

Career Tips Thursday: Session 33

Using the DISC assessment to boost your career

UNOG/HRMS/CLM

IOM/DHR/CDT



Breaking news!

- Career Development Roundtable 2024
- Employee Engagement Award



UNITED NATIONS





Happy Halloween!

Objectives

- Identify behavioural styles
- Determine own strengths and areas of development
- Highlight communication needs
- Share strategies to adjust your communication style
- Share potential career paths

Agenda

- “Tiny bit” of theory
- DISC profiling
 - Discovering your DISC style
 - Understanding other styles
 - Building more effective relationships
 - Growing your career

**Before we
start...**



Warm-up activity





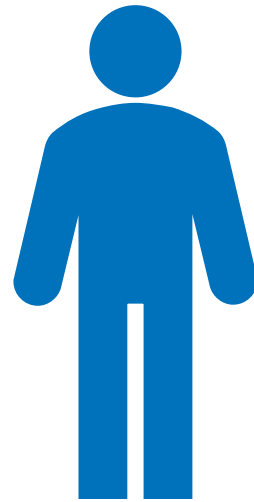
The challenge

CHALLENGE

Same message - different meaning

We have a challenging project,
and I need everyone to stay
focused.

Take charge of this project and
run it like a boot camp. Time to
conquer!



It is party planning time! I will
make it fun for everyone, with
plenty of breaks for snacks!

I need to organise every detail
into a 50-page checklist. Let's
get those spreadsheets going!

They need me to be the project's
emotional support! I will listen to
everyone's concerns.



DISC



What is DISC

- DiSC (4 colours test) - behavioural style test
- Distinguishes **4 types of behaviour**, from which the acronym derives
- Gives an accurate insight into how people behave at work and in their private lives



Why is it important?

