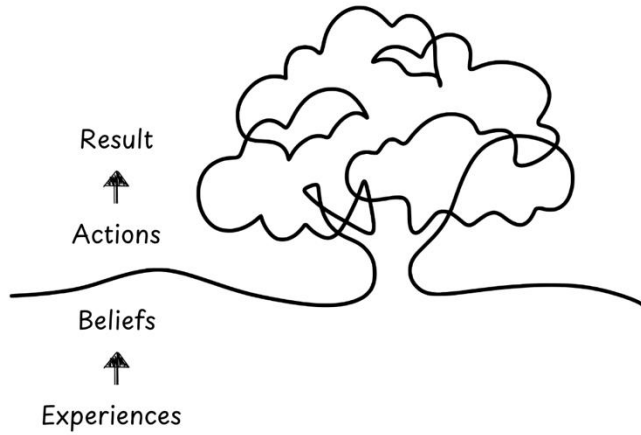




NextGen Session Two

Adapt to Connect

June 25, 2026



WIN – What I Noticed

- The beliefs exercise
- The triad discussion
- What life has offered

Blueprint

Session 1:	Session 2:	Session 3:	Session 4:	Session 5:	Session 6:	Session 7:	Session 8:
Set the Direction	Adapt to Connect	Define Your Signature	The Inner Game	Build Relationships & Influence	Build Your Professional Playbook	Build Your Peak Performance Playbook	Next Level
Gain clarity on the cohort, expectations, where we are going, and how you want to grow.	Increase your influence by understanding yourself and the language of others.	Craft a personal brand that reflects your strengths and aspirations.	Master self-awareness, self-management, and emotional agility.	Build trust, influence, and collaboration.	Develop communication habits that drive credibility and success.	Create strategies for resilience, energy, and sustainable growth.	Reflect, refocus, and prepare for what's next.
Triad Call with Coach and Leader	1:1 Coaching Call (DiSC Debrief)			1:1 Coaching Call			

6/4, Thursday, 9:30-11am CST
 6/25, Thursday, 9:30-11am CST
 7/2, Thursday, 9:30-11am CST
 7/16, Thursday, 9:30-11am CST
 8/6, Thursday, 9:30-11am CST
 8/20, Thursday, 9:30-11am CST
 9/03, Thursday, 9:30-11am CST
 9/17, Thursday, 9:30-11am CST

Rules of Engagement: How can we make this most valuable for you?

- Be present
 - Be your own advocate
 - Understanding me
 - Open communication
 - Invest and be all in
 - Know your 'wild thing' and limiting beliefs
- Be honest, blunt, and direct – get to the point
 - The Do plan – clear takeaways, fieldwork, resources, application
 - Be curious and willing to dig deeper
 - Reach out!!! Suffering is optional.

Today's Menu

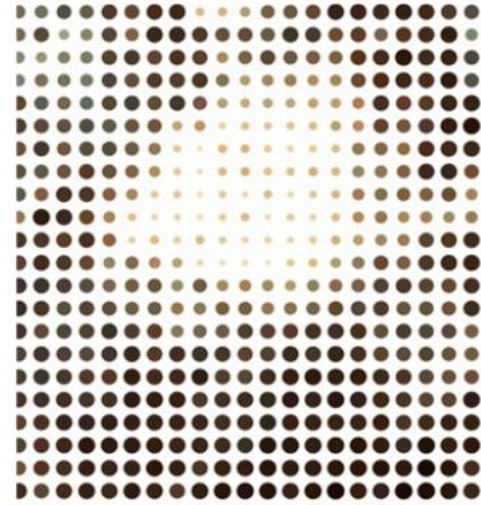
Adapt to Connect

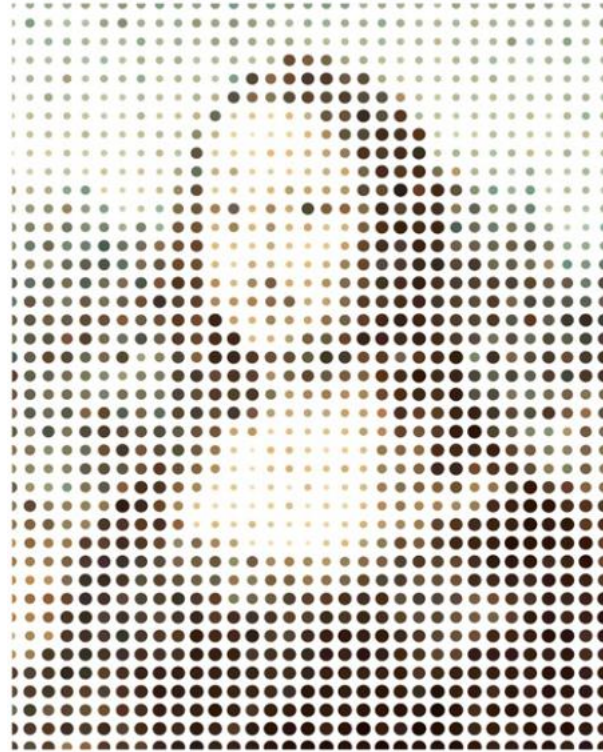
- Why DiSC
- DiSC and YOU
- DiSC and OTHERS
- Next steps



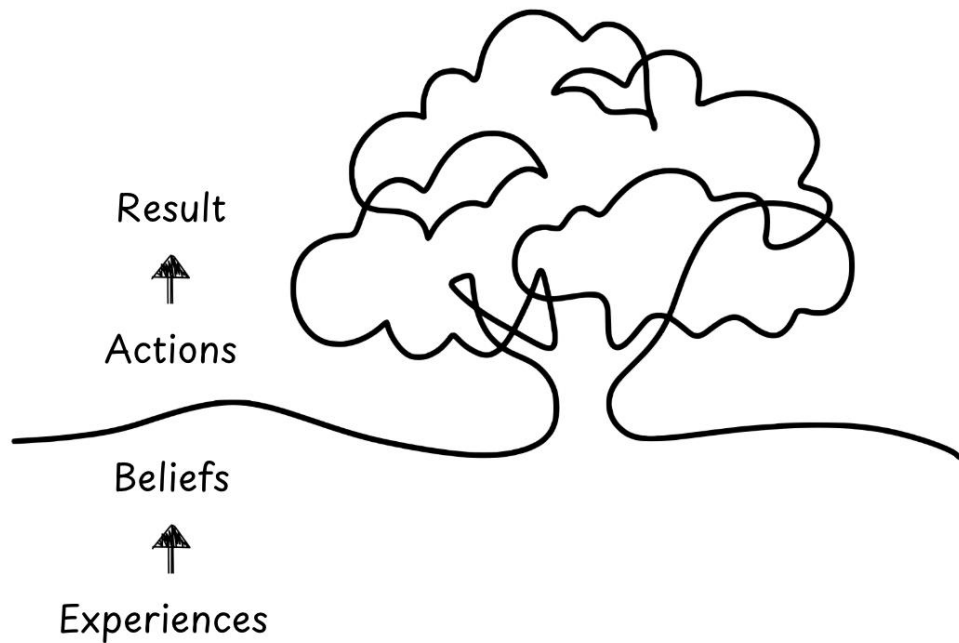
Why DiSC?







Breakthrough Beliefs



What you say is not
what others may
hear.

What you intend is
not what others may
experience.



