

D.I.S.C.Over

the Secrets to Connect
with Anyone Instantly



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How to connect with anyone using
the DISC Behavioral styles

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Introduction

Thank you for downloading my book, “**D.I.S.C. over the Secrets to Connect with Anyone Instantly**”.

This book contains proven tips, strategies and information on how to apply D.I.S.C tool to connect with people. DISC is a non-judgemental tool that helps people to discover, connect with others easily. This tool is effective to both business people, those working in teams, working adults and entrepreneurs.

This tool has helped many to discover themselves and other people personalities with much ease. The information contained in this book is valuable, researched and will aid you in connecting with others in your daily life. This book is your perfect guide.

I hope you enjoy it and have fun to use the insights of this book.

Chapter 1: Why is DISC a great tool for self-discovery?

DISC is actually a tool used to assess your behavioural type and through this, you will be able to improve relationships, teamwork, creativity and productivity. A DISC program consists of questions that will enable a very accurate result pertaining to your behavior and personality and DISC can be used in different kinds of relationships. Disc also helps in discovering patterns that are concrete enough for arriving at a certain person's style of behavior. When this happens, a person is able to gain a better grasp on how to use all of their personal strengths to improve different aspects of a person's life. DISC stands for:

D - Dominance

- Person leans towards emphasis on getting things done, the end result and confidence.
- They are analytical enough to see the entirety of a situation, open to challenges, self-confident and straight forward. They are also competitive, driven and have a strong will.

I – Influence

- Person turns to emphasis on how they can be an example for others around them. They also tend to try to influence or convince others. They are also more open and form relationships.
- They become enthusiastic, have a positive outlook, enjoy collaborating and they don't like being taken for granted. They can sometimes make decisions without putting much thought into it, be disorganized, lack follow-through, and

value freedom of speech. Social recognition motivates them and performing activities as a group.

S – Steadiness

- People who belong to this style are more particular on how they cooperate, their sincerity and if others can rely on them.
- They are like to do things without rushing with a calmer approach. They like to maintain stability, give support, and cooperativeness is what drives them. Indecisiveness is one of their challenges and can become overly accommodating. Accepting change is difficult for them too.

C – Conscientiousness

- People who get the result are very keen on quality, accuracy, their area of expertise and ability to compete.

- They like being independent, having a chance for better learning, accuracy, systems, and diplomacy. They also have a hard time accepting criticism and failure.

It easily becomes a mechanism for people to discover more about how they can improve their careers and lives. You'll make better decisions on how to form relationships because DISC lets you figure why you get along with others and how you are in complete contrast with another person no matter how you try to build a good relationship with them but DISC gives you enough tools and knowledge on how to spot a person's behavior type and collaborate with them on a better level.

DISC is not only good at making behavioral types clear, it lets you identify your limitations and where you might not be effective but by knowing this, you will know what weakness you need to enhance

towards self-improvement. If you know your natural behavior, you will specifically know what career you will be best in and which opportunities to consider achieving maximum satisfaction.

Chapter 2: How to identify others' behavioral style

It is important to be able to determine certain behavioral styles to better understand a person you are close or someone you just met. This would sound such a hard task especially if you're not an expert in this field but luckily there is a simple solution on how you can do this with ease and find out what motivates a person or their certain behavioral type. It is called "The DISC model of human behavior" which allows you to find the explanations to how you can develop better people skills and have better relationships. This will also be your pathway on how to avoid conflicts and become more productive as you collaborate with others.

A positive approach:

DISC should be used in a positive way which will drive a person to do their best in anything they are working on and avoid labeling people.

- DISC uses a positive approach to show and enhance a person's strengths.
- DISC allows identification of unseen areas in a person's behavior
- DISC lets people see that there can be a combination of all the traits in people but some are just greater or lesser depending on their type.
- DISC shows that patterns of behavior are versatile depending on a person's current environment.

The DISC model is derived from 2 basic behaviors of humans:

1. There are people who are more outgoing than others. This characteristic can be compared to a person's own pace. Others tend to just be quick in starting something while some take a more cautious approach.

2. People are either more task-oriented or people-oriented. This can be compared to a person's order of priorities. There are people who are quicker in getting things done while some lean more towards their feelings and others around them.

