

Solving The People Problem

Brett Cooper & Evans Kerrigan

Integrus Performance Advisors

2019 Washington State

Lean Conference



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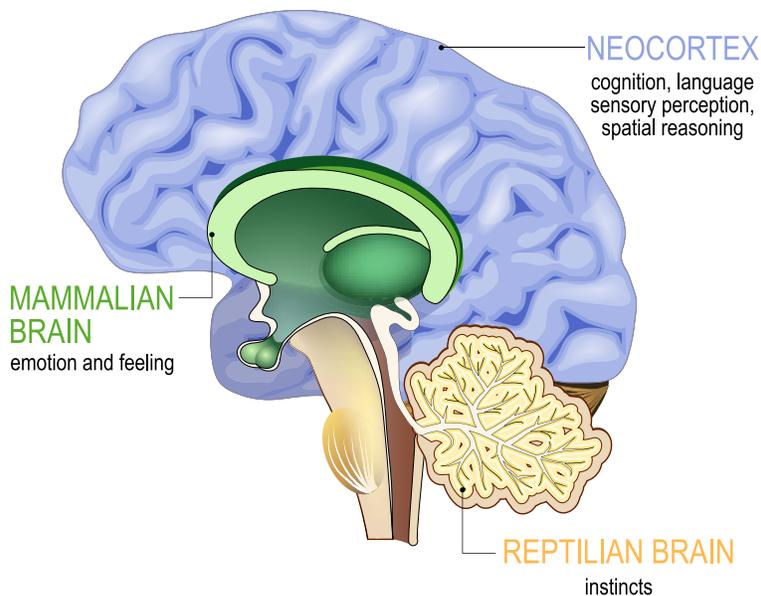
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DISC EQ