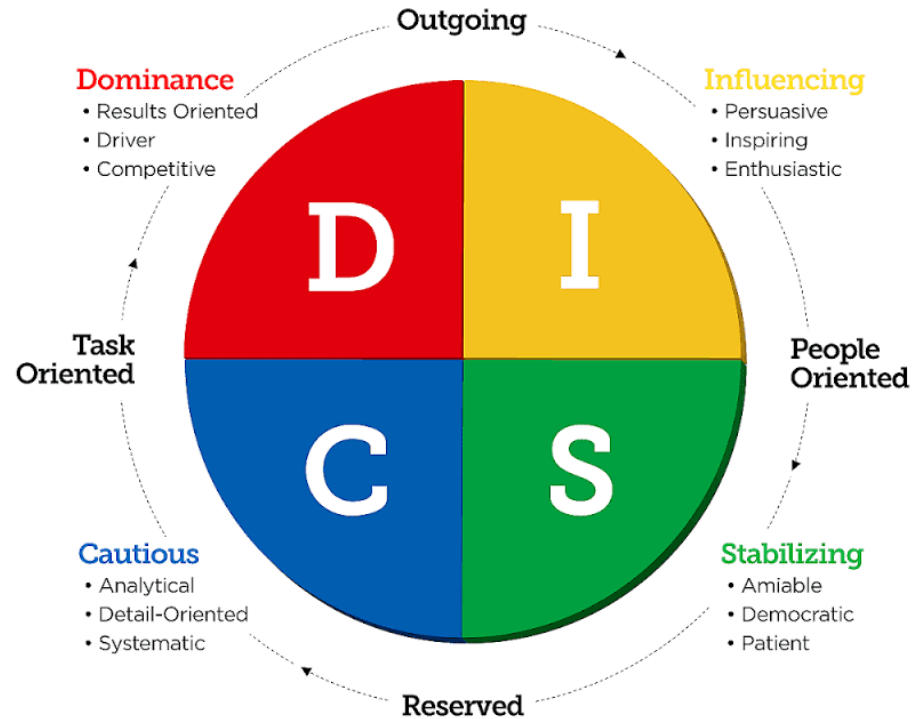




Communis

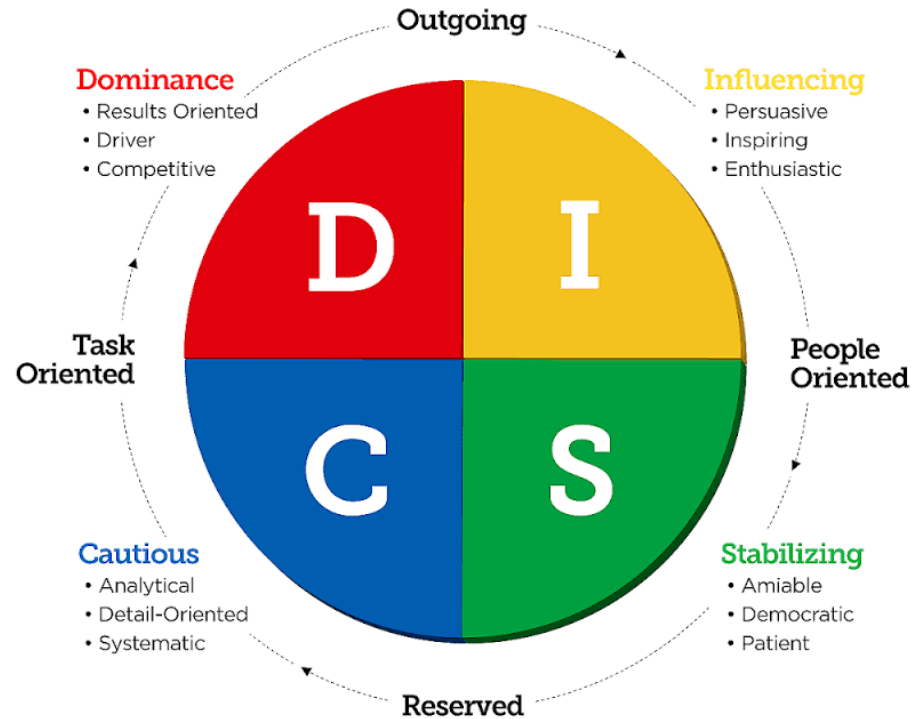
To make common, to share, to
connect

What DiSC Is



- Easy to understand
- Observable behaviors
- Applicable
- Valid and reliable
- Shortcut

What DiSC Is NOT

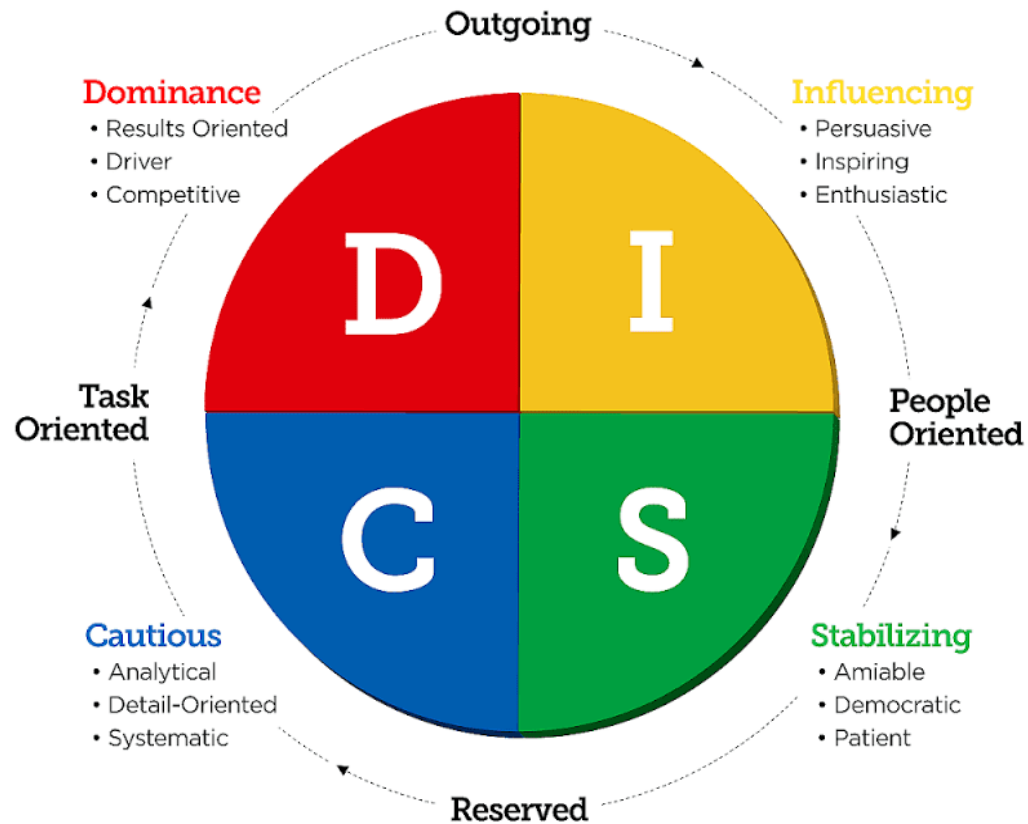


- A tool to discriminate or judge
- Personality test
- Astrology
- One-dimensional
- Static

DiSC and YOU

Behavioral Characteristics

Pages 4-5



Behavioral Characteristics

Based on Camryn's responses, the report has selected general statements to provide a broad understanding of her work style. These statements identify the basic natural behavior that she brings to the job. That is, if left on her own, these statements identify HOW SHE WOULD CHOOSE TO DO THE JOB. Use the general characteristics to gain a better understanding of Camryn's natural behavior.

