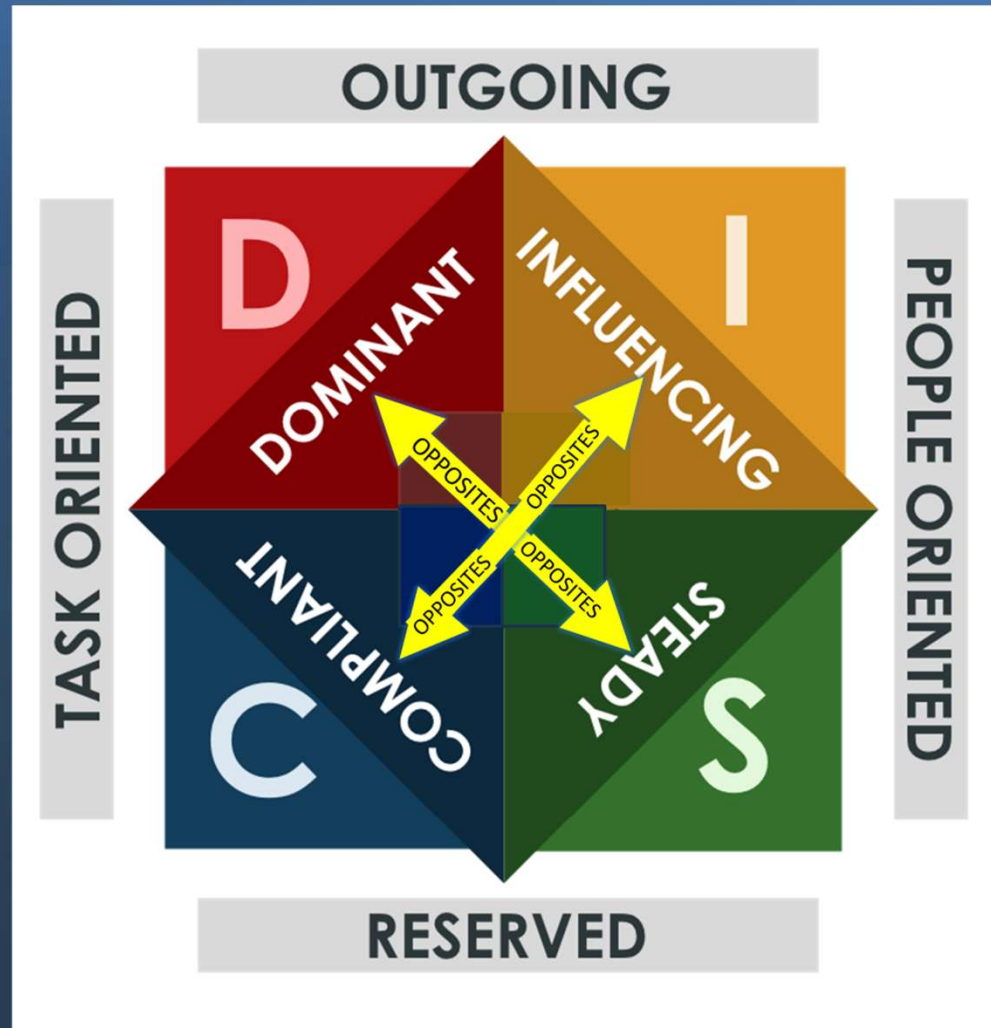




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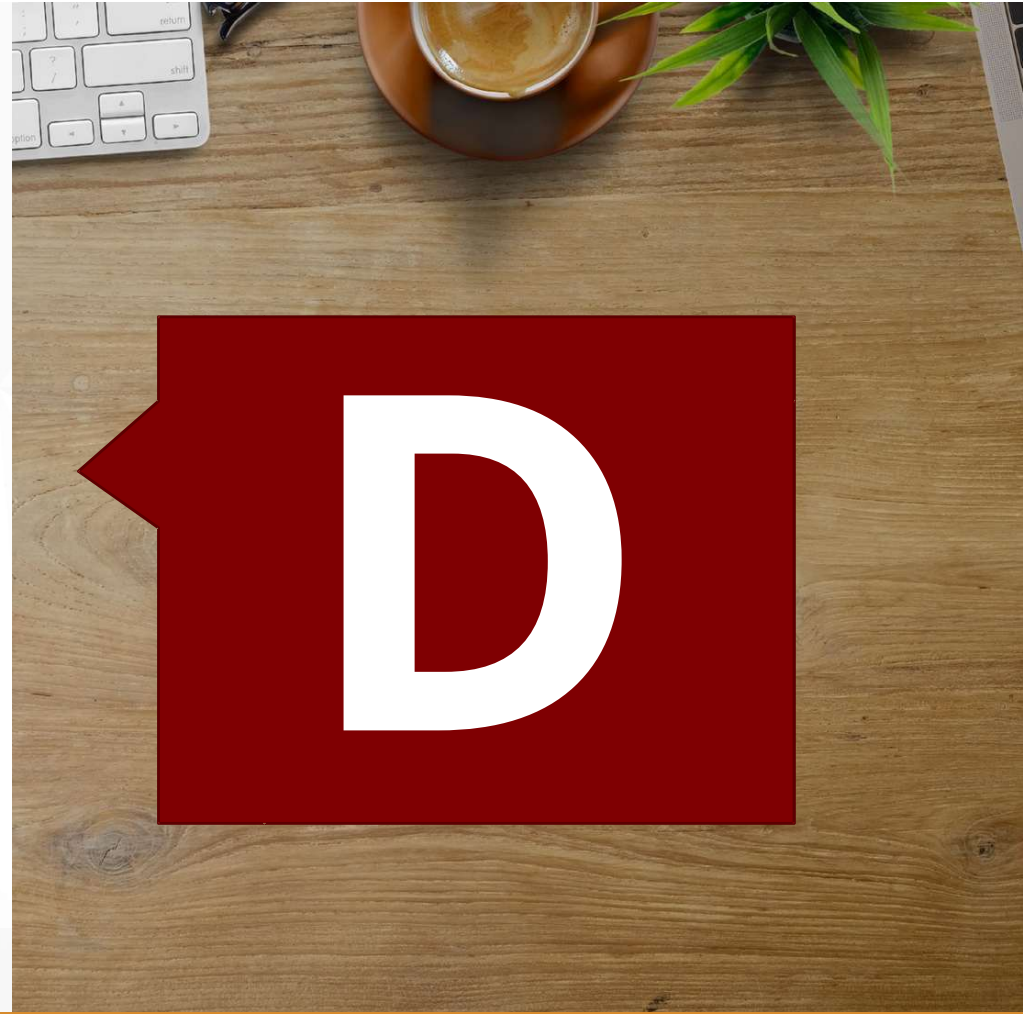
“Platinum Rule”





Communicating with a D

- Be brief, direct, and to the point. Then leave.
- Ask “What” not “How” questions.
- Focus on results.
- Don’t ramble.
- Discuss a problem and its effect on outcomes.