The Science of DISC EQ

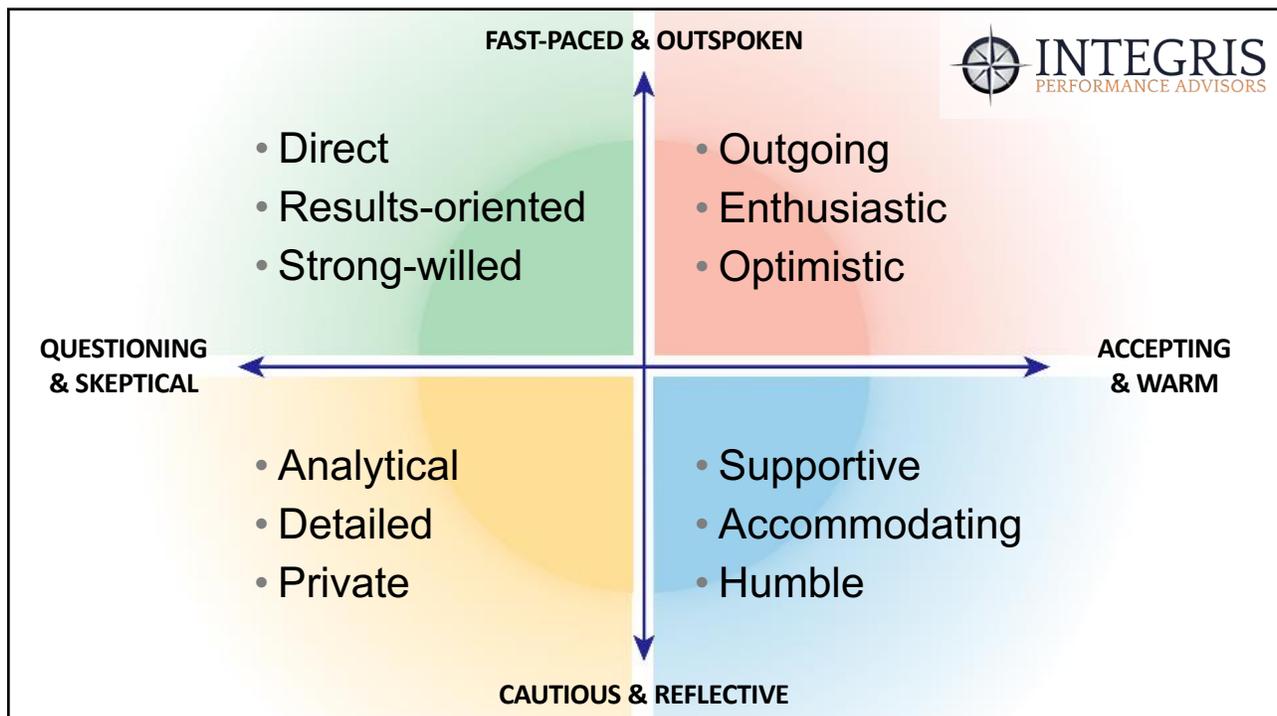


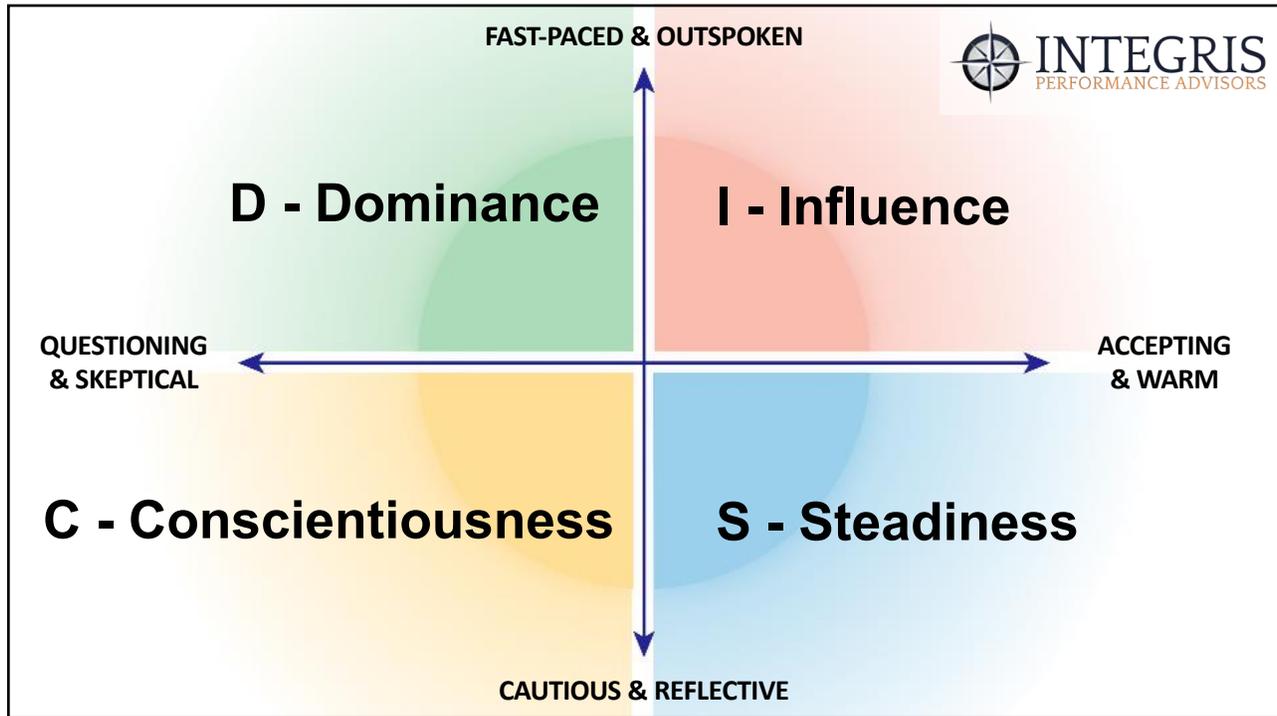


Self



Awareness



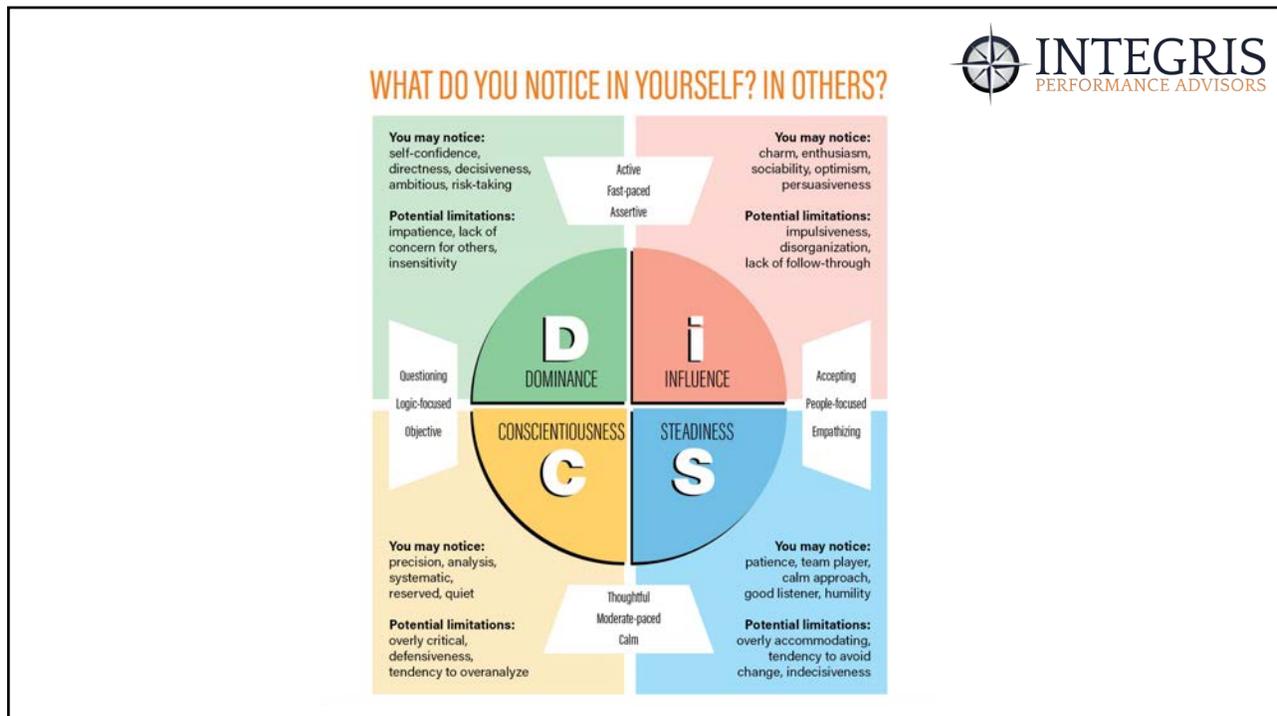


Self



Management

INTEGRIS
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- INTEGRIS
PERFORMANCE ADVISORS
1. Think of a past situation (or even an ongoing habit) where relying too heavily on your natural mindset might have limited your effectiveness or made things more difficult for you.
 2. Introduce yourself (state your primary DiSC style)
 3. Share your natural mindsets from #1 above and discuss what you could do differently next time



