

Growth DYNAMICS

Behavioral & Motivational Awareness

MRA Annual Seminar

February 7, 2019



Presentation Agenda

- Driving Forces and Behavior Overview
- Introduce Driving Forces
- Introduce Behavior
- How can you use both in your day to day lives

Driving Forces & Behavior

- Driving Forces help to tell us WHY you may initiate action
 - Called HIDDEN MOTIVATORS because they are not always readily observed.
- Behavioral assessments help tell us HOW you behave and approach your work environment.

Why Should You Explore Driving Forces

- They play a MAJOR factor in creating engagement and job satisfaction
- If not properly understood, your drivers may cause conflicts with others
- People with similar drivers may expedite collaboration and communication
- Individuals in an environment that satisfies their primary Driving Forces clusters has a stronger likelihood of success.

12 DRIVING FORCES



- ▶ The *WHY* of our actions
- ▶ Driving Forces impel you to action
- ▶ Drive our choices/decisions
- ▶ Create enjoyment when fulfilled

DRIVING FORCE	MOTIVATOR	DRIVING FORCE
INSTINCTIVE People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.	THEORETICAL KNOWLEDGE	INTELLECTUAL People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.
SELFLESS People who are driven by completing tasks for the greater good, with little expectation of personal return.	UTILITARIAN UTILITY	RESOURCEFUL People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.
OBJECTIVE People who are driven by the functionality and objectivity of their surroundings.	AESTHETIC SURROUNDINGS	HARMONIOUS People who are driven by the experience, subjective viewpoints and balance in their surroundings.
INTENTIONAL People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.	SOCIAL OTHERS	ALTRUISTIC People who are driven by the benefits they provide others.
COLLABORATIVE People who are driven by being in a supporting role and contributing with little need for individual recognition.	INDIVIDUALISTIC POWER	COMMANDING People who are driven by status, recognition and control over personal freedom.
RECEPTIVE People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.	TRADITIONAL METHODOLOGIES	STRUCTURED People who are driven by traditional approaches, proven methods and a defined system for living.



KNOWLEDGE

Think of **KNOWLEDGE** being valued on a continuum from **INSTINCTIVE** to **INTELLECTUAL**

INSTINCTIVE		INTELLECTUAL
People who are driven by utilizing past experiences, intuition and seeking specific knowledge when necessary.	KNOWLEDGE	People who are driven by opportunities to learn, acquire knowledge and the discovery of truth.





Think of **UTILITY** being valued on a continuum from **SELFLESS** to **RESOURCEFUL**.

SELFLESS		RESOURCEFUL
People who are driven by completing tasks for the sake of completion, with little expectation of personal return.	UTILITY	People who are driven by practical results, maximizing both efficiency and returns for their investments of time, talent, energy and resources.





SURROUNDINGS

Think of **SURROUNDINGS** being valued on a continuum from **OBJECTIVE** to **HARMONIOUS**.

OBJECTIVE		HARMONIOUS
People who are driven by the functionality and objectivity of their surroundings.	SURROUNDINGS	People who are driven by the experience, subjective viewpoints and balance in their surroundings.





OTHERS

Think of **OTHERS** being valved on a continuum from **INTENTIONAL** to **ALTRUISTIC**.

INTENTIONAL		ALTRUISTIC
People who are driven to assist others for a specific purpose, not just for the sake of being helpful or supportive.	OTHERS	People who are driven to assist others for the satisfaction of being helpful and supportive.





Think of **POWER** being valued on a continuum from **COLLABORATIVE** to **COMMANDING**.

COLLABORATIVE		COMMANDING
People who are driven by being in a supporting role and contributing with little need for individual recognition.	POWER	People who are driven by status, recognition and control over personal freedom.