Humans are the weakest link

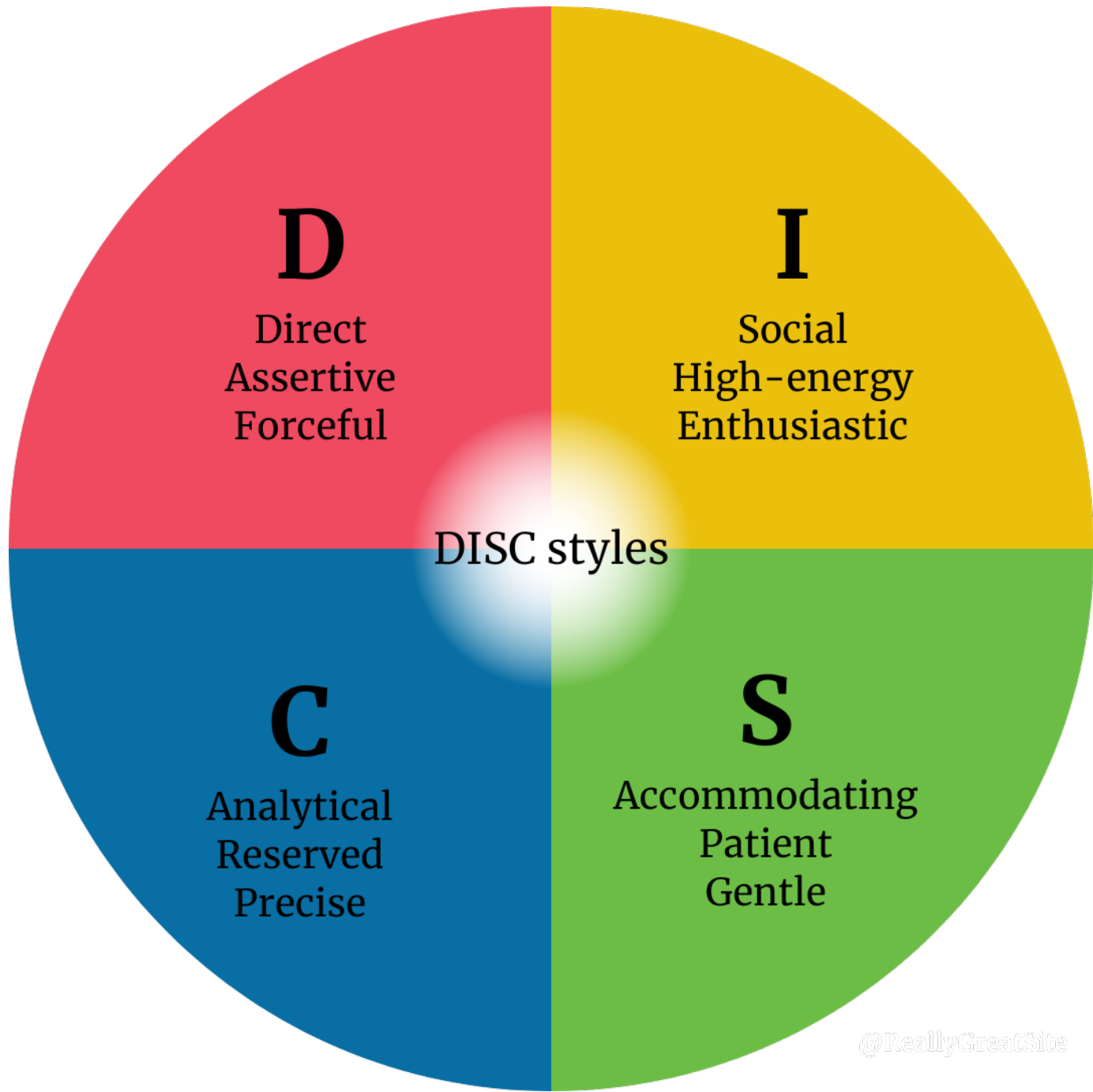


Behaviour is situational

- **Environment** plays an important role in DISC
 - We can choose to behave differently in different situations
- The true power comes from our own **ability to adapt** and **change** to a given situation
- Changes in response focus will only have small impact on results

Important

- There are no “good” or “bad” styles
- There is no “best” style
- All styles have strengths and limitations
- All styles can be more or less effective
- People are a **blend** of all four styles



4 behavioural styles

Decisive – Direct and quick to make decisions

Task-oriented and extroverted. Makes quick decisions, decisive and charismatic, fiercely competitive, direct and independent

Dominant

Cautious

Cautious – Conscientious and correct

Task-oriented and introverted. Conscientious, analytical, careful, precise. Independent and methodical

Effective – Optimistic and sociable

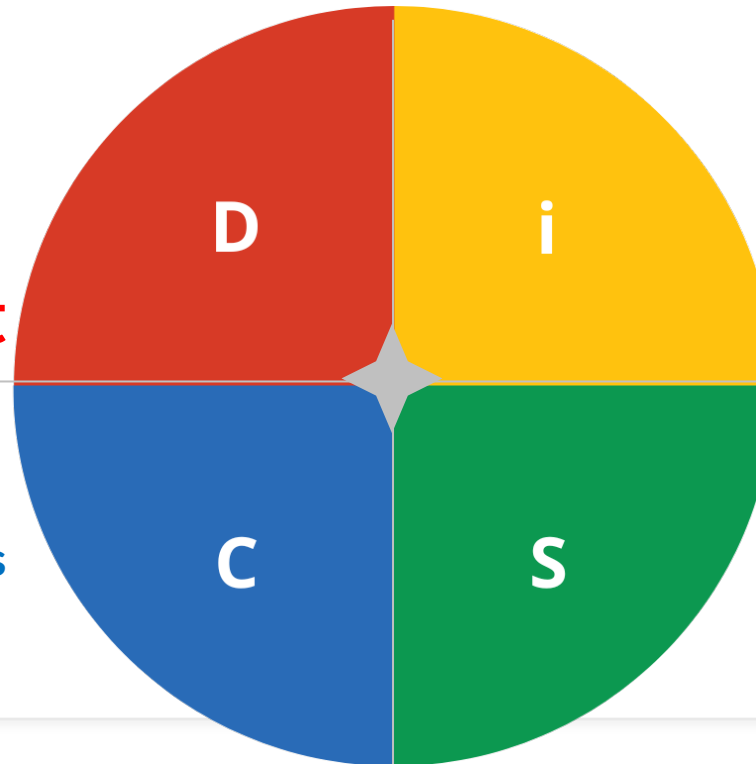
People-oriented and extroverted. Popular, enthusiastic, confident, open and direct