Camryn influences most people with her warmth. She likes public recognition for her achievements. One of her motivating factors is recognition and praise. She can be obliging and accommodating; that is, she likes to work with people and help them. She can be friendly with others in many situations, but primarily with groups of established friends and associates. She is sociable and enjoys the uniqueness of each human being. Camryn tries to influence others through a personal relationship and many times will perform services to develop this relationship. She believes in getting results through other people. She prefers the "team approach." She may tend to agree to avoid confrontation. Her goal is to have and make many friends. At work, she is good at maintaining friendly public relations. Camryn likes feedback from her manager on how she is doing. She prefers working for a participative manager. She does her best work in this kind of environment.

Camryn likes working for managers who make quick decisions. She likes to participate in decision making. Because of her trust and willing acceptance of people, she may misjudge the abilities of others. When she has strong feelings about a particular problem, you should expect to hear these feelings, and they will probably be expressed in an emotional manner. Camryn prefers not disciplining people. She may sidestep direct disciplinary action because she wants to maintain the friendly relationship. She is good at solving problems that deal with people. She is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her, and to see her as receptive and helpful.

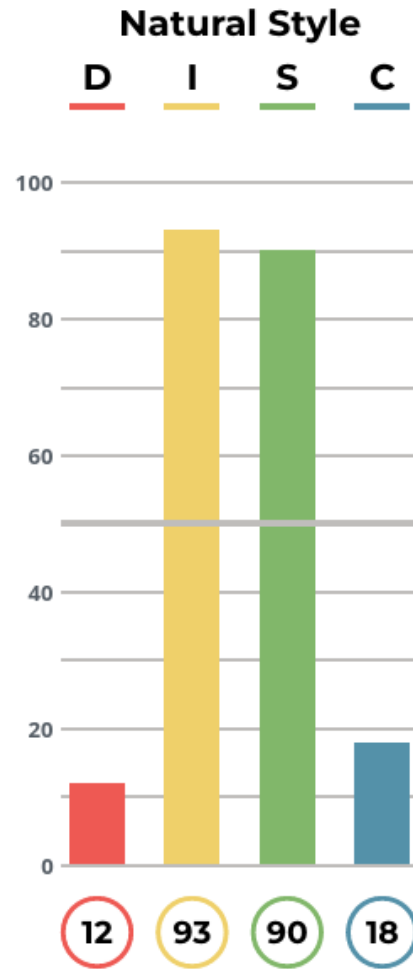
Assesses four dimensions of **behavior**:

D - deals with problems and challenges

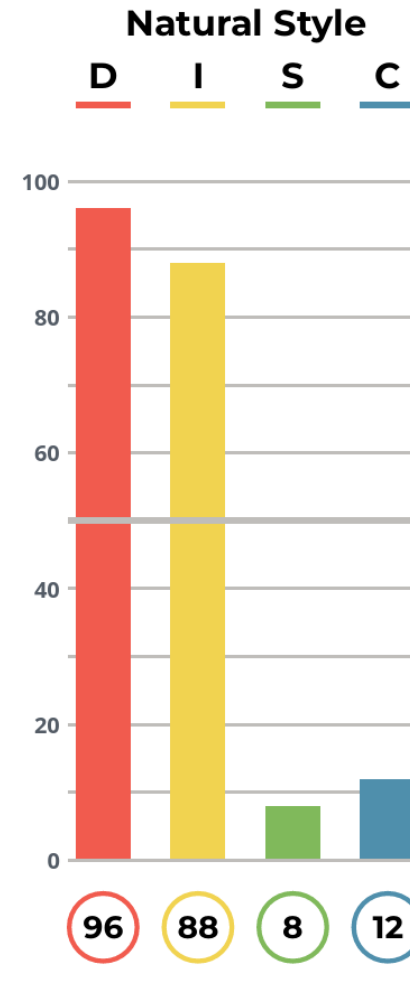
I – how we Influence and interact with others

S – the preferred pace of the environment

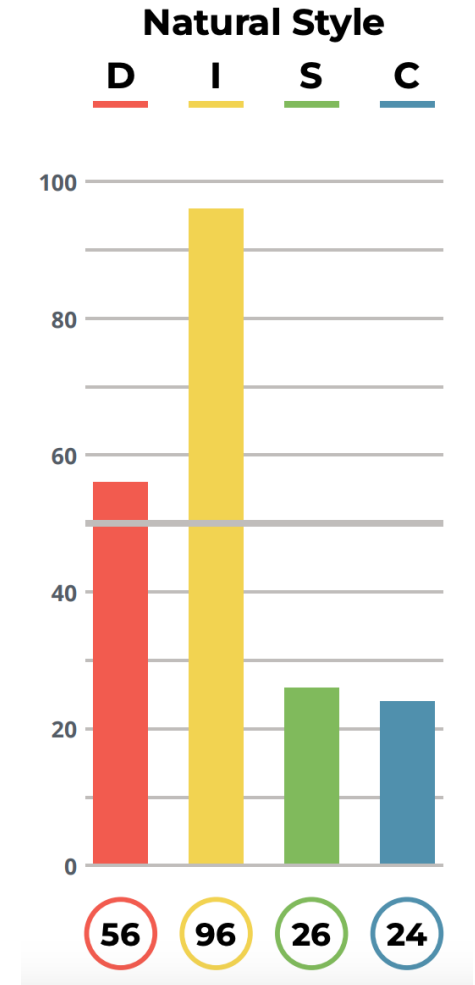
C – our preference for rules, process, accuracy, details