METHODOLOGIES

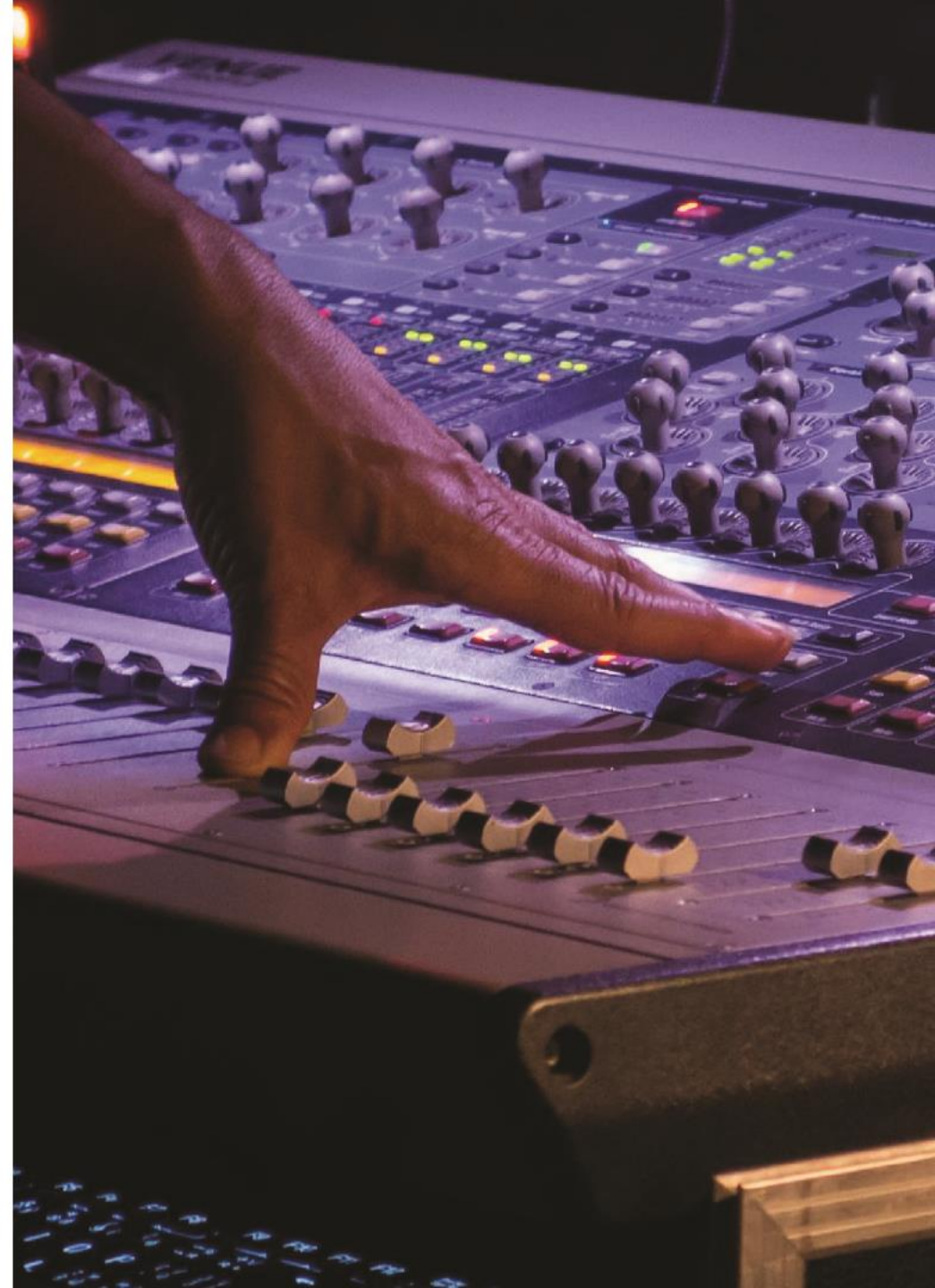
Think of **METHODOLOGIES** being valued on a continuum from **RECEPTIVE** to **STRUCTURED**.

RECEPTIVE		STRUCTURED
People who are driven by new ideas, methods and opportunities that fall outside a defined system for living.	METHODOLOGIES	People who are driven by traditional approaches, proven methods and a defined system for living.