Influencing

Steady

Persistent - Understanding and cooperative

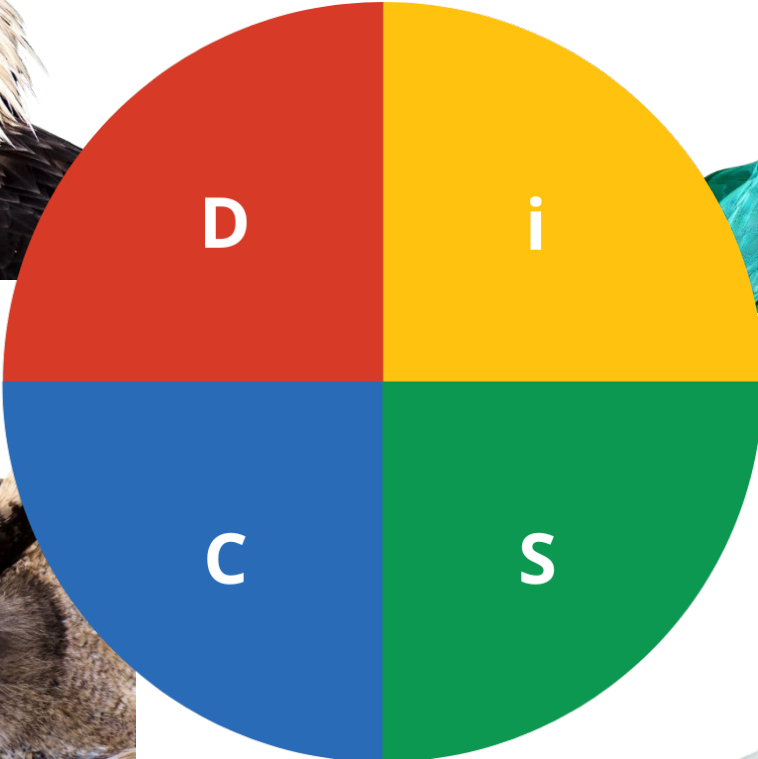
People-oriented and introverted, real team player. Calm, honest, persistent, patient, slow paced and soothing style.



What is my preferred style?