William

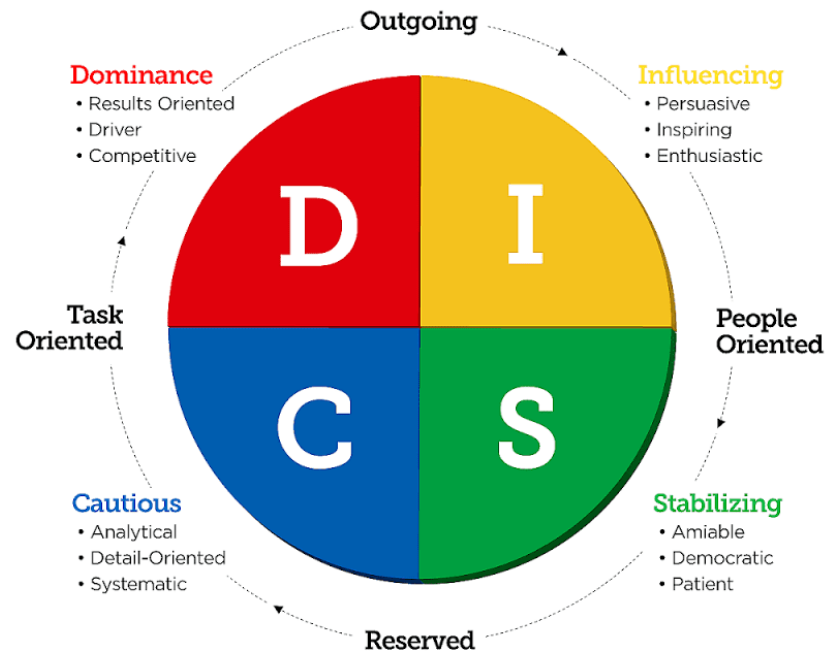


Callie



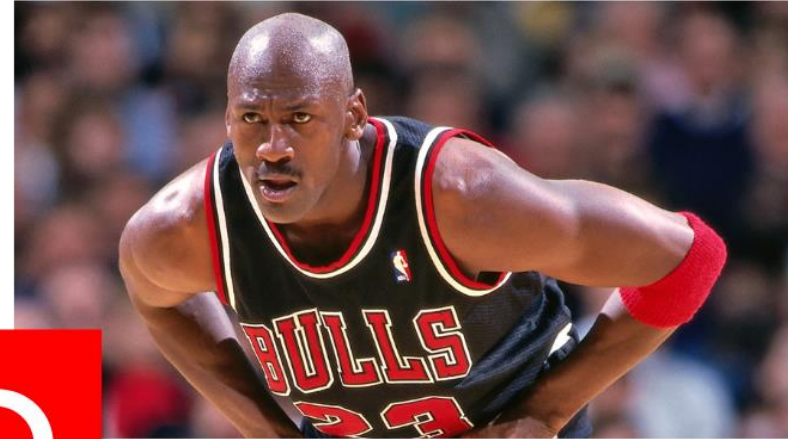
Sherry

Dimension D



- Problems and challenges
- Direct, Driver, Decisive
- Domineering, Demanding, Stubborn
- Need: To be in control
- Big-Picture, Quick Decisions, Results

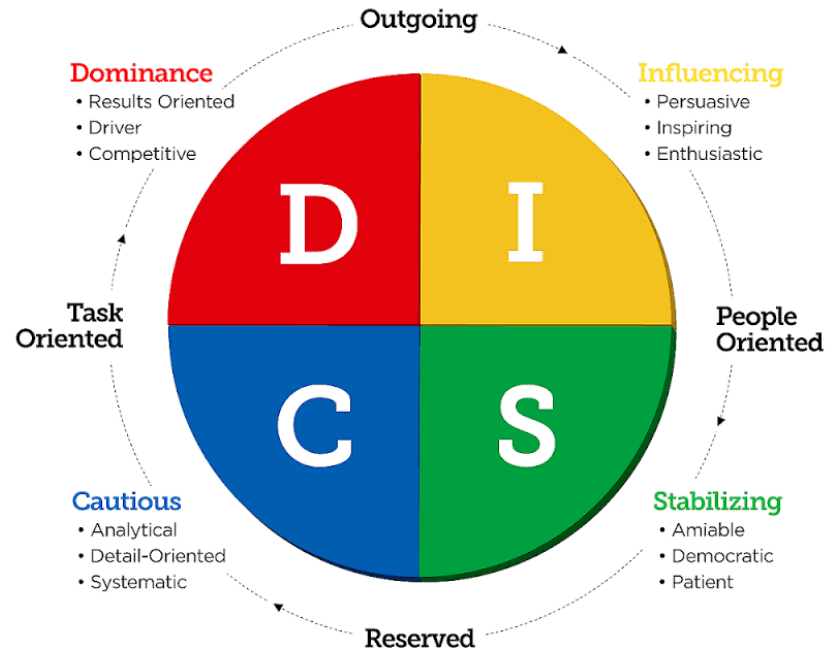
Famous People Leading with D



Leading with D

- How should we do it? We'll do it my way.
- Idle time is wasted time.
- Be bright, be brief, and be gone.

Dimension I



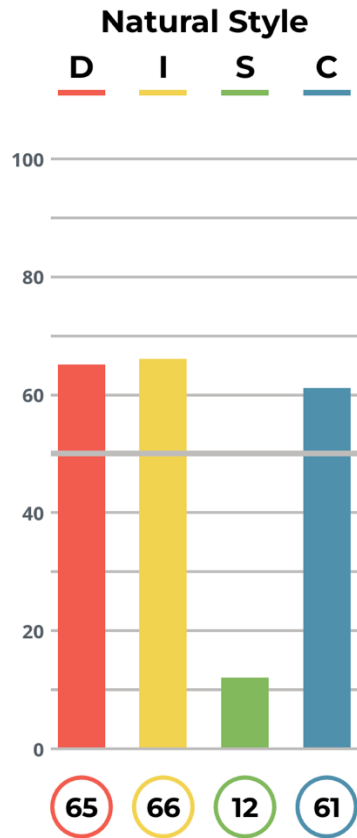
- Interacting with others
- Inspiring, Interesting, Influencing
- Impulsive, Irritating, Manipulative
- Need: To be liked
- Innovative, Optimistic, Relationships

Famous People Leading with I

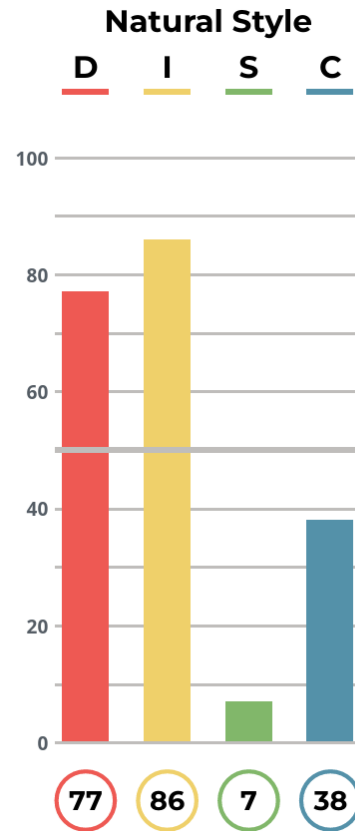


Leading with I

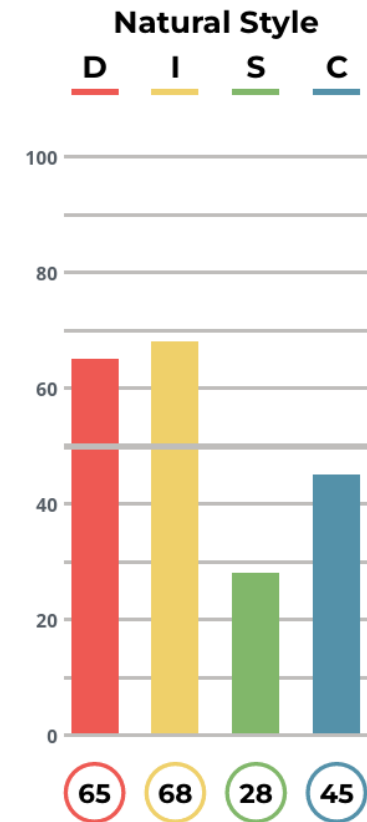
- That sounds fun. Let me do it!
- Everything is awesome.
- Where a problem exists, a solution exists.