Self



Others



Others

Awareness

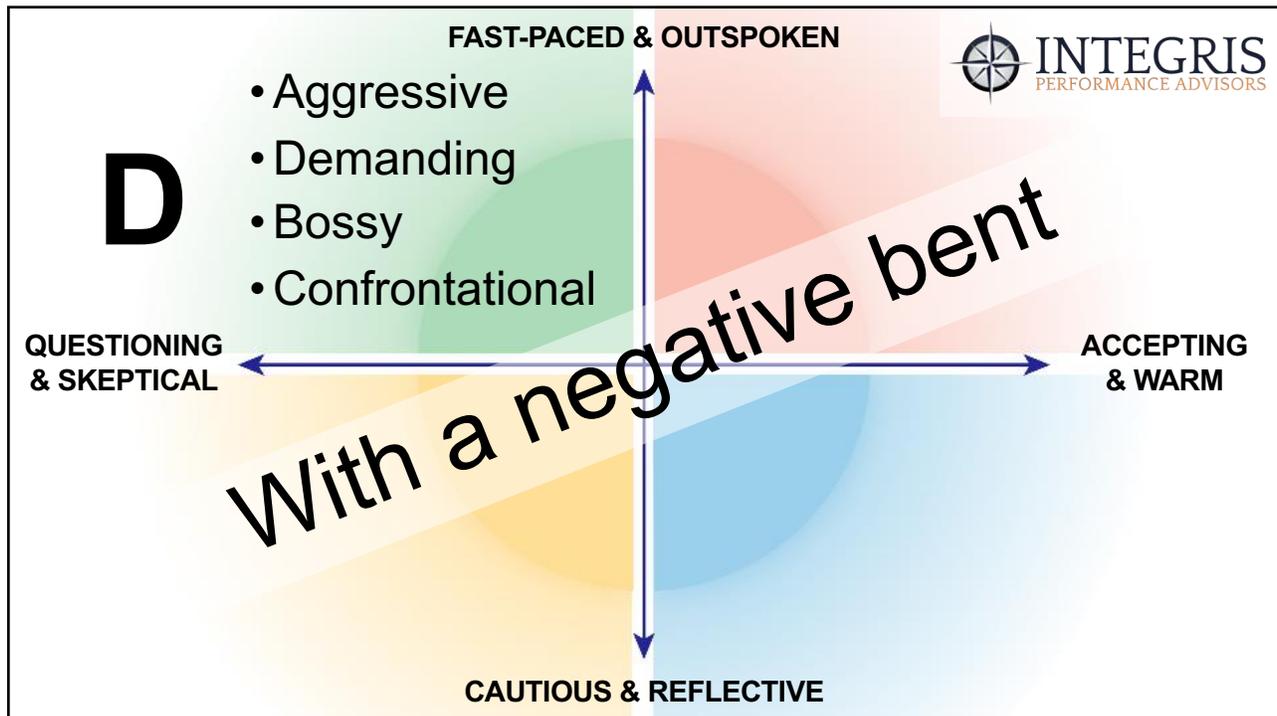
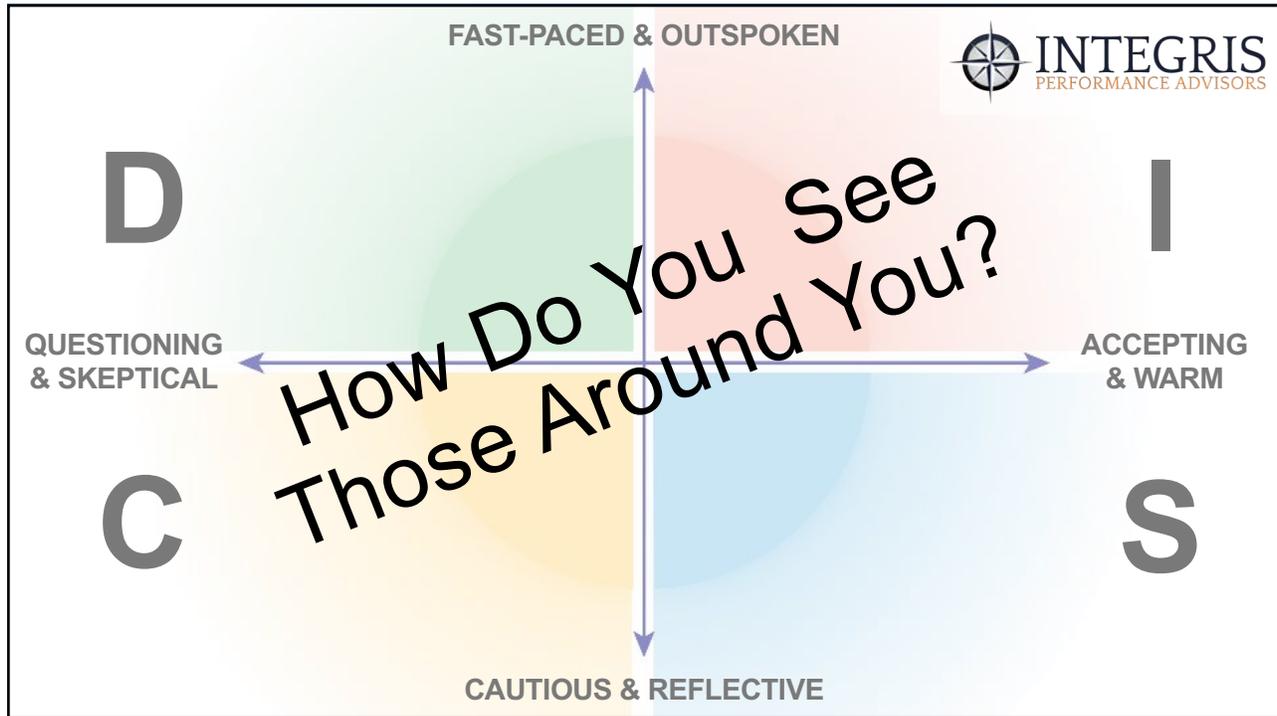