Daring

Charismatic



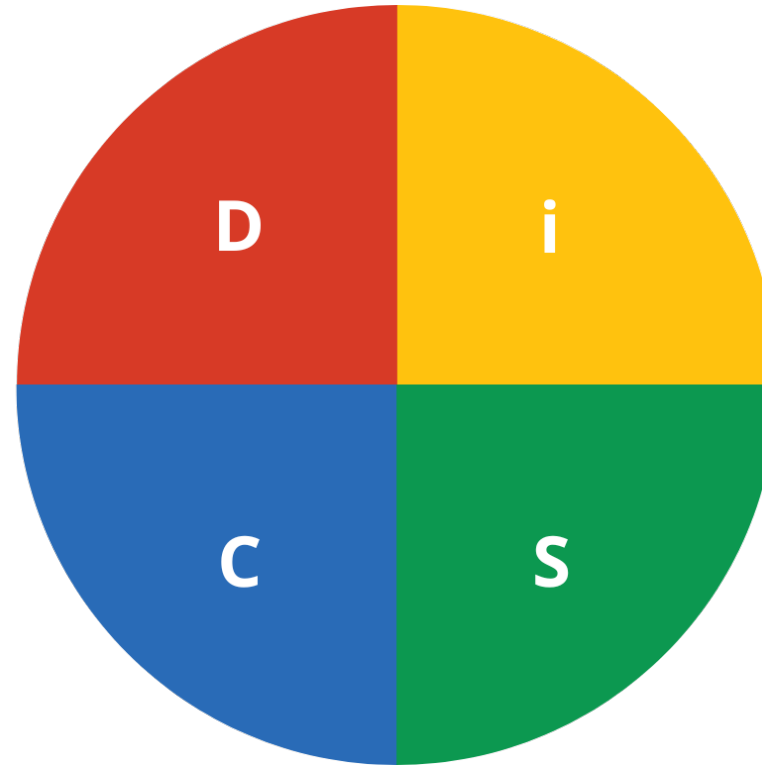
Observant

Peaceful

DISC descriptors

direct
competitive
independent
decisive
strong-willed
bold
determined

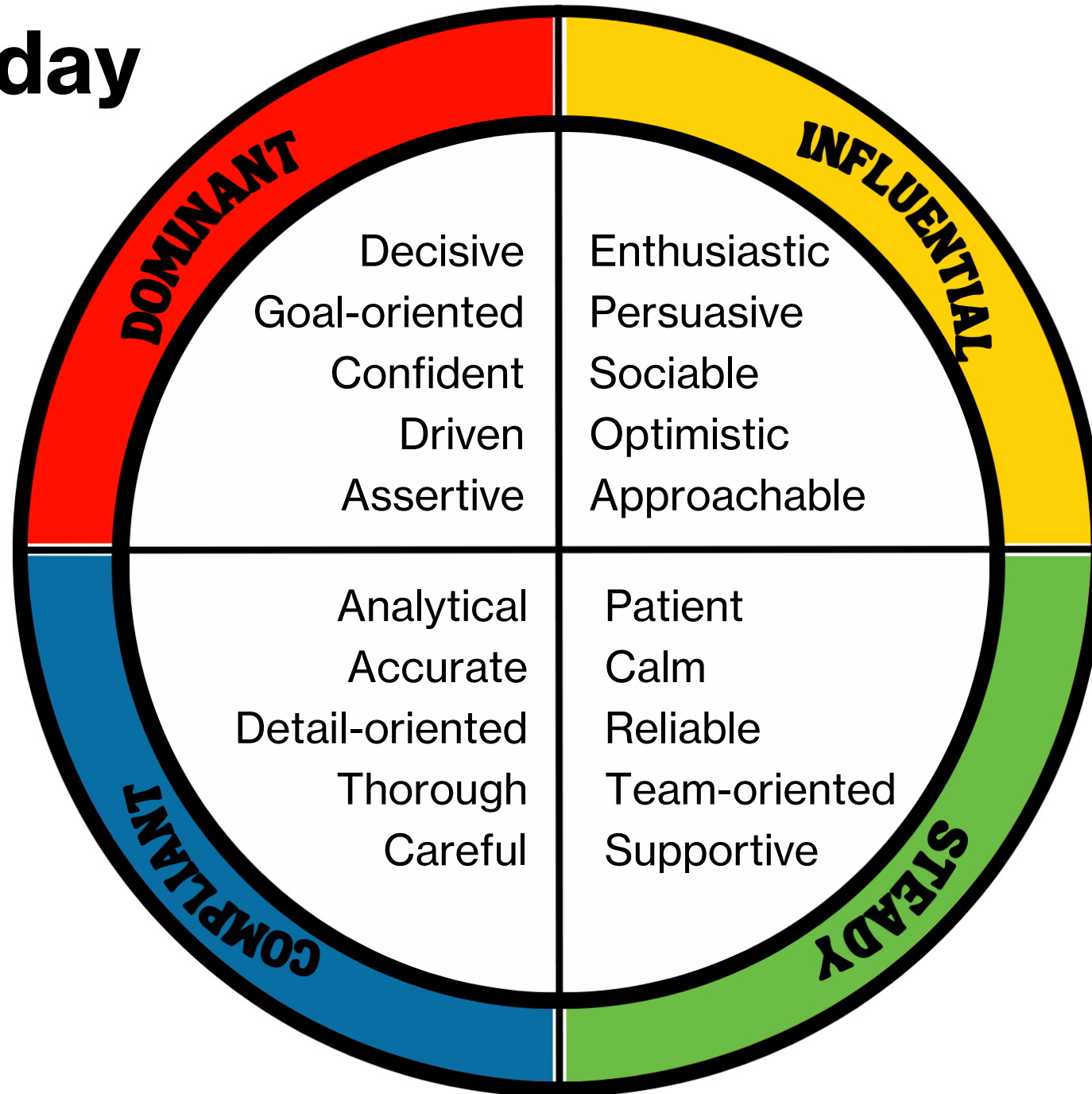
careful
accurate
prudent
good questioner
organised
facts matter
has a strong need for
privacy



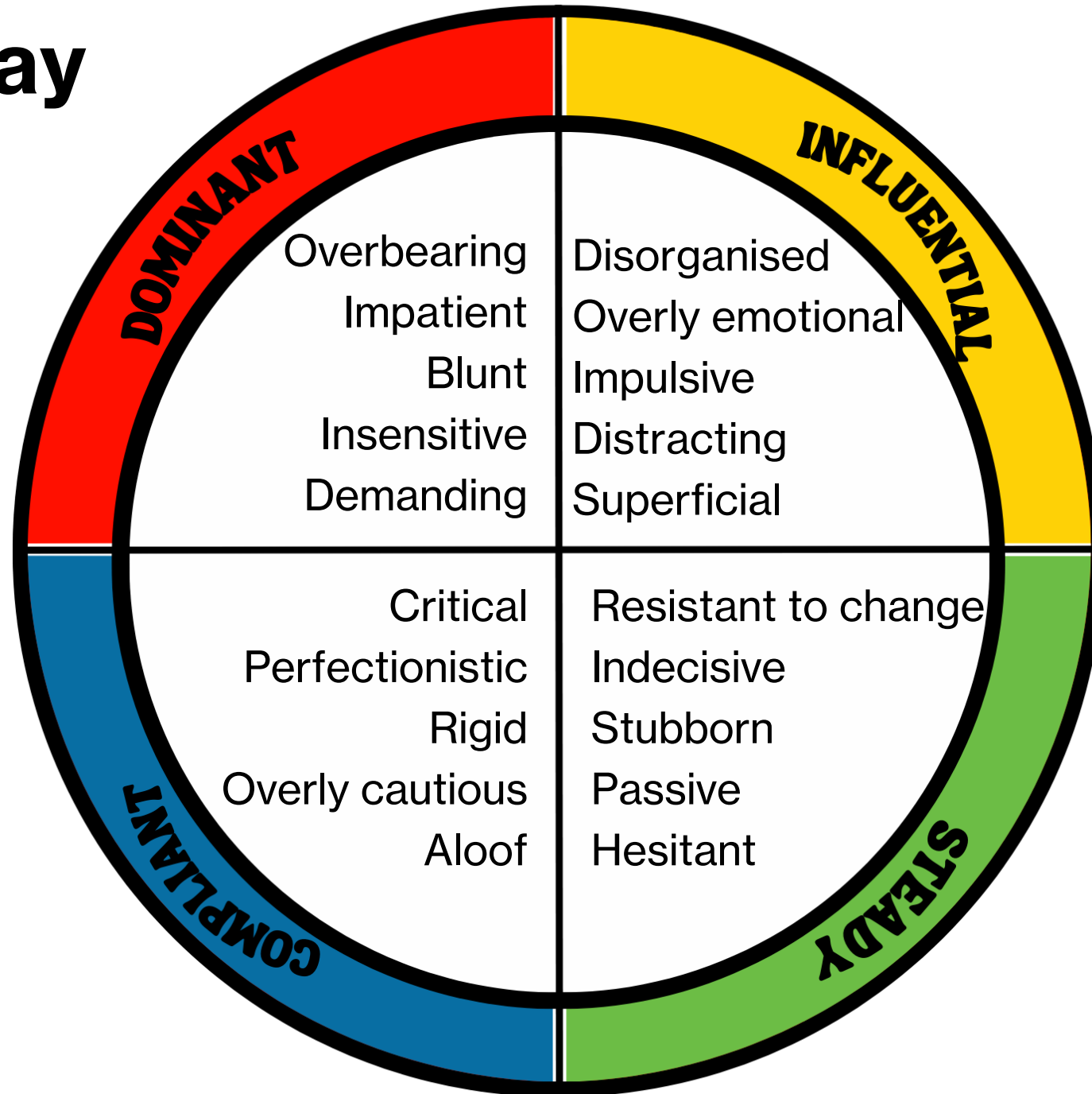
optimistic
social
energetic
extrovert
has a big heart
convincing
impulsive