To sum this up, there are 4 types of traits: Outgoing, reserved, task-oriented and people-oriented.

You can now apply this in identifying the behavioral style of the person in front of you. Here are the ways on how you can assess and approach them:

D (Dominant) type – They are task-oriented and outgoing. If you want to build a good relationship with this type of person, give them respect and results.

I (Influential) type – They are people-oriented and outgoing. They enjoy being around people, socializing and enjoyment. The best way to approach them is with recognition and admiration.

S (Steady) type – They are reserved but people-oriented. They love to support others and be in a team. When you encounter this type of person, best approach is to be friendly and show sincere appreciation.

C (Conscientious) type – They are reserved and task oriented. They expect value, quality and being consistent. They make sure that they are exact and right. Give trust and allow them to integrate with you.

These are just a few ways on how you can identify a person's behavioral type. You can also be keen in observing their facial expressions, body

language or the way they carry themselves so you will form better relationships with people.

Chapter 3: How to connect with anyone instantly

Upon meeting a person for the first time, it is important to assess and know their behavioral style or personality in order to build a better connection with them. This is where your knowledge of the DISC insights will come in handy. There are things to consider when you want to really know how to start forming better relationships and avoid conflicts. By using DISC you become more appreciative towards others and you will respect others' differences.

1. When conversing with a person who belongs to the D style, you need to be straight forward and not beat around the bush. Always maintain your keen attention to things you talk about and do not keep on saying the same things but rather talk about how a certain task is going to be solved.

- Take note if a person is task-oriented and outgoing. These are sure signs of a D (Dominant) type of person.

2. When encountering a person who has an (I) behavioral style, you need to open up to them and share some things about yourself. It is also important that you give room for them to give their input in the conversation and form questions too. Listen and avoid taking note of the negative things without interrupting them at the same time. They also prefer to take details in a gradual pace.

- I (Influential) types people-oriented and outgoing.

3. S-style individuals prefer if you are personal and friendly towards them. This gives them a sense of you being eager to know more about them and what you want from them. Remember that

they do not like rudeness or aggressiveness and they value politeness.

- S (Steady) types are reserved but people-oriented.

4.C style individuals value facts and they prefer if you talk to them with composure and diligence. They also like talking to people who are brainy and strategic.

- The C (Conscientious) types are reserved and task-oriented.

We need people in our lives and it is always good to form new relationships but without the right knowledge and understanding of how you can find your ways through others' differences from yours, it is very hard to maintain a steady and functional relationship with them. When you are the newest person in your work place, you will meet new people and the best way to give a good impression is to be

strategic on how you will work with each of them. This can be a bridge to become more successful and know the limitations you have so you can either work on them or know what path you should be taking. Connection is one of the greatest things that money cannot buy and it will all come from how you approach each person you encounter.

The next time you need to build a good relationship, take note of the things mentioned above and be ready for what you are about to encounter so you will have a new connection in your life.

Chapter 4: How to avoid uncomfortable social situations

It's easy to start a conversation with someone. At first, you talk and they respond but then there is this awkward silence. As if one of you said or did something wrong. That's not always the case because uncomfortable situations do happen but there are ways on how you can avoid them. It is important that you make the person feel that you are recognizing their presence.

1. **Give compliments** when you see something admirable about the person you are talking to. Base them from something real and don't just give a compliment to impress or make them feel good even if it's not true. Be honest with your compliments.
2. **Seeking for a person's advice** is also a good way to make them feel valued and important.

This approach will not only give them dignity but it shows that you trust them as well.

3. **Actively listening to a person gets better results.** This involves paying attention to what they are saying and their body language or nonverbal communication. Best response is to paraphrase and reflect on the conversation in order to keep the conversation going. This is a great way to show that you have been listening to the whole conversation and got the important points that were mentioned.
4. **Ask the right questions** and become a better conversationalist. Questions that show more about your curiosity rather than, stereotyping the person you are talking to is the ideal way to ask questions. For you to keep the conversation going, ask questions like What Where When, How Who or Which? Learn to show interest and avoid talking about everything about yourself

because the person will either feel annoyed or get bored.