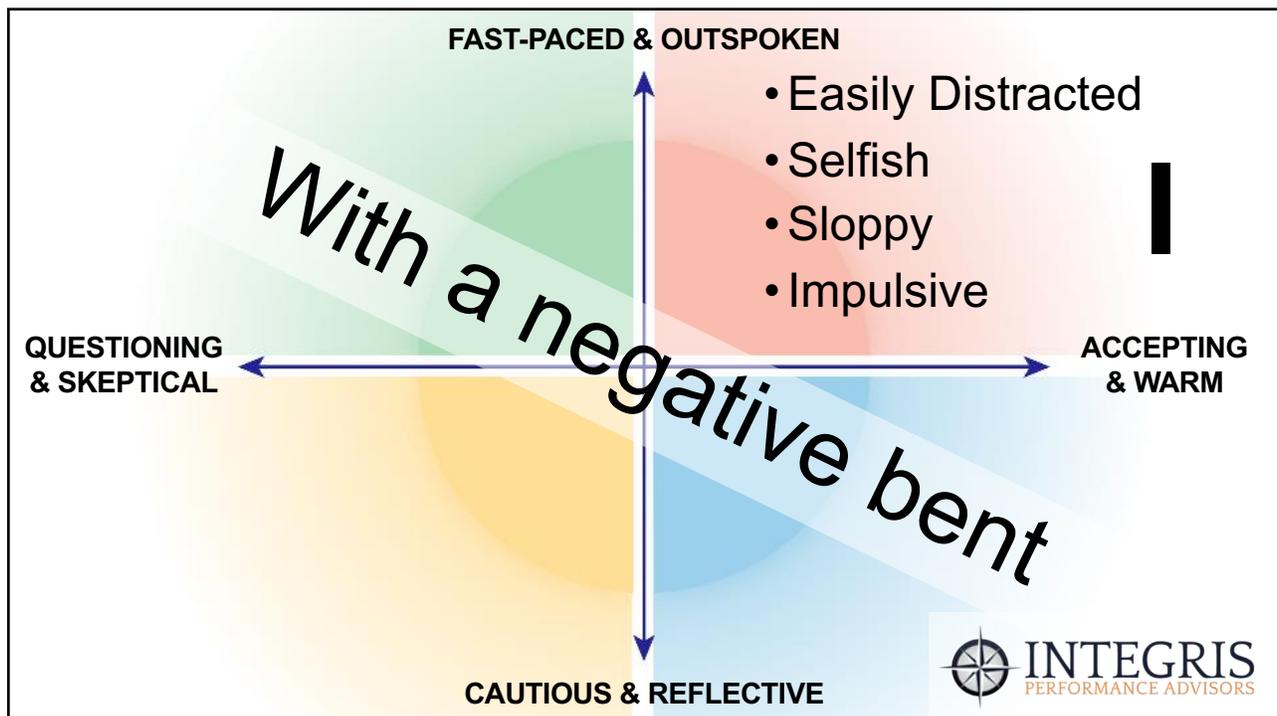
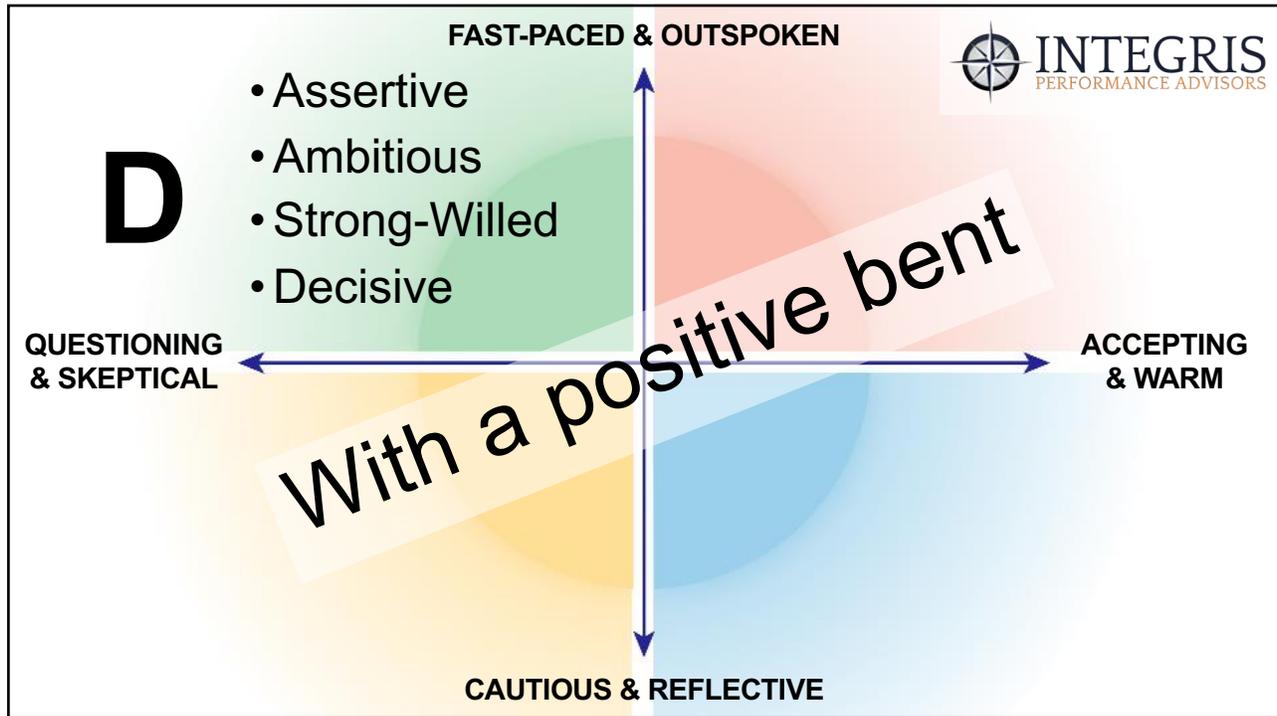
As professionals in government,
we work with a lot of **DIFFERENT** people.