receptive
team player
peaceful
good audience
patient
even-paced
loyal

On a good day



On a bad day



DISC basics

- All DiSC styles are equally valuable.
- Everyone is a combination of the 4 styles.
- We can adapt our style to the situation, circumstances and other people
- DiSC assessment does **not** determine your capability or character



Understanding my own style





DISC self- assessment



Assessment

- Please answer the **25 questions**
- Put the **4 characteristics in order of importance**
 - Mostly true
 - Often true
 - Rarely true
 - Least true
- **Drag** each statement to the **most relevant place**
- No **good** or **bad** answers!

[Assessment link](#)



10 minutes



Please arrange the four personality types as they relate to you, from least to most relevant.

Drag each statement to the most relevant place.



Fast

Busy-body

Patient (with people)

Patient (with tasks)

Mostly true

Often true

Rarely true

Least true

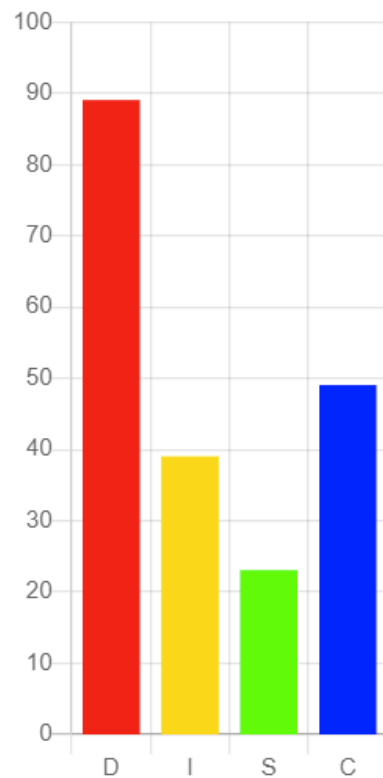
1/25. questions

Continue >



The test was successfully completed

You have completed the test. View your DISC profile. You can download the image and short evaluation.