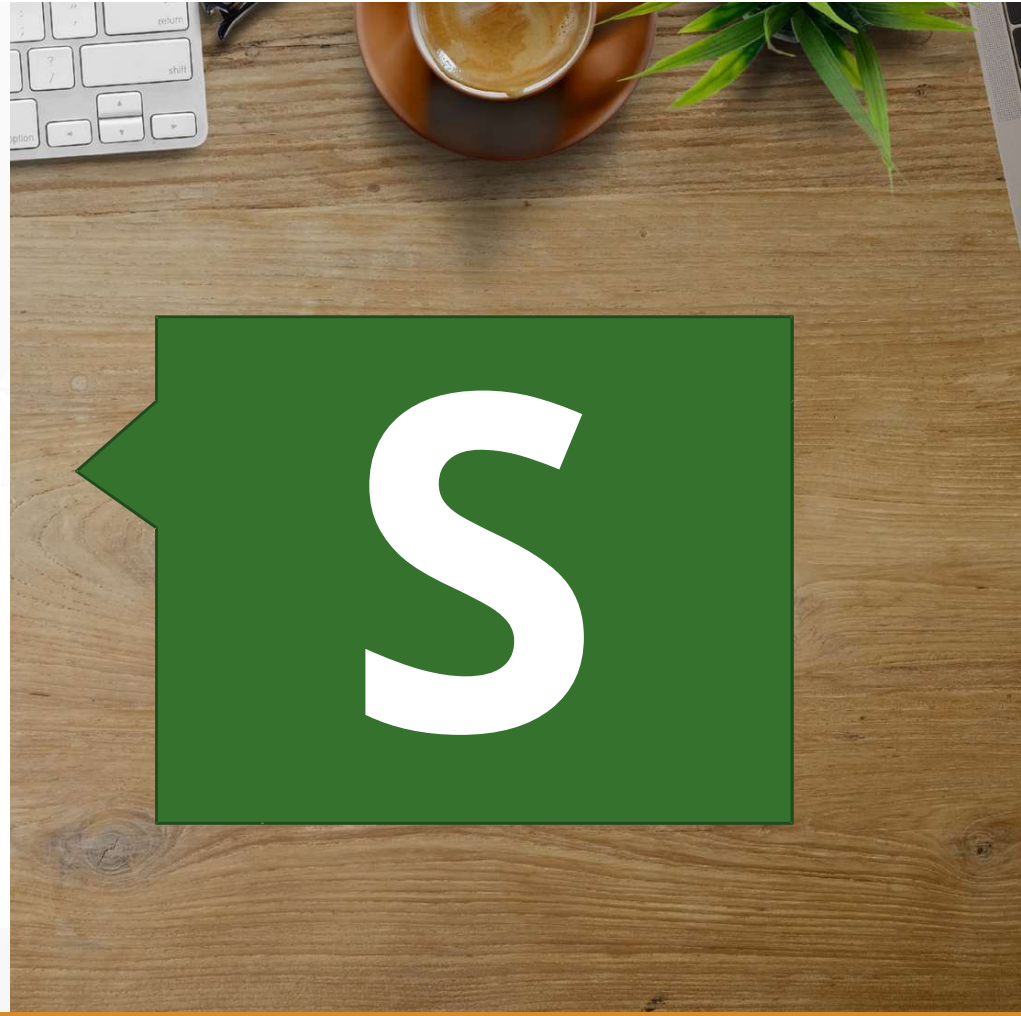
Communicating with an I

- Don't do all the talking.
- Don't ignore their ideas.
- Allow time for socializing.
- Follow up with the details in writing.
- Four short 10-minute discussions are better than one 40-minute discussion.



Communicating with an S

- Create a friendly tone for the discussion.
- Show interest in them as a person.
- Don't be overly aggressive.