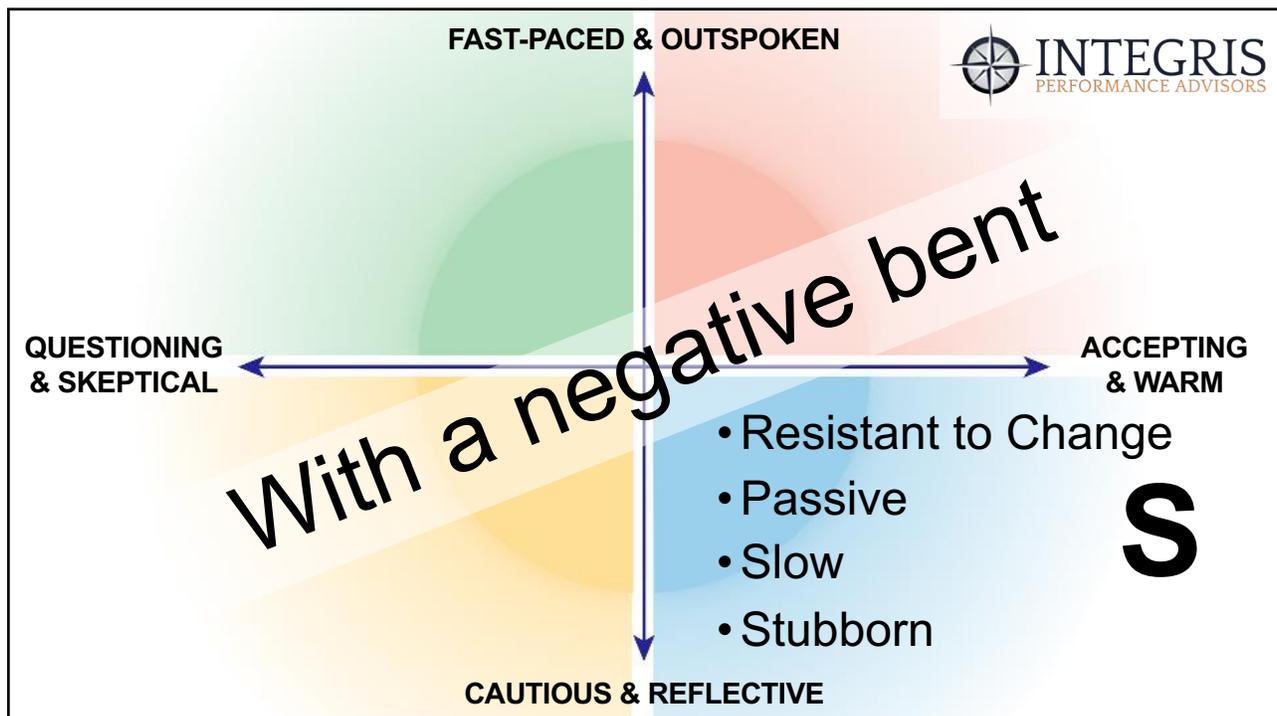
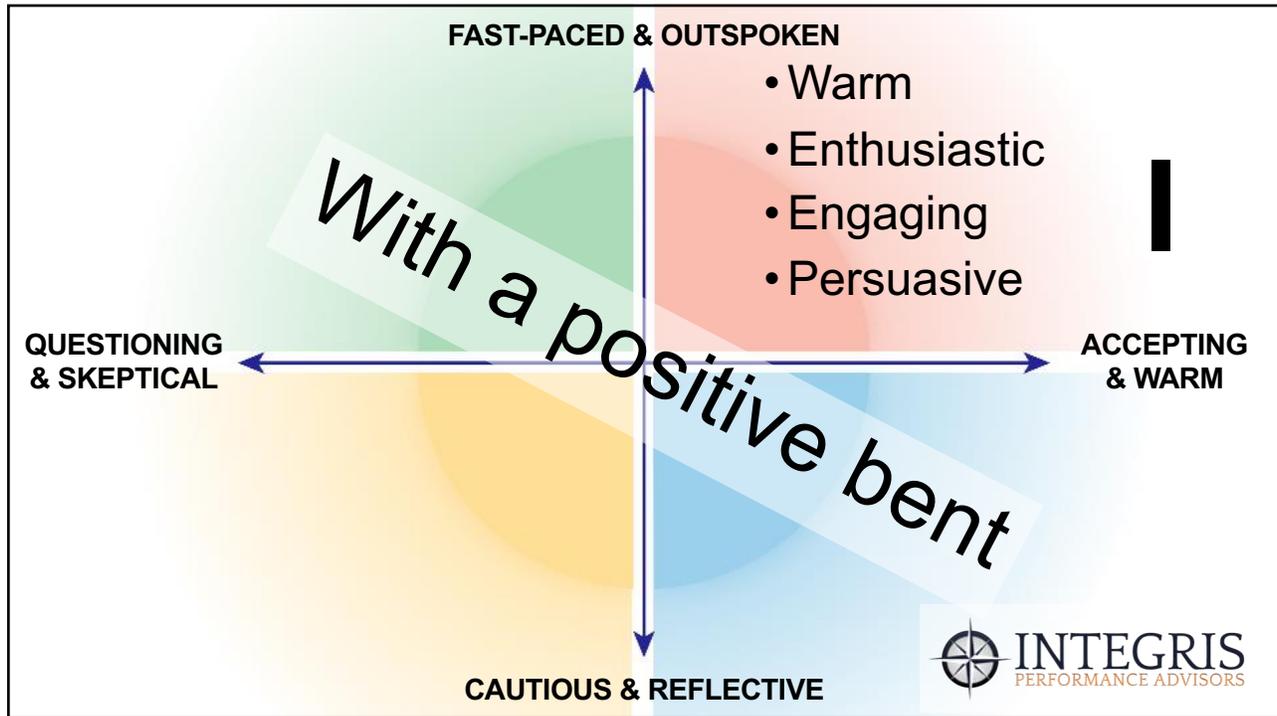