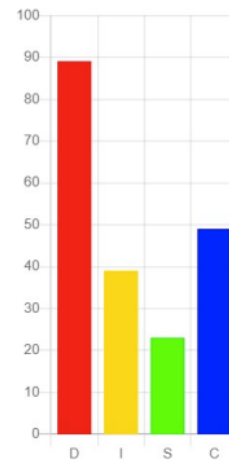


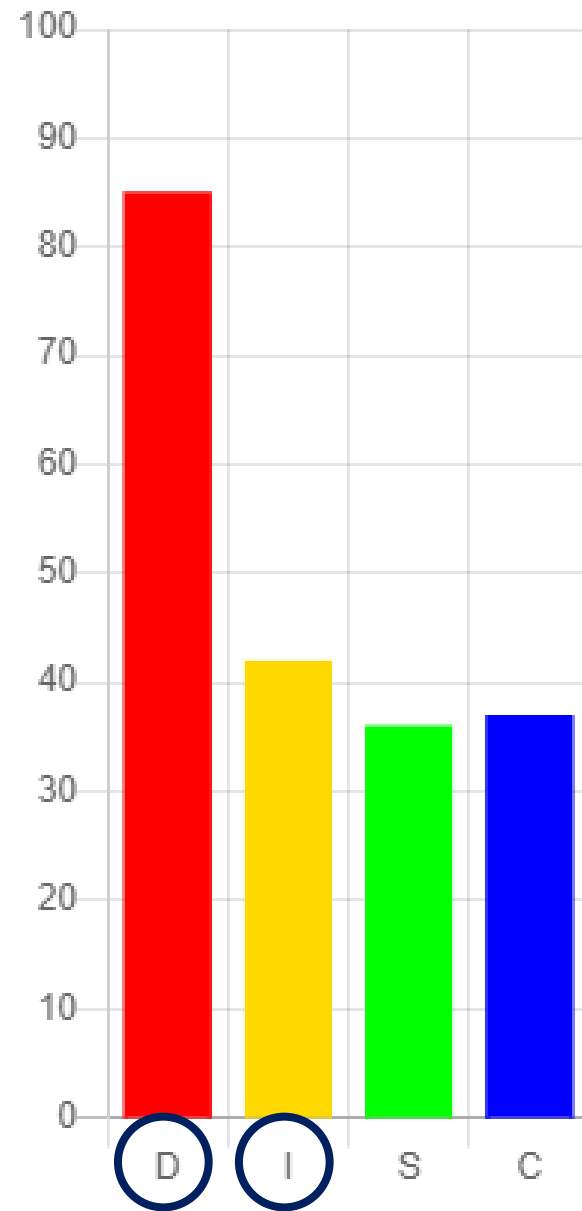
Download >



Dear

You are a leader. Your motto could be "I know who I am and I know what I want."
You are a risk-taker who enjoys being an individual. You are full of confidence, which some people envy. You find your own unique solution to problems because this gives you independence and because you like to, want to and can make quick decisions. You act intuitively, you don't waste time. Efficiency and results are important to you. You believe that "pedanticism is the death of action." You prefer change to monotony. It is probably difficult for you to place others ahead of you. You often say "NO".