YOU HAVE MORE THAN ONE DRIVER

- ▶ Each person has their own hierarchy
- ▶ We focus on clusters
 - ▶ Primary
 - ▶ Situational
 - ▶ Indifferent
- ▶ Our personal engagement naturally involves multiple drivers to achieve satisfaction





YOUR PRIMARY CLUSTER

- ▶ Your top four Driving Forces create a cluster that moves you into action
- ▶ These are your most significant drivers and will influence your decisions





YOUR SITUATIONAL CLUSTER

- ▶ Your middle driving forces come in to play on a situational basis
- ▶ Not as significant as the primary drivers, however they can influence your actions in certain scenarios



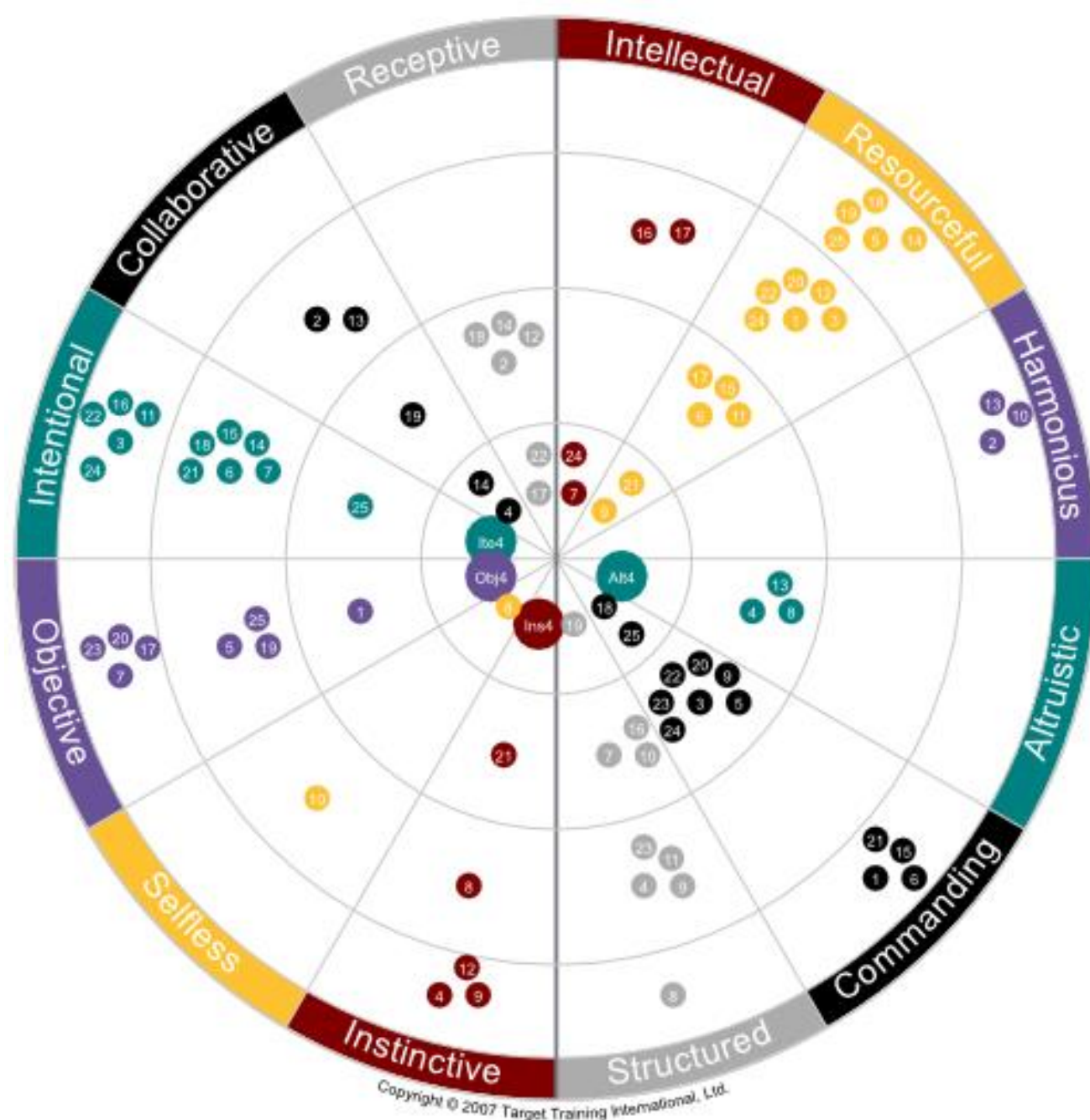


YOUR INDIFFERENT CLUSTER

- ▶ Your remaining drivers are the Indifferent Driving Forces Cluster
- ▶ You may be apathetic to some or all of the drivers in this cluster
- ▶ These factors may also cause an adverse reaction when interacting with people (or completing tasks) who have one or more of these as a primary driver



1. Debbie A.
2. Micha B.
3. John C.
4. Deborah D.
5. Ralph D.
6. Nate E.
7. Pat G.
8. Christine J.
9. Gary H.
10. Alicia P.
11. Steve P.
12. Andy P.
13. Jennifer Q.
14. Bart R.
15. Eric R.
16. Jenell R.
17. Jennifer R.
18. Murray S.
19. Robert S.
20. Kirk S.
21. Leon T.
22. Christ W.
23. Michael W.
24. Alex Y.
25. Dicky Y.