**62% BLAME
WORKPLACE CONFLICT ON
PERSONALITY & STYLE
DIFFERENCES**

- CPP Global Human Capital Report



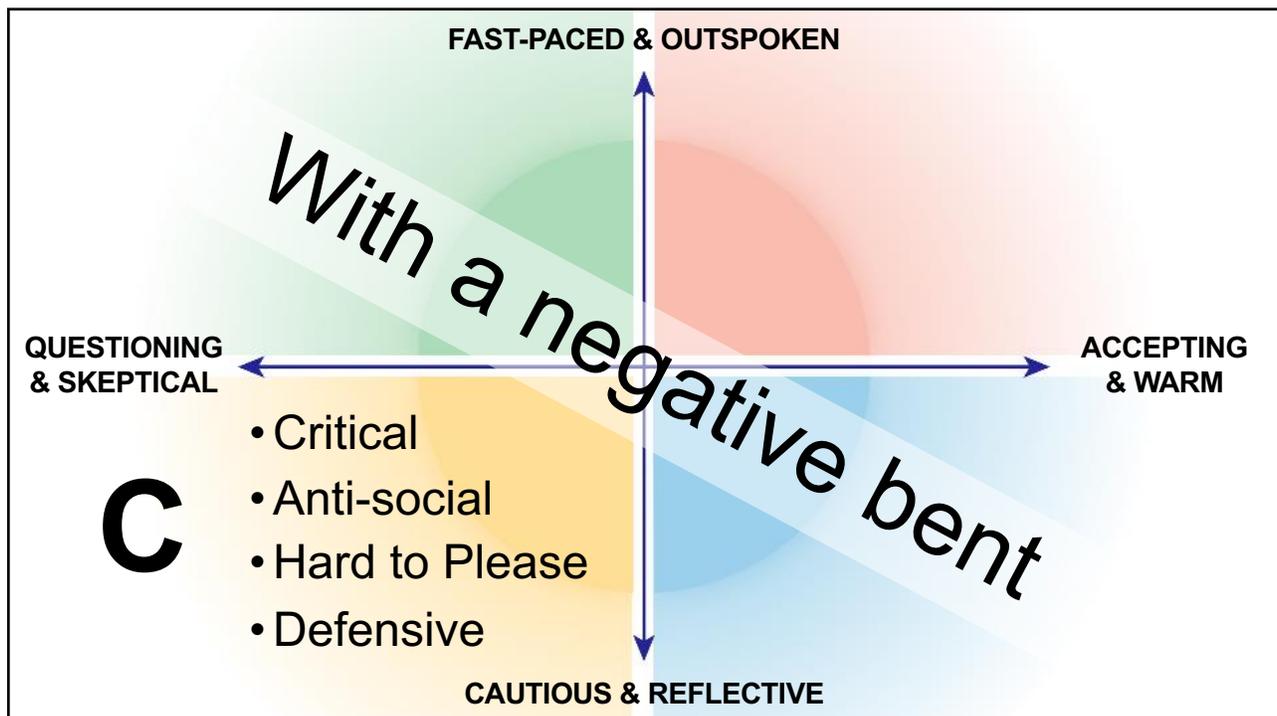
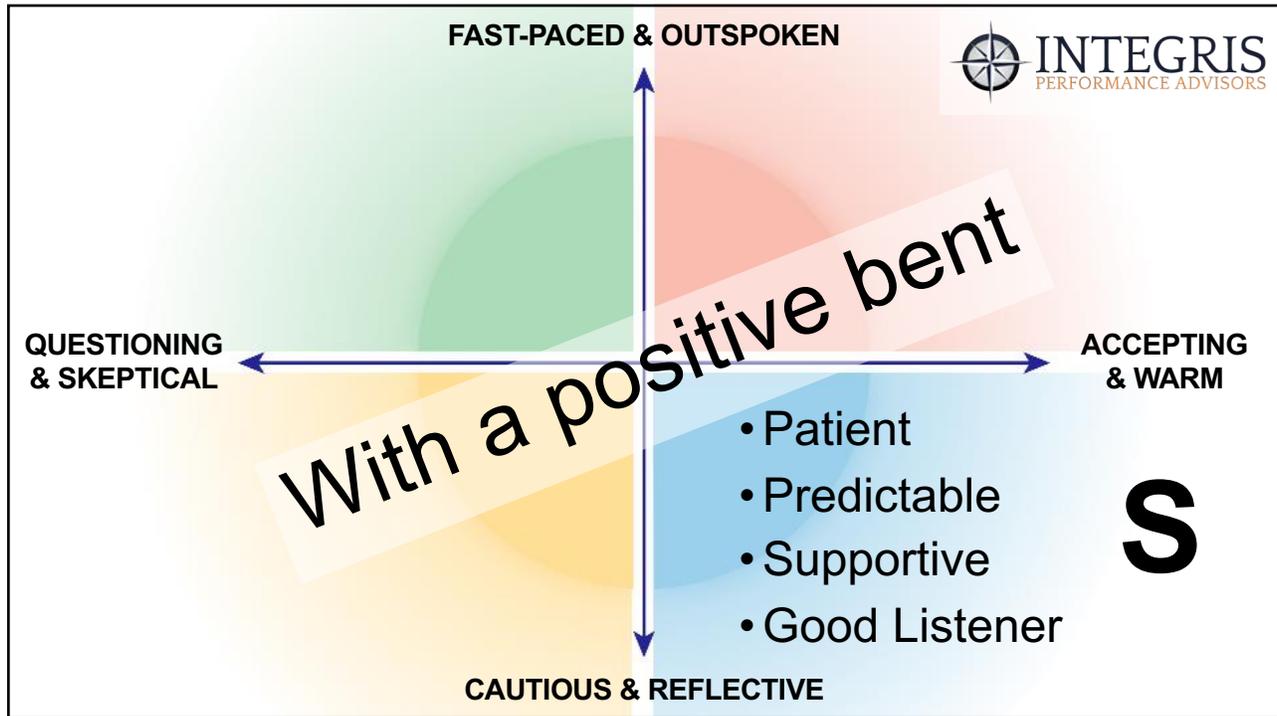