Teeming – full of energy

Hasty – rushed, reckless

Circumstantial – indirect,
focusing on too much detail

Scattered – unfocused

Directive – authoritative

Appealing – engaging,
captivating

Rigid – inflexible

Methodical – structured

Tempestuous – intense

Heckler – disrupting

Capricious - impulsive

Busy-body - nosy, someone
who pries into the affairs of
others

Persevering – persistent

Steadfast – firm in direction

Judicious – sensible, wise,
rational

Idle – inactive, engaged in
passive activities

Systematic – methodical,
orderly

Exigent – demanding, insisting

Ingratiating – charming,
pleasing

Well-tended – neat, tidy

Apprehensive – concerned,
mistrustful

Volatile – loses temper or
changes quickly, erratic

Gung-ho – enthusiastic, eager

Exacting – rigid, exact

Enchanting – charming, lovely

Sanguine – enthusiastic, upbeat,
positive, confident, outgoing

Resolute – bold, stubborn

Uproarious – amusing, funny,
jovial, entertaining

Obstinate – stubborn,
headstrong

Earnest – diligent, purposeful

Befriending – welcoming,
supportive

Nit-picky – meticulous

Disgruntled – displeased,
discontented

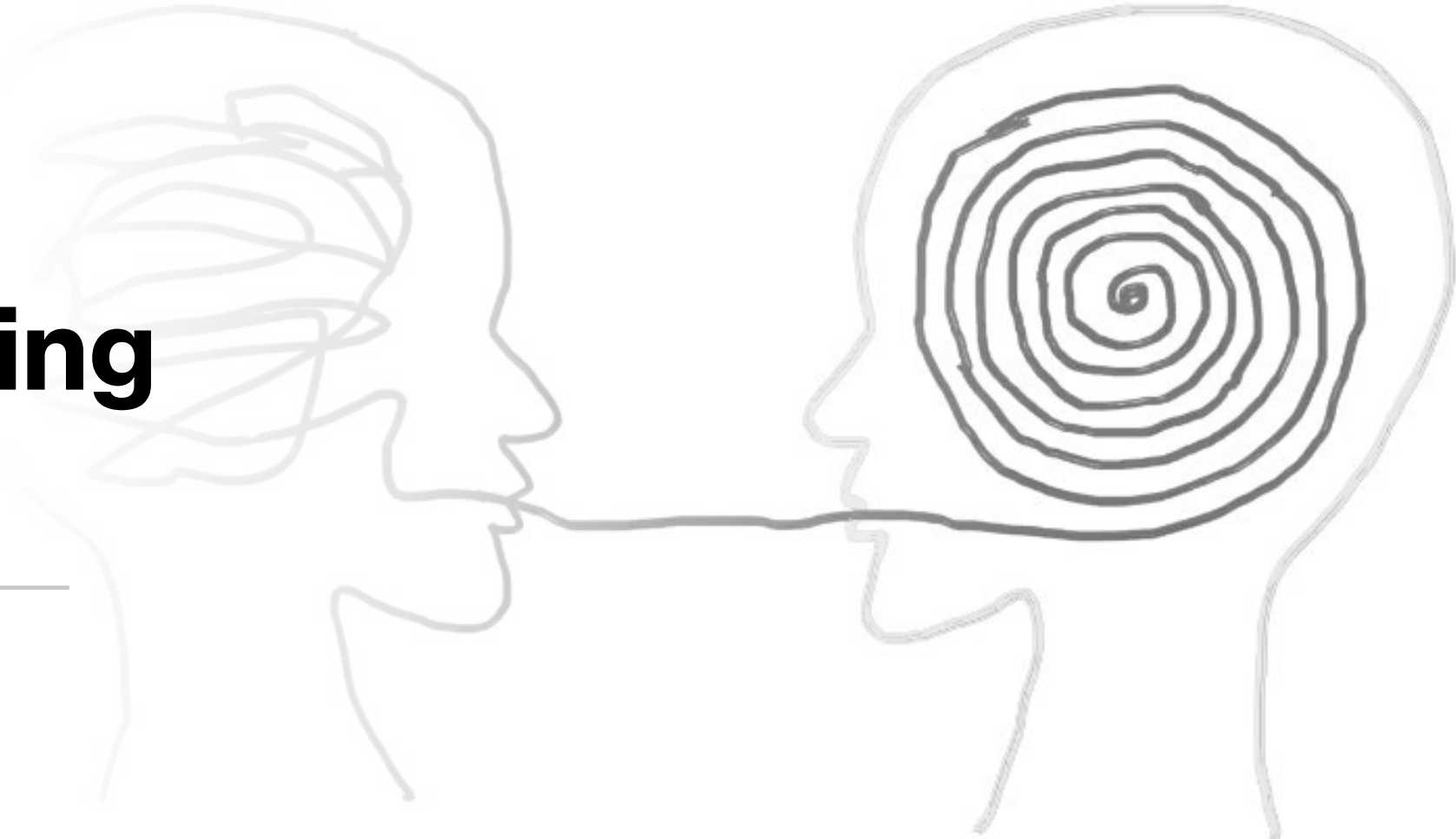
Not ostentatious – humble,
modest

Acquainting - guiding





Understanding other styles





Fast-paced
&
Outspoken

Accepting
&
Warm

Questioning
&
Skeptical



Cautious
&
Reflective





Fast-paced
&
Outspoken

Questioning
&
Skeptical

Accepting
&
Warm



Cautious
&
Reflective





Fast-paced
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Accepting
&
Warm



Cautious
&
Reflective



D – Dominance



First impression

Direct, unyielding and energetic

Priorities

Instant results, being active,
challenging yourself and others

Motivation

Power, competition,
victory, success

Stressors

Losing control, being exploited,
showing vulnerability

Shortcomings

Indifferent towards others,
impatient, apathetic

I – Influence



First impression

Sociable, talkative and lively

Priorities

Showing enthusiasm, willingness to act, encouraging cooperation

Motivation

Social recognition, social activities, friendships

Stressors

Social rejection, disapproval, loss of influence, being ignored

Shortcomings

Impulsive, disorganised, lacks task completion

S – Steadiness



First impression

Nice, courteous, kind-hearted

Priorities

Supporting others, stability,
cooperation

Motivation

Stable conditions, honest
recognition, cooperation, helping
others

Stressors

Loss of stability, change,
lack of harmony, hurting
feelings

Shortcomings

Too selfless, avoids changes,
indecisive

C – Conscientiousness



First impression

Individualistic, analytical, logical

Motivation

Opportunities to express professional opinion and increase knowledge, attention to quality

Priorities

Precision, stability, questioning assumptions

Stressors

criticism, disorder, mistakes

Shortcomings

Overly critical (of themselves and others), overthinking things, and removing themselves



Tailoring your communication approach



Communicating with **D** style

- Be concise and direct
- Emphasise facts over opinions
- Focus conversations on results and achievements
- Provide clear goals and challenges to solve
- Give opportunities to lead and make decisions



Communicating with I style

- Build rapport and be friendly.
- Allow time for social interaction.
- Use stories and personal anecdotes.
- Recognise their contributions and enthusiasm.
- Keep energy and engagement high.