Dean McKernan

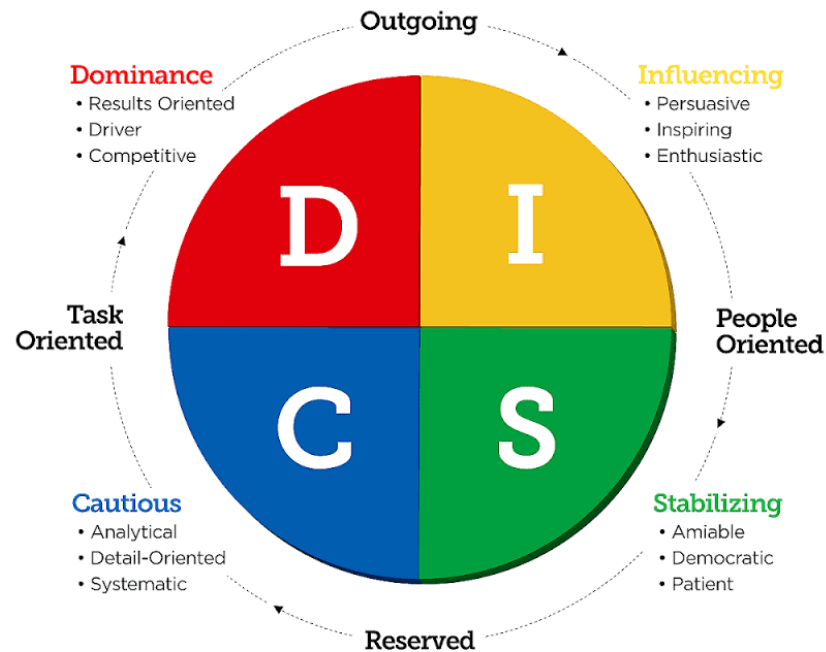


Emma Spradlin



Jonica Gillings

Dimension S

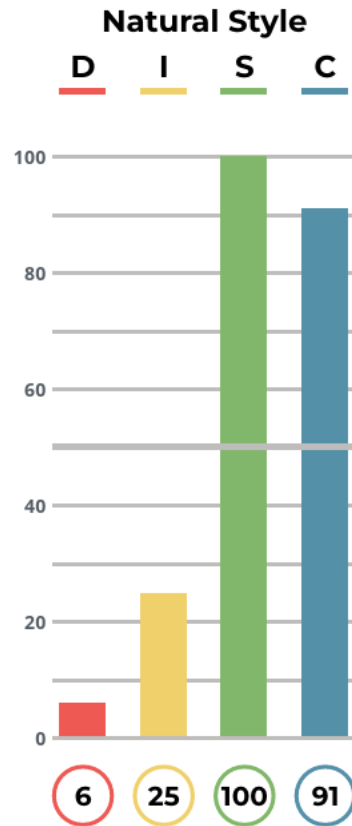


- Pace of the environment
- Stable, Steady, Sincere
- Slow, Silent, Sensitive
- Need: To be safe
- Collaborative, Observant, Loyal

Famous People Leading with S



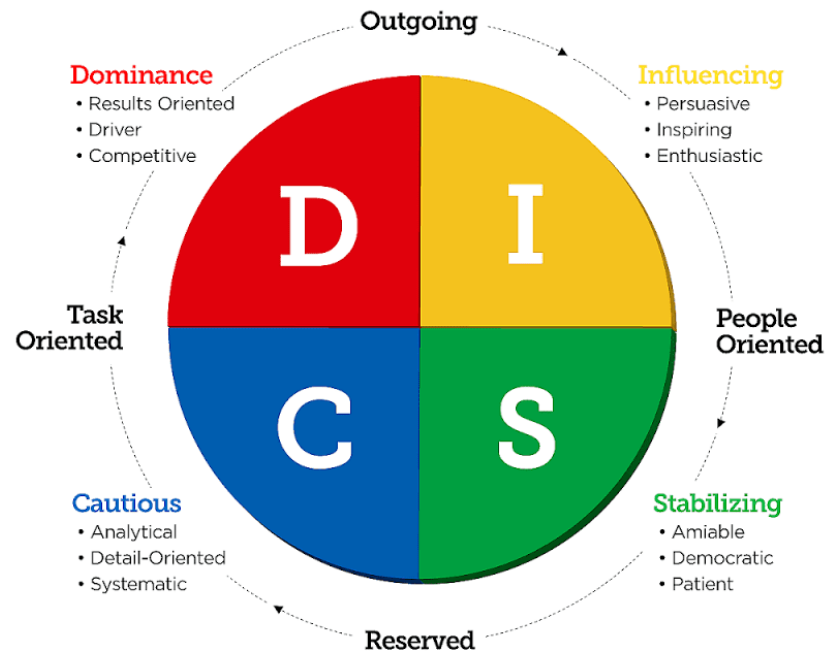
Leading with S



David Swain

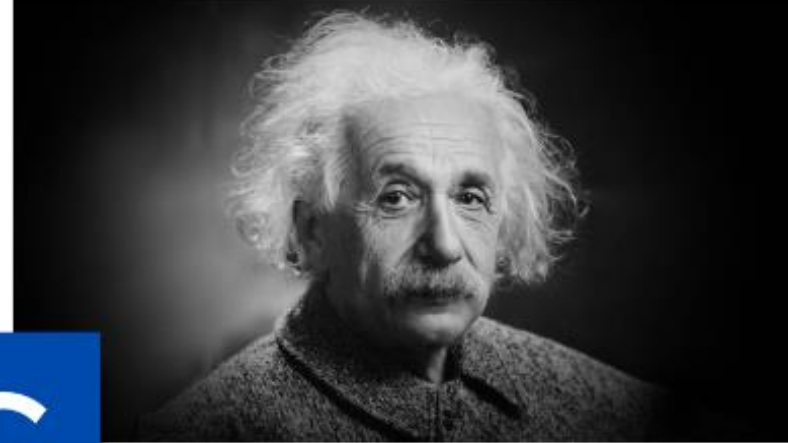
- Let me...
- Team before self.
- Let's send out a survey, to see if we need to send out a survey.

Dimension C

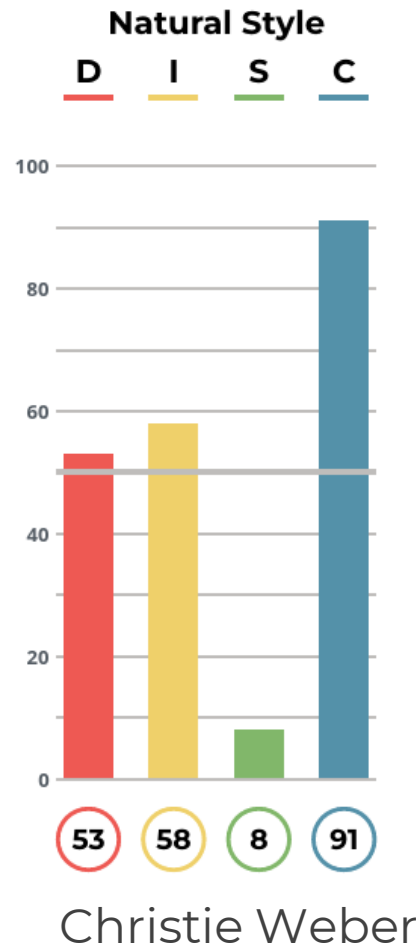


- Rules and process
- Careful, Conscientious, Concise
- Critical, Condescending, Suspicious
- Need: To be right
- Analytical, Methodical, Ordered