Outside ring = #1 driving force, #2, #3, Inside ring = #4 driving force

Driving Forces Review

- Driving Forces is the _____ you do what you do.



Objectives of Behaviors

- Identify your style
- Identify, understand and appreciate people who have different style.
- Review how to process different communication styles

DISC Defined

- DISC is the universal language of observable human behavior.
- DISC is the universal language of HOW you do what you do.
- A person's behavioral style or "DISC" style is NOT what makes them good or bad, right or wrong.



What Behavior Is Not

- Intelligence
- Motivation
- Skills
- Experience
- Education
- Training

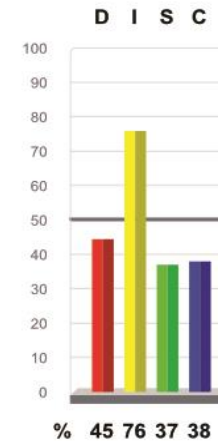


BEHAVIORAL STYLE

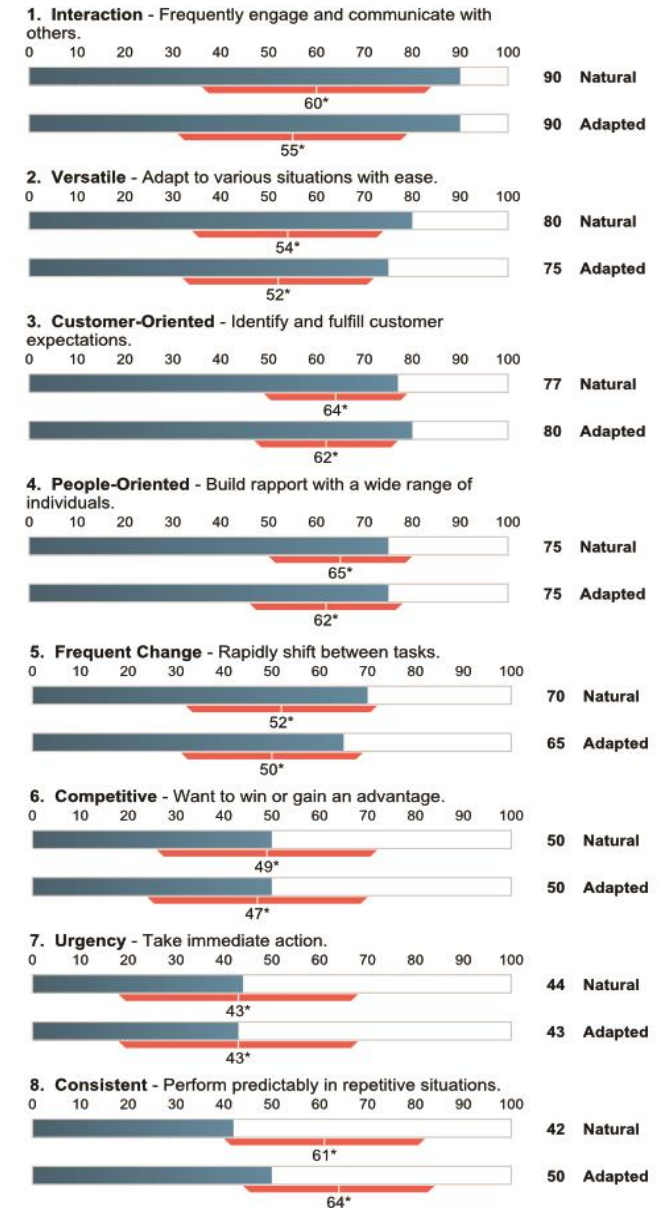
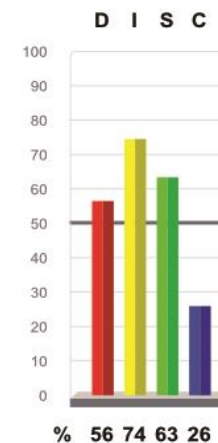