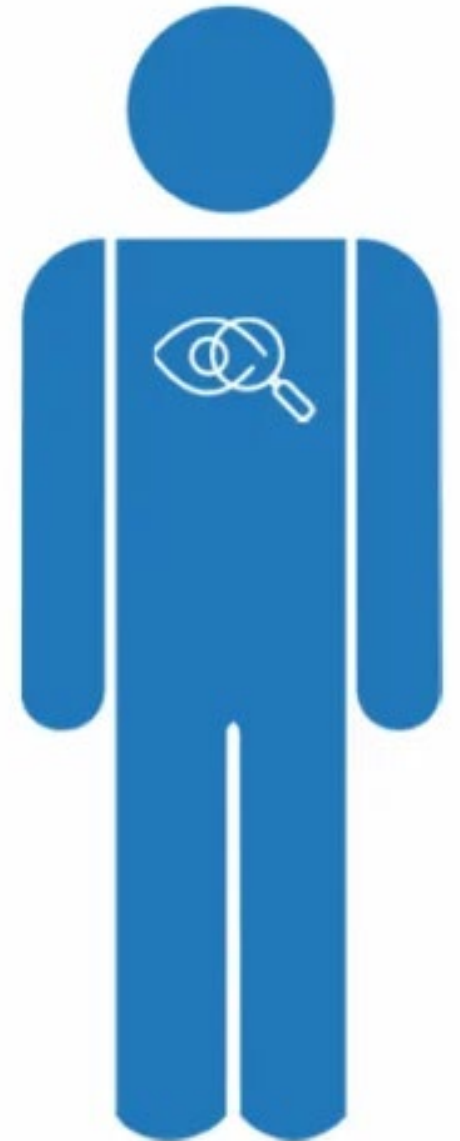
Communicating with **S** style

- Be patient and clear with expectations.
- Maintain a calm and reassuring tone.
- Listen actively and show empathy.
- Give them time to process and plan.
- Offer stability and support.



Communicating with C style

- Be precise and fact-based.
- Focus on accuracy and details.
- Use formal, structured communication.
- Allow them time to analyse information.
- Answer questions patiently for thorough understanding.





DISC and career paths





Drive styles



D - Pure Drive

- Best careers for D types:

- Entrepreneur
- Public relations manager
- Chief Executive Officer (CEO)
- Chief Financial Officer (CFO)
- Attorney

- Strategic leadership
- Rapid response
- Conflict resolution

DC – Drive + Clarity

- Best careers for DC types:

- Project manager
- Investment manager
- Chief Technical Officer (CTO)
- Architect
- Marketing director

- Programme coordination
- Emergency response

DI – Drive + Influence

- Best careers for DI types:

- Event planner
- Politician
- Consultant
- Sales director
- Art director

- Project management
- Sustainable development



Influence styles

I – Pure Influence

- Best careers for I types:

- Recruiter
- Public speaker
- Teacher
- Social media
- Customer success

- Public relations
- Diplomacy
- Stakeholder engagement

ID – Influence + Drive

- Best careers for ID types:

- Film producer
- Dean or professor
- Advertising
- Sustainability
- Sports coach

- Public relations
- Community outreach

IS – Influence + Support

- Best careers for IS types:

- Human resources
- Fundraising
- Social work
- Financial advisory
- Family therapist

- Advocacy
- Training



Support styles



S – Pure Support

- Best careers for S types:

- Nurse
- Customer service
- Pharmacist
- Training and development
- Zookeeper

- HR
- Welfare services
- Peacekeeping
- Community development

SC – Support + Clarity

- Best careers for SC types:

- Family doctor or GP
- Researcher
- Art conservator
- Dentist
- Graphic designer

- Health
- Refugee/migrant support
- Community services

SI – Support + Clarity

- Best careers for SI types:

- Counselor
- Personal trainer
- Social worker
- Life coach
- Midwife

- HR
- Employee welfare



Clarity styles



C – Pure Clarity

- Best careers for C types:

- Engineer
- Data scientist
- Geologist
- Business strategist
- Financial analyst

- Research
- Compliance
- Policy analysis

CD – Clarity + Drive

- Best careers for CD types:

- Lawyer
- Pilot
- IT professional
- Chief Operations Officer (COO)
- Athlete

- Research
- Policy analyst

CS – Clarity + Support

- Best careers for CS types:

- Surgeon
- Accountant
- Editor
- Curator
- Administrative assistant

- Compliance
- Accounting
- Administration



Success





“Treat others the way **you** would like to be treated.”

Golden rule



“Treat others the way **they** would like to be treated.”

Platinum rule

Remember

- All DiSC styles are equally valuable.
- Everyone is a combination of the 4 styles.
- We can adapt our style to the situation, circumstances and other people
- DiSC assessment does **not** determine your capability or character



CAREER



TIPS

THURSDAY

Last CTT session in 2024

21 November **Exploring your Personal Journey:** setting intentions and actions to help achieve your aspirations

[Career Tips Thursday](#)