- Minimize the potential for confrontation.
- Give definition to the goal and everyone's role.
- Give them time to adjust to any changes.



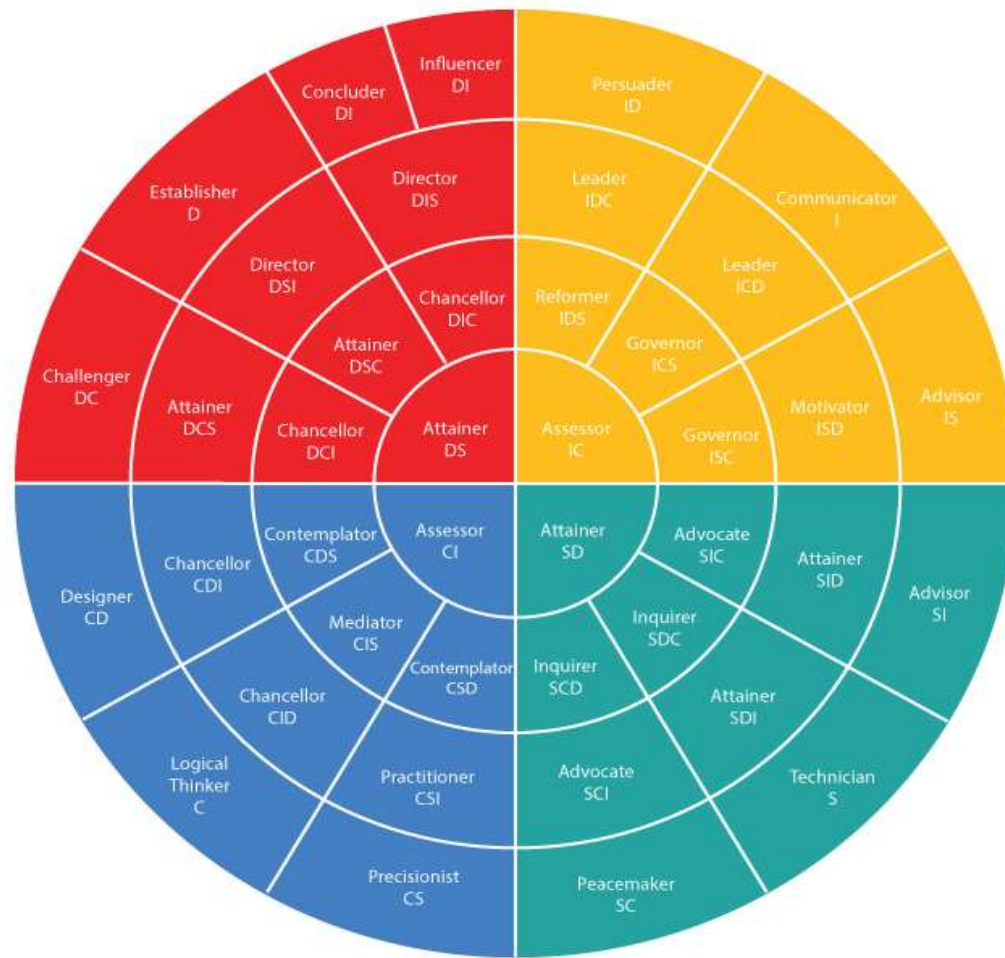
Communicating with a C

- Provide all the details.
- Use validated facts.
- Be precise in your explanation.
- Be very specific.
- Be patient, answer all their questions, and follow up to provide them with the additional data they request.