5. **Be natural** when talking to someone. Trying to pretend while talking to someone will only lead to lying and you giving them false information about yourself or a certain topic. This will also allow you to emphasize the better side of you without you knowing it. You will feel better and become more confident. Avoid bragging and you can “act” a little during a conversation to make it more interesting but do not lie.
6. **Allowing the other person to talk** and not making the whole conversation all about you is the best thing. If you dominate the conversation and talk about yourself or only the things you all the time then it cannot be considered a conversation anymore. You can talk about the things you like but do not dwell on it. Trying to expand on the things you talk about and

allowing the other person to give his/her input is a very good way to keep things running smoothly and avoid awkward silence or situations.

Avoiding awkward situations gives you a chance to explore more about the person you are talking to and get to know what type of person they are. You will become more open to each other and be collaborative on a better level.

Chapter 5: Tips on how to deepen your relationships with colleagues

By knowing these tips, you will be able to have better results with your colleagues and it will make both of your careers grow because of the things you have learned from working with each other. Here are the tips:

1. Having an open communication and being honest is very important because it encourages a better working relationship.
2. Finding a common ground for the both of you when getting to know a stranger is a good strategy to form a better relationship. It takes out the uneasiness when trying to get to know a co-worker. This can also be applied when you want to approach someone who has a higher position than you. This can eventually form into a mentor relationship and you will

discover that they also have things to learn from you.

3. Allowing teamwork and collaboration will make you see what each person's strengths are and what they can contribute in each aspect of a certain project.
4. Take note also of how you behave around them. The impression you are emanating will reflect on how you might be treated by colleagues.
5. When you have a problem with one of your colleagues, it is very important to talk to them in private to avoid embarrassing them otherwise they will lose their respect towards you. Communicating directly with them is very important because it will also give your colleague a way to give her side and be open for self-improvement.

6. Being helpful and approaching them with kindness is another very important tool for deepening relationships with colleagues. Becoming happy when being around them will show how you want to form something good with them. Most of the time they will eventually return the favor which will form a better working relationship.
7. Giving them something to look forward to like a reward will make them feel more motivated towards their job and be more accommodating when you approach them. This will also make them feel that you are being supportive of their work and contribution. When your colleague feels happy about their job, it will reflect on the kind of results they will get.
8. Knowing their difficulties will allow you to find out how you can help them improve.

Offering assistance and guidance will make your colleague see you in a better way. This will not only improve them as a person but also how they can function better as part of the company.

Dealing with people and having professional relationships are very important in a person's life. We all need friends, family and colleagues in our lives. Everywhere you go or whatever situation you encounter, you always need tips to avoid obstacles and conflicts. There is always a room for growth and learning with our colleagues. Collaborate, respect, affirm, and help them when they need it the most. Always create a good impression and be conscious of how you project yourself because in the long run, colleagues will help you in your career as well.

Conclusion

Thank you again for downloading this book! I hope this book has been able to help you to know more about DISC. I hope from now on you will connect with others easier and you will be able to understand the personalities of those around you.

Finally, if you enjoyed this eBook, would you be kind enough and:

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It'd be greatly appreciated!

*Sincerely,
Hazriq Idrus
Author, D.I.S.C. over the Secrets
Founder, The Speaking Factory Pte Ltd*

ABOUT THE AUTHOR

With a mixed grand parentage from Malaysia and Indonesia, Hazriq Idrus is a true blue, born & bred Singaporean. He is a Communications and Media Management graduate (from University of South Australia) with more than a decade of operational leadership and corporate training/ consulting experiences.

Together with his Certified Behavioural Consulting experience, Hazriq is able to help individuals and teams achieve greater heights using the DISC tools.

Hazriq is also the author of “The Stage Fright Antidote! How to manage public speaking jitters using acting & theatre techniques.” He is the founder of The Speaking Factory Pte Ltd, a theatre-based communications & creativity training & consultancy firm

First started out as a stage actor in 1997; Hazriq has since acted in numerous theatre and MediaCorp television productions. He was also a cast member in the local film, “Kallang Roar: The Movie”.

Hazriq believes that drama is a good personal development training ground as well as a tool for anyone who desires to add value to their well-being.

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