Famous People Leading with C

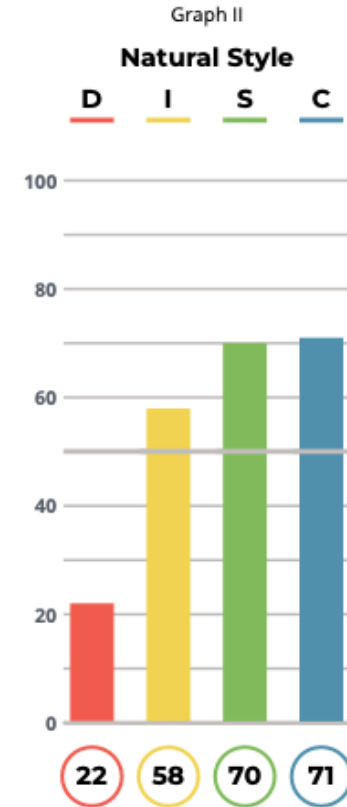
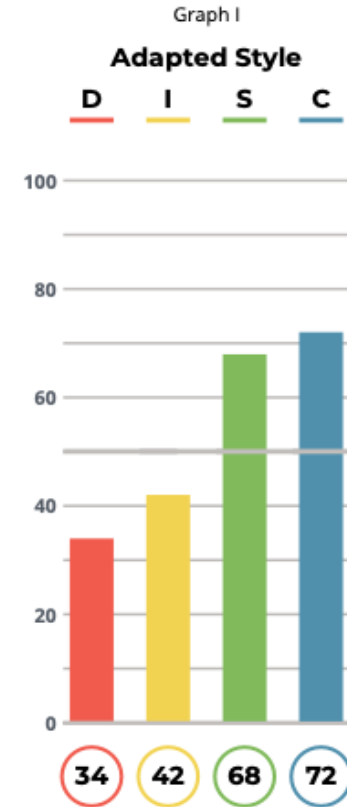
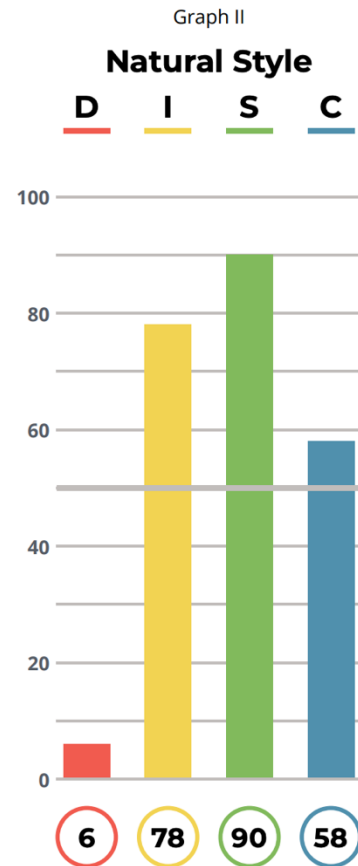
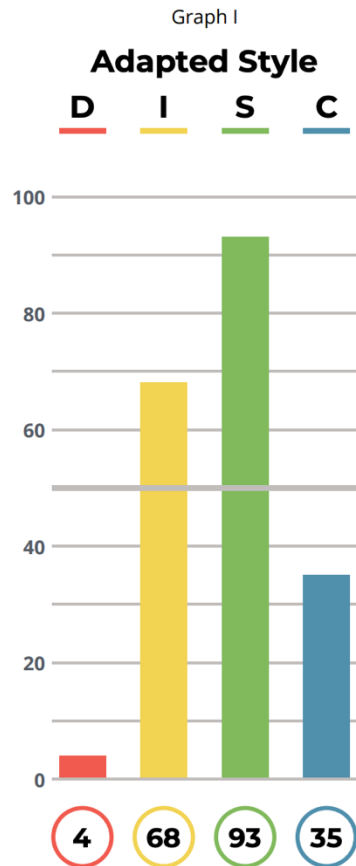


Leading with C



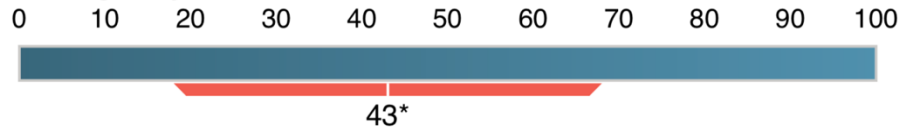
- Can you put that in a spreadsheet?
- Fail to plan – plan to fail
- Where did you read that ...and what edition was it?

Natural vs Adapted



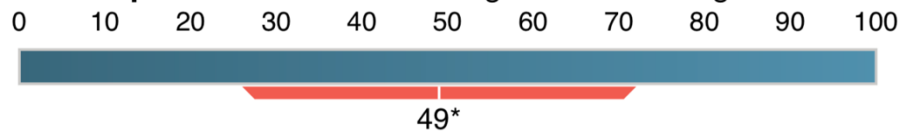
Behavioral Hierarchy

1. Urgency - Take immediate action.



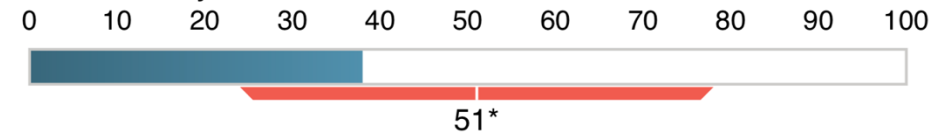
100

2. Competitive - Want to win or gain an advantage.



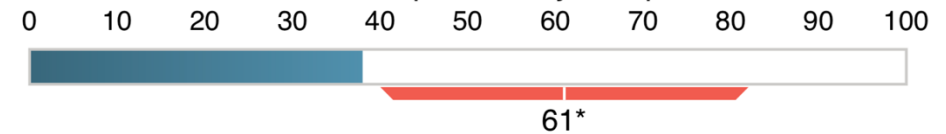
100

11. Organized Workplace - Establish and maintain specific order in daily activities.



38

12. Consistent - Perform predictably in repetitive situations.



38

Perceptions



Sherry usually sees herself as being:

- ✓ Enthusiastic
- ✓ Outgoing
- ✓ Charming
- ✓ Inspiring
- ✓ Persuasive
- ✓ Optimistic



Michael usually sees himself as being:

- ✓ Precise
- ✓ Thorough
- ✓ Moderate
- ✓ Diplomatic
- ✓ Knowledgeable
- ✓ Analytical



Under moderate pressure, tension, stress or fatigue, others may see her as being:

- ✓ Self-Promoting
- ✓ Glib
- ✓ Overly Optimistic
- ✓ Unrealistic



Under moderate pressure, tension, stress, or fatigue, others may see him as being:

- ✓ Pessimistic
- ✓ Picky
- ✓ Worrisome
- ✓ Fussy



Under extreme pressure, stress or fatigue, others may see her as being:

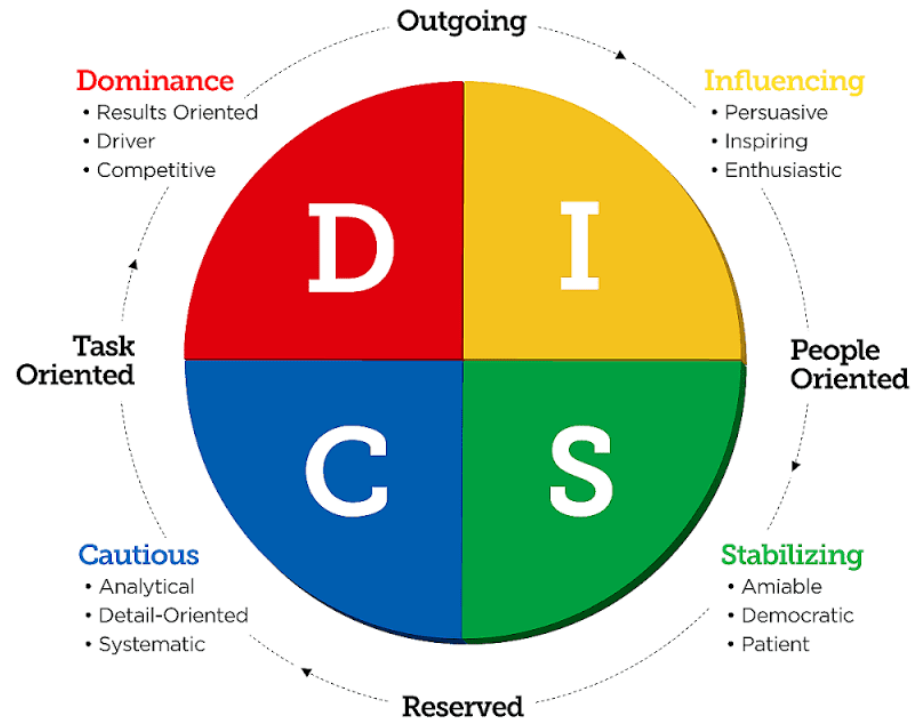
- ✓ Overly Confident
- ✓ Talkative
- ✓ Poor Listener
- ✓ Self-Promoter



Under extreme pressure, stress, or fatigue, others may see him as being:

- ✓ Perfectionistic
- ✓ Hard-to-Please
- ✓ Strict
- ✓ Defensive

Individual Report

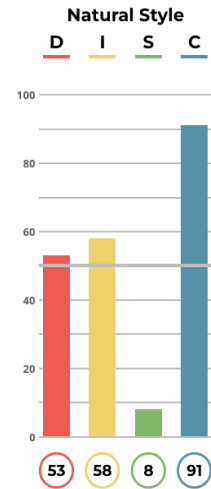


- Value to the organization
- Checklist for communicating
- Communication tips
- Ideal environment
- Descriptors
- Natural and adapted style
- Adapted style
- Keys to motivating
- Keys to managing
- Areas for improvement

DiSC and OTHERS

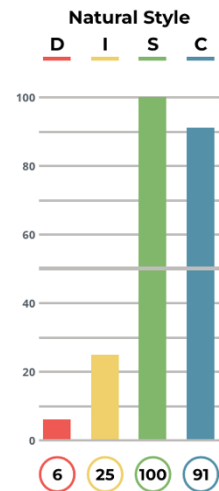
The background is a solid blue color. It features several faint, light-blue graphic elements: a DNA double helix at the top center, a hexagonal molecular lattice in the top left and bottom right corners, and a profile of a human head with a brain outline in the bottom left corner. Scattered throughout the background are small, light-blue plus signs (+).

Direct/Results-Driven



Christie Weber

HOW Implementors
(what's the hurry?)



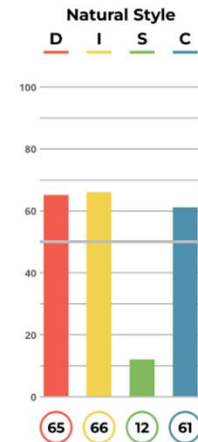
David Swain

C

D

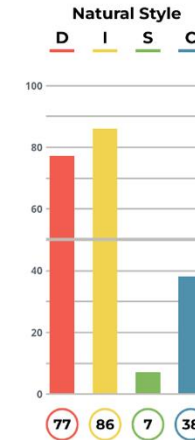
S

I

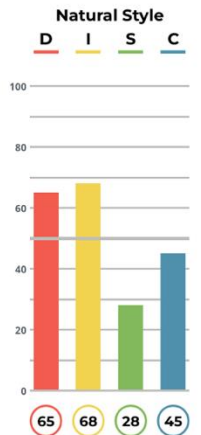


Dean McKernan

WOW Innovators
(what's taking so long?)



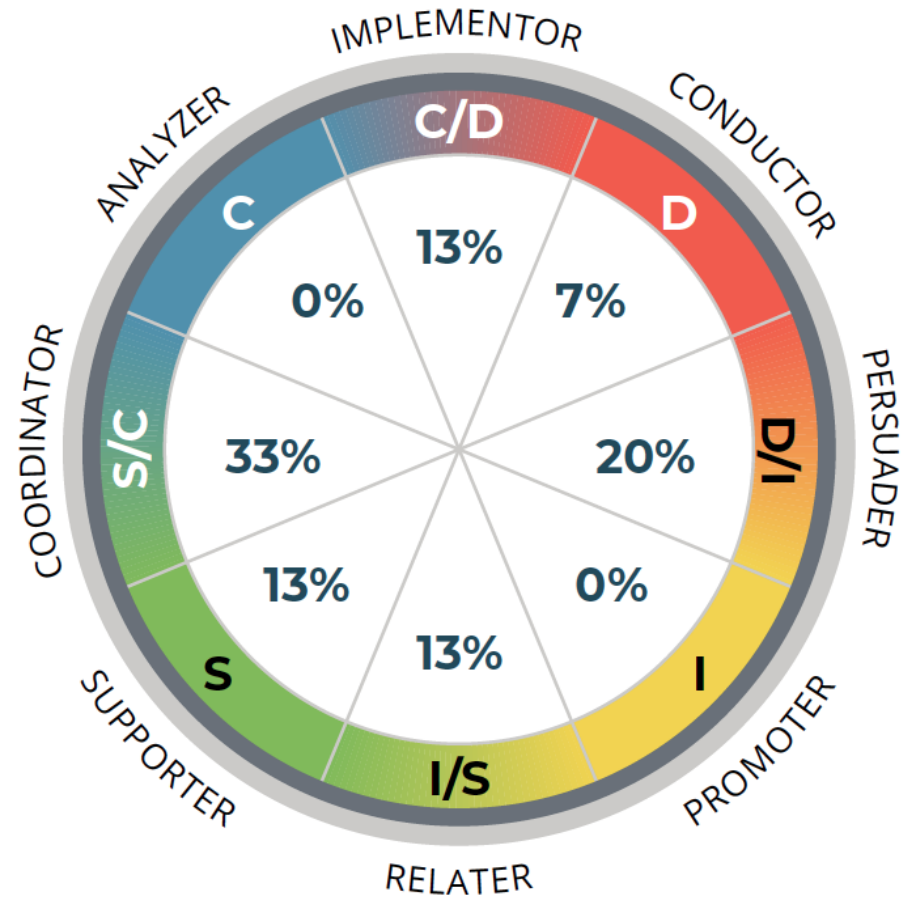
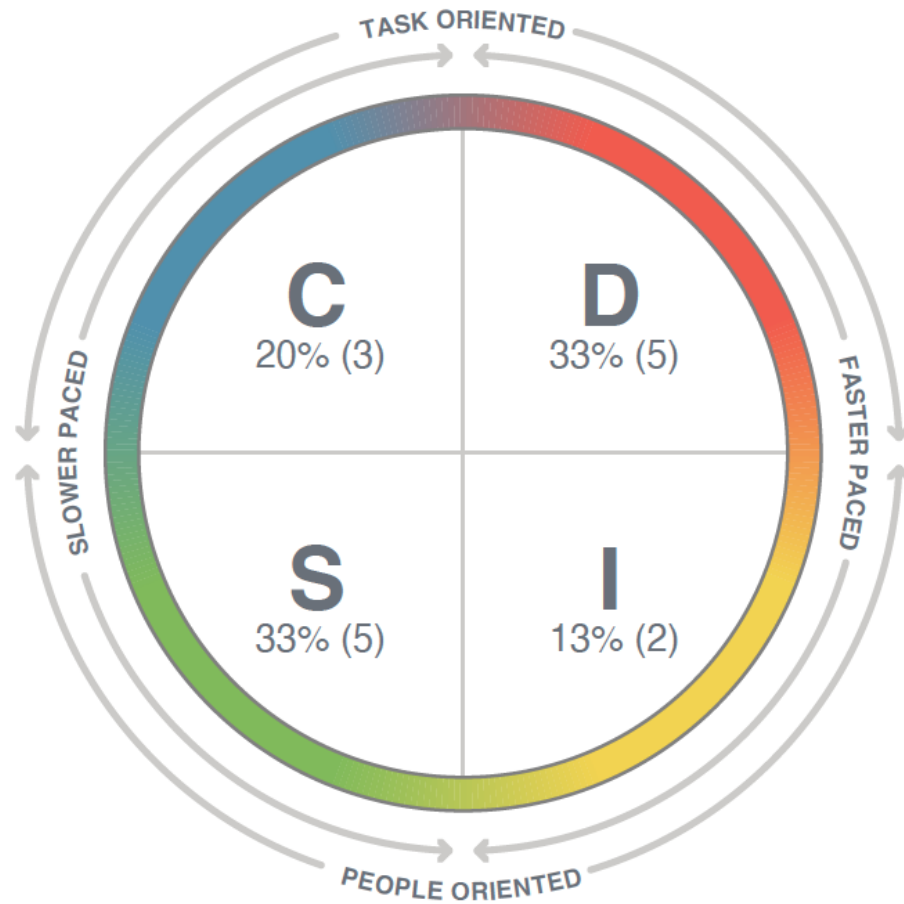
Emma Spradlin