The Trust Model – The Johari Window



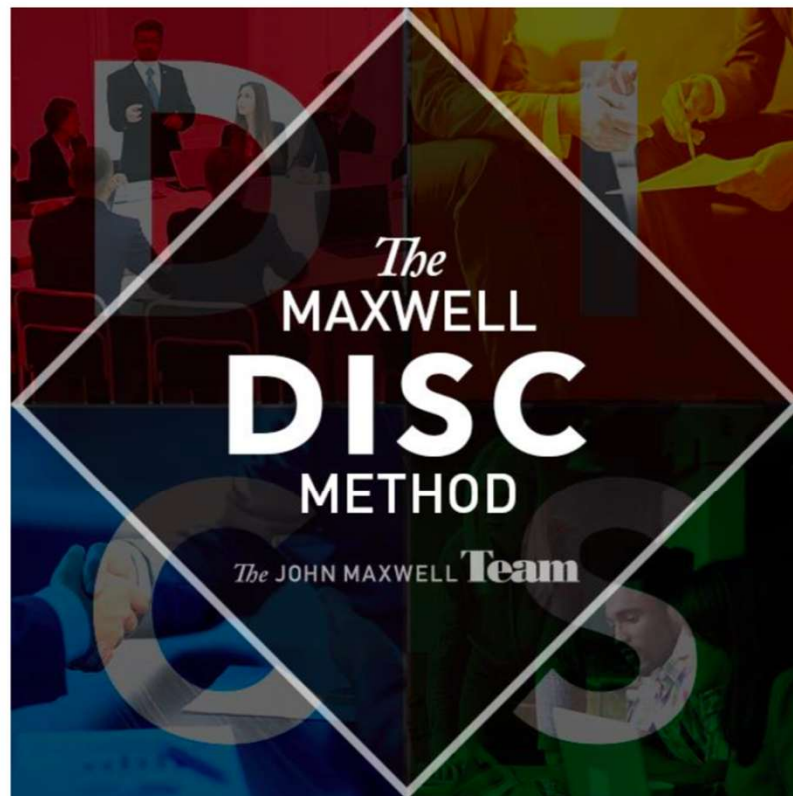




Building Effective Relationships

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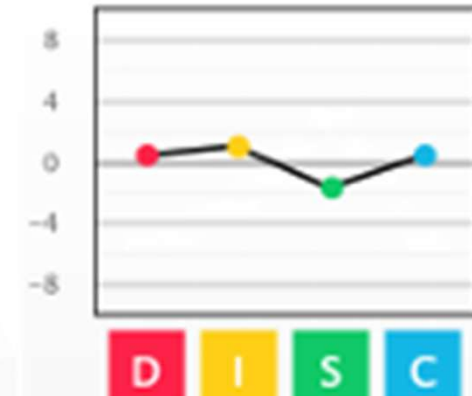
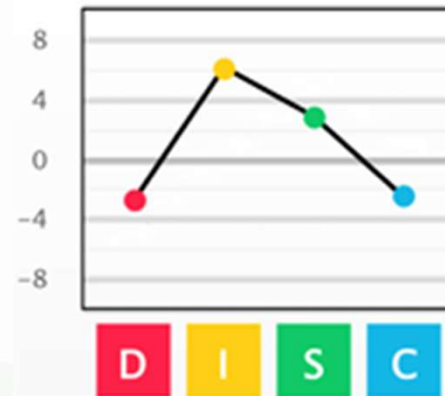
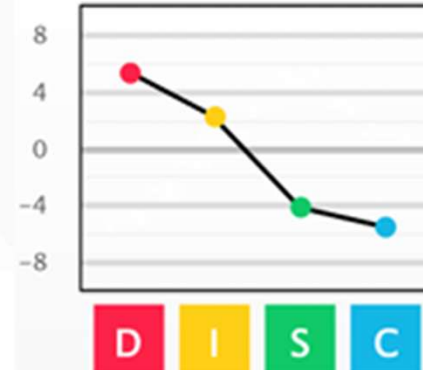
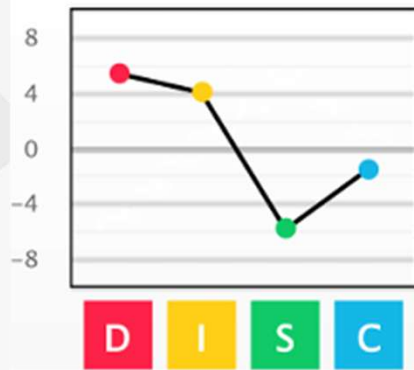


Sally Sample

Style: Precisionist CS

Maxwell DISC Personality Indicator

Saturday, September 22, 2018





Vick Bazarbashian

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 - Certified Maxwell Coach/DISC Consultant
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 - Loves Rock and Jazz music
 - Trained Actor
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