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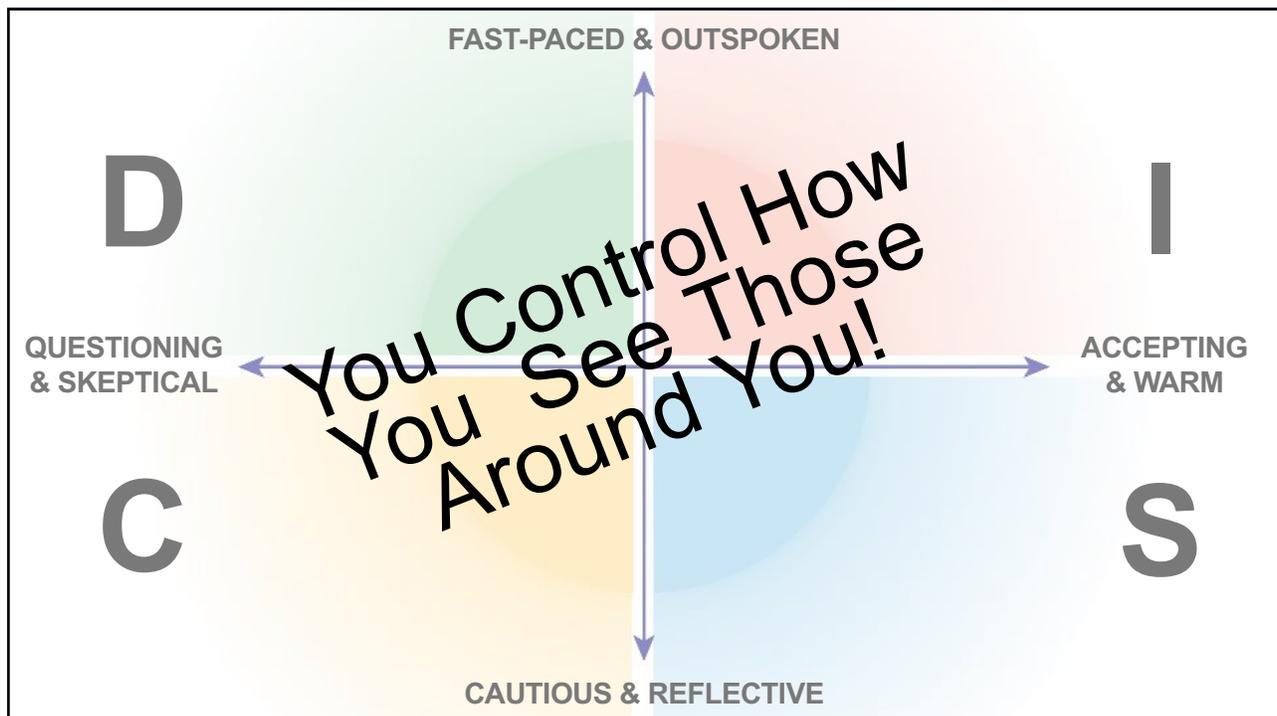
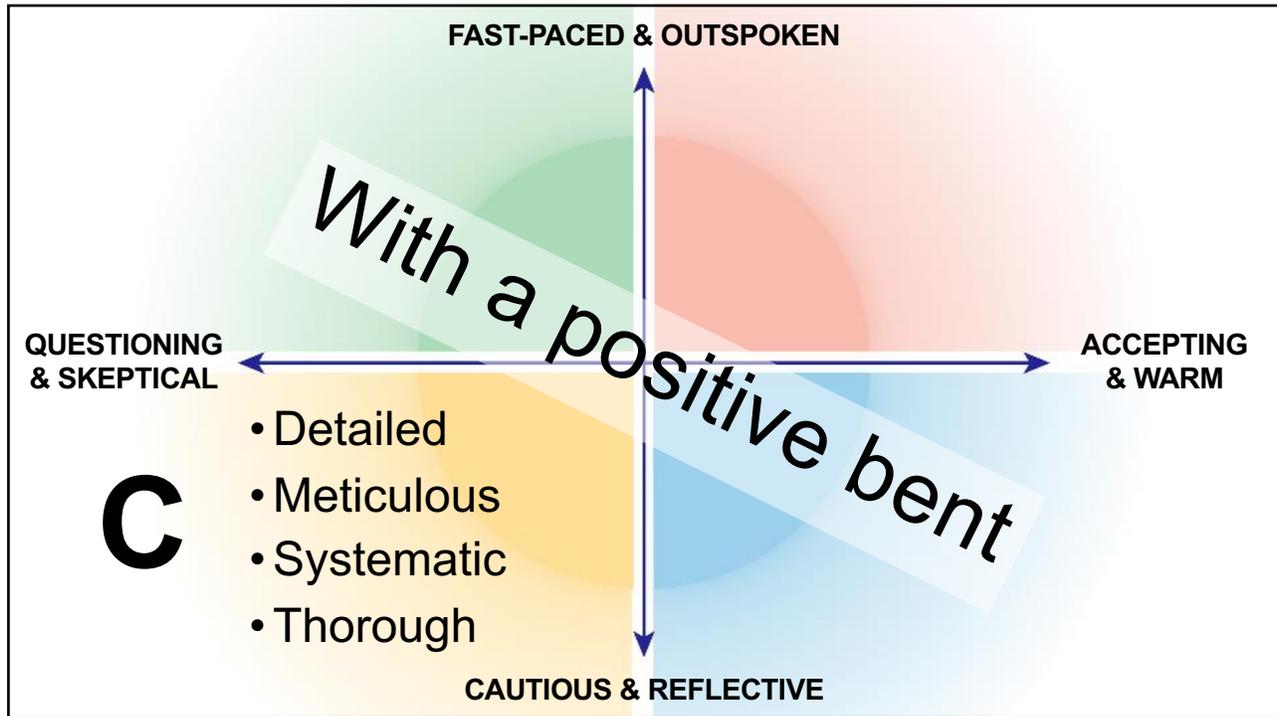
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Others

Management



1. Think of a person that you have had some challenges with over time.
2. What do you see as their style?
3. Does the style contribute to the conflict?
4. What words do you think of to describe them?



Think of the person you identified earlier. Based on the stories you have just heard, how could you approach the relationship differently?

1. How could you capitalize on the other person's mindsets and priorities?
2. Identify what you want to do to make the effort to improve the situation and share at your table.



“It gave me a way
to start conversations
with people I didn't know.”

- Mike



“I visualize the DiSC wheel and gear my
conversation to the style of the person I'm
speaking with.
And I use my DiSC knowledge to take social
cues from the interaction.”

- Rachel



“I now recognize that each person brings an individual strength to the team.

I have a new appreciation for contributions which I may not have previously valued.”

- Kyla

“We now onboard new staff with an emphasis on supporting each other, being open to different ideas and perspectives, and accepting that we have more than one way to accomplish the good work we do each day.”



- Lisa

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