

Project Team Dynamics & DISC



Objectives of the Session

- How do you communicate?
- How are you being perceived?
- Understanding effective management tools



ALIGNING TEAMS WITH PROJECT FOCUS

WHAT
Project Focus

HOW (measure)
Success Criteria

DISC Model of
Behaviour

SELF

- What is my behavioural style?
- What is my impact on others?
- What are my personal strengths?
- How can I develop leadership intelligence

OTHERS

- How can I speed read others?
- Am I managing others optimally?
- How do I interact with others?
- How can I develop strategies for coaching?

TEAMS

- What is the team profile?
- Are aligned on a purpose?
- How can we value everyone's strengths & differences?





DOMINANCE - INFLUENCE - STEADINESS - COMPLIANCE



DISC

Descriptive Words

Dominance	Influence	Steadiness	Compliance
 Assertive Competitive Direct Driving Forceful Inquisitive Self-Starter 	 Communicative Friendly Influential Persuasive Positive Verbal 	AmiableDeliberateDependableGood ListenerKindPersistent	 Accurate Careful Compliant Logical Perfectionist Precise
	LOW	FACTORS	
ConsultativeNon-demandingCautiousConservativeMild	ProbingReflectiveSeriousFactualLogical	ActiveAlertDemonstrativeMobileRestless	FirmIndependentPersistentStrong-willedStubborn



DISC Model

	Dominance	Influence	Steadiness	Compliance
Focus	• Power	• People	• Pace	• Policy
Communication Style	• Tell	• Sell	• Listen	• Write
Motivators	Tangible Goals	 Recognition 	SecurityInclusion	