Jonica Gillings

Indirect/People-Driven

Team Report



Team Report

Team Member Overview



The following matrix illustrates the blending of the four DISC styles into eight segments. Each segment contains team members and the percentage of team members in the respective segment. Segments are deliberately located beside the segment that has the opposing style.

CONDUCTOR - D (7%)	SUPPORTER - S (13%)
Lauren Pierce	Ceciley Franks Lindsey Payton
PERSUADER - D/I (20%)	COORDINATOR - S/C (33%)
Rebecca Kraska Cassie Poole Shawn Sims	Tina Edwards Jennifer Escobar Delfina Kinzie Shelby Little Kristen Stocker
PROMOTER - I (0%)	ANALYZER - C (0%)
RELATER - I/S (13%)	IMPLEMENTOR - C/D (13%)
Wendy Anderson Paige Fagan	Lisa Ferkinghoff Amy Shadowens

Team Report

Behavioral Characteristics	Team Avg.	W. Anderson	T. Edwards	J. Escobar	P. Fagan	L. Ferkinghoff	C. Franks	D. Kinzie	R. Kraska	S. Little	L. Payton
Persistence	62	55	80	80	57	58	63	100	40	90	62
People-Oriented	61	70	50	80	85	55	80	60	45	55	60
Following Policy	61	48	85	88	62	58	60	85	40	95	60
Consistent	60	52	85	88	65	52	68	90	35	98	60
Analysis	58	35	100	75	35	65	45	90	45	100	55
Customer-Oriented	57	67	40	65	82	52	80	62	40	55	57
Organized Workplace	56	30	100	75	35	65	40	90	32	100	60
Competitive	56	60	53	10	20	65	40	40	80	30	65
Interaction	53	70	10	40	70	50	70	30	70	10	50
Versatile	53	55	17	30	63	57	50	27	85	13	45
Frequent Change	53	65	28	22	48	58	52	25	80	15	55
Urgency	50	38	36	10	24	68	24	23	99	19	44

■ Two or more standard deviations below the mean
■ One standard deviation below the mean

■ One standard deviation above the mean
■ Two or more standard deviations above the mean

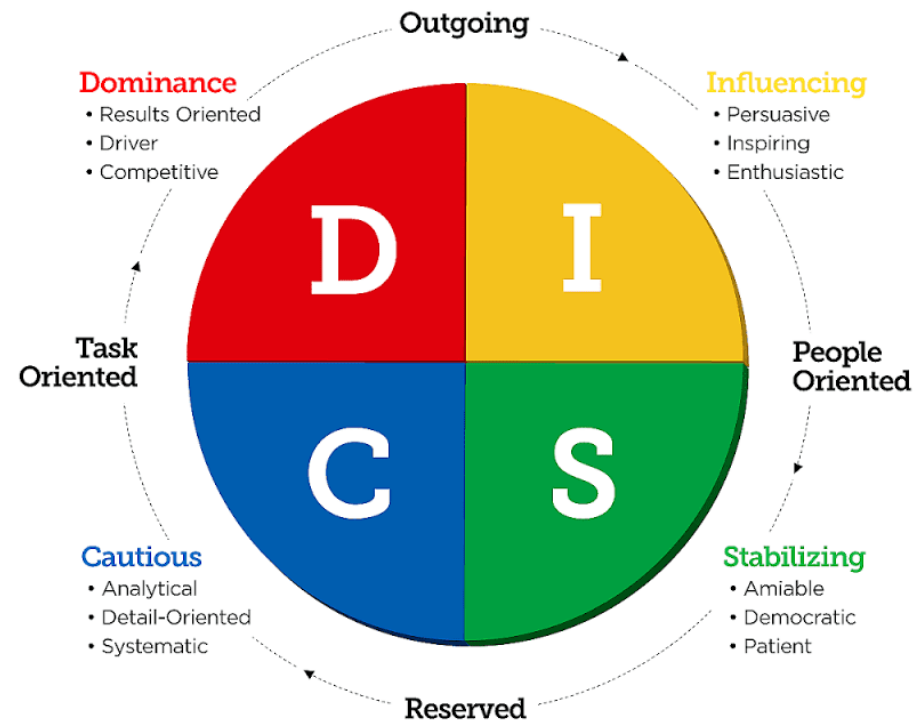
Avg.	L. Pierce	C. Poole	A. Shadowens	S. Sims	K. Stocker	Mean
45	45	60	25	67	62	
40	70	50	60	55	64	
45	42	62	20	65	61	
38	38	55	12	70	62	
55	35	60	15	65	54	
42	57	52	43	68	63	
38	30	65	18	65	53	
100	70	70	90	40	49	
55	80	50	90	50	58	
70	75	53	100	50	54	
72	72	58	95	45	52	
100	66	61	100	34	43	

Need: You want to delegate a task

What are do's and don't's?

Do: Give autonomy
Don't: Micromanage

Do: Be clear on success
Don't: Be vague



Do: Give deadlines and allow creativity
Don't: Be a non-fun

Do: Allow time
Don't: Rush

Communication Strategy

DO'S and DON'T'S

You disagree with a colleague on how to address a problem.

Communication Strategy

DO'S and DON'T'S

You have a leader who makes a decision you believe is not in the best interest of the team.

Resources

Page 14



DISC Assessment Expert

By Maria Isabel Bello Juanatey 

Guides DISC tests and provides detailed personality reports.

Next Steps

Page 13

NextGen | Session Two
DiSC Action Plan

What behaviors contribute to your effectiveness as a leader?

What potential blindspots do you need to modify?

Who are the people you will ask to read your report and give you feedback?

Who is someone with whom you need to improve connection. How will you leverage your knowledge of DiSC to speak their language?