- *HOW* we do what we do
- Natural and Adapted Styles
- Strengths and Weaknesses

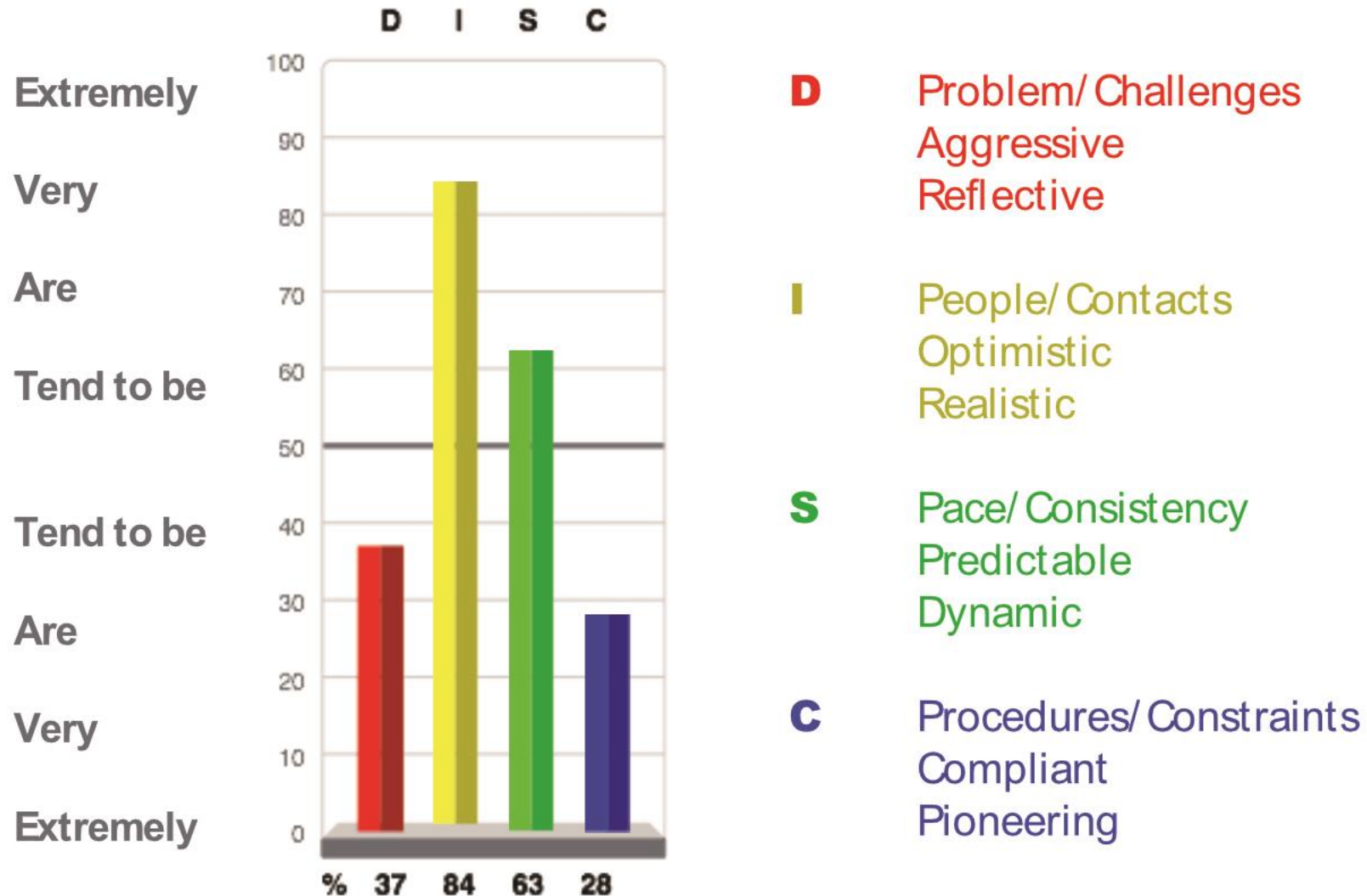
Adapted Style
Graph I
Work



Natural Style
Graph II
Real You



DISC GRAPH OVERVIEW



NATURAL AND ADAPTED STYLE GRAPHS

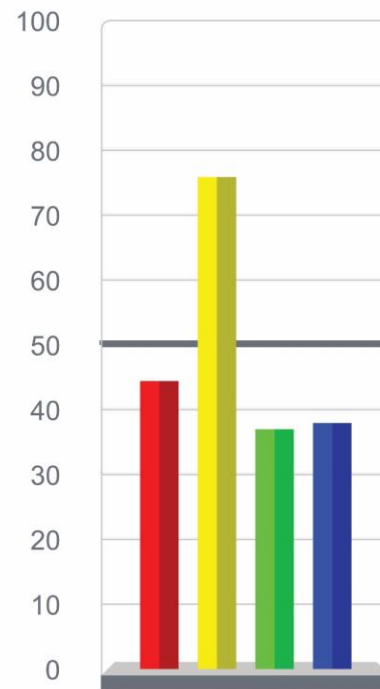
ADAPTED STYLE:

- ▶ Response to environment
- ▶ Most changeable
- ▶ Survive or succeed mode

Adapted Style
Graph I

Work

D I S C

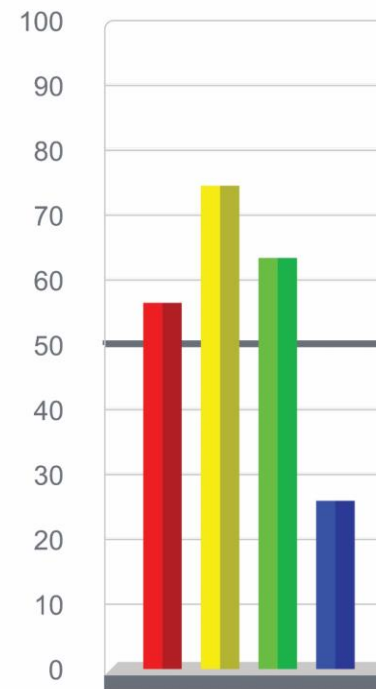


% 45 76 37 38

Natural Style
Graph II

Real You

D I S C



% 56 74 63 26

NATURAL STYLE:

- ▶ Who you really are
- ▶ Least changeable
- ▶ What you are like when you can be yourself or when:
 - ✓ Stressed
 - ✓ Under pressure
 - ✓ Fatigued



PRIMARY BEHAVIORAL STYLES

Natural Style

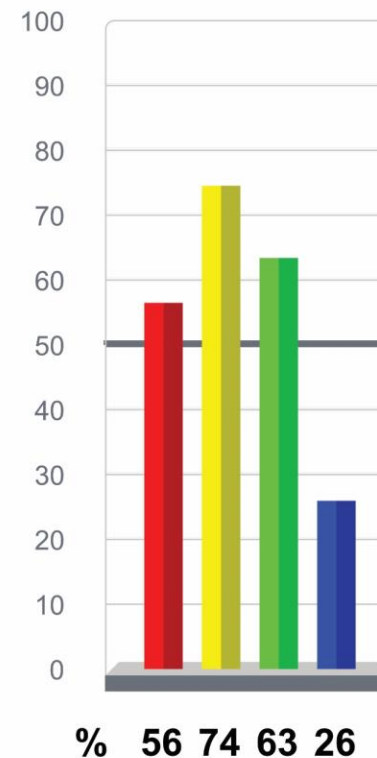
Graph II

Real You

D I S C

The Primary style is
the furthest from the
Energy Line

Over 30% of primary
styles are on the low
side, or beneath the
Energy Line





TTI SUCCESS INSIGHTS®

HIGH D IS...

Quick to Anger
Demanding
Egocentric
Driving
Ambitious

TIPS

Provide solutions,
not opinions

Present facts
logically

HIGH

D



#TTIDISC

Growth
DYNAMICS



TTI SUCCESS INSIGHTS®

LOW D IS...

Slow to Anger
Unobtrusive
Agreeable
Cautious
Undemanding

TIPS

Draw into
conversation
Present reasons
calmly

LOW



#TTIDISC

Growth
DYNAMICS



TTI SUCCESS INSIGHTS®

HIGH



HIGH I IS...
Optimistic
Trusting
Effusive
Inspiring
Magnetic
Political
Enthusiastic

TIPS
Be positive
Ask them to
commit to a plan

#TTIDISC

Growth
DYNAMICS



TTI SUCCESS INSIGHTS®

LOW



LOW I IS...
Pessimistic
Distrusting
Critical
Moody
Incisive

TIPS
Be mellow
Don't be too
personal

#TTIDISC



TTI SUCCESS INSIGHTS®

HIGH



HIGH S IS...

Consistent
Non-Expressive
Relaxed
Resistant to change
Passive
Patient
Possessive

TIPS

Show sincere
interest
Minimize risks

#TTIDISC



TTI SUCCESS INSIGHTS®

LOW



LOW S IS...

Emotional
Expressive
Impulsive
Flexible
Eager

TIPS

Express your
feelings

Show openness

#TTIDISC

Growth
DYNAMICS



TTI SUCCESS INSIGHTS®

HIGH



HIGH C IS...

Detail Oriented
Evasive
Worrisome
Careful
Dependent
Cautious
Conventional

TIPS

Prepare in advance
Be direct + data-rich

#TTIDISC



TTI SUCCESS INSIGHTS®

LOW



LOW C IS...

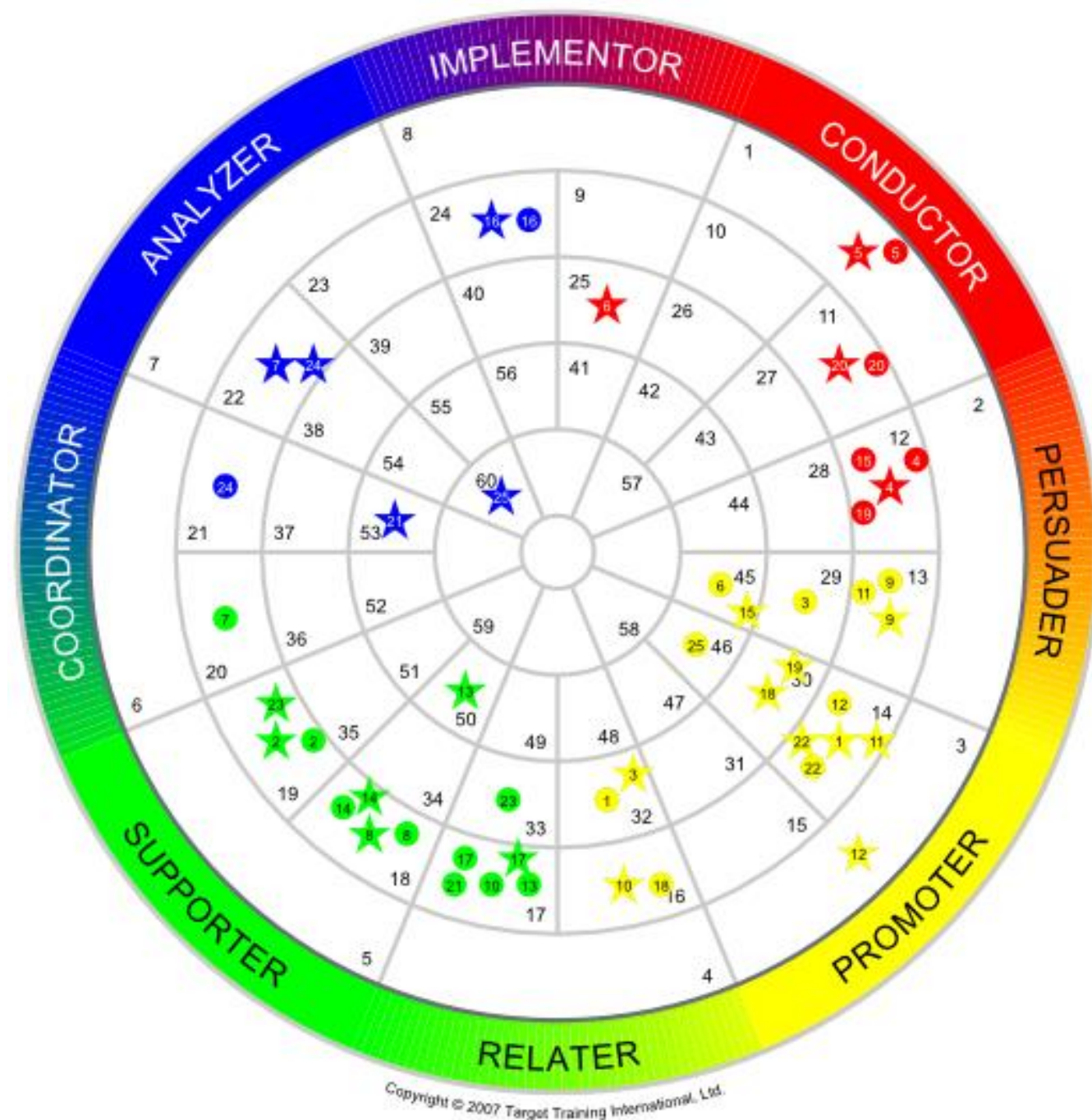
Careless with details
Unbending
Arbitrary
Uninhibited
Self-righteous
Unsystematic

TIPS

Highlight new
opportunities
Challenge sincerely

#TTIDISC

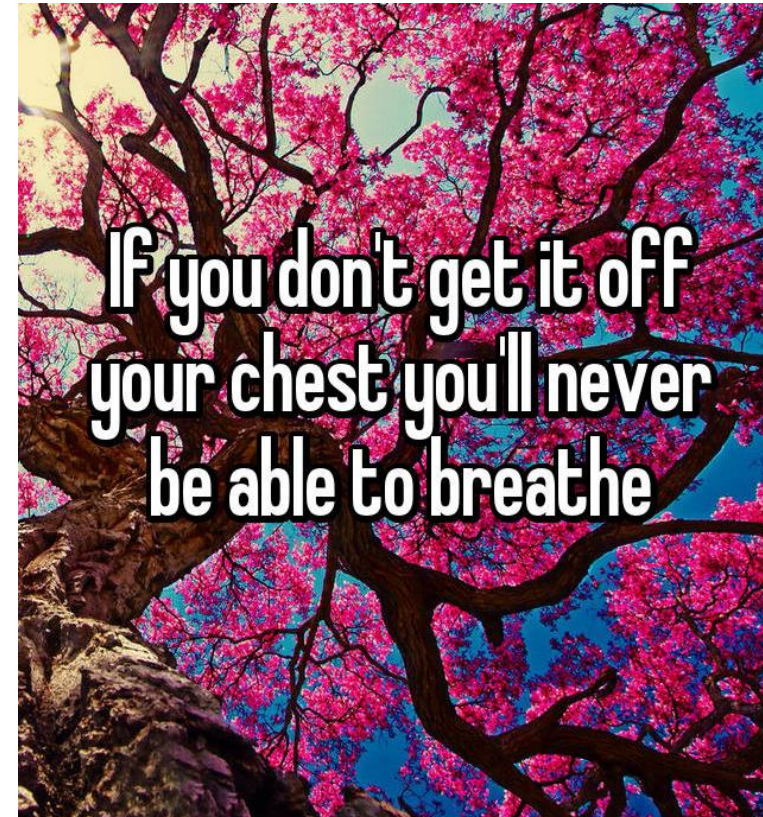
1. Debbie A.
2. Micha B.
3. John C.
4. Deborah D.
5. Ralph D.
6. Nate E.
7. Pat G.
8. Christine J.
9. Gary H.
10. Alicia P.
11. Steve P.
12. Andy P.
13. Jennifer Q.
14. Bart R.
15. Eric R.
16. Jenell R.
17. Jennifer R.
18. Murray S.
19. Robert S.
20. Kirk S.
21. Leon T.
22. Christ W.
23. Michael W.
24. Alex Y.
25. Dicky Y.



Get It Off Your CHEST

Applying DISC & Driving Forces to your personal life and business life

- Conflict
- Hiring
- Energy
- Sales Effectiveness
- Team Dynamics



Lessons Learned

The biggest lesson I learned today is _____

I will go apply this lesson in the next week by _____

Thanks for you time and attention

Charlie Hauck, CPBA

President

Charlie@growthdynamicsonline.com

610-633-3984c 484-880-4544o

Growth
DYNAMICS

Growth
DYNAMICS

Stay Connected

- Facebook: <https://www.facebook.com/GrowthDynamicsLLC/>
- YouTube: <https://tinyurl.com/GDtube>
- Twitter: <https://twitter.com/DynamicsGrowth>
- LinkedIn: www.linkedin.com/company/growth-dynamics-online/
- Website: www.GrowthDynamicsOnline.com
- All links are on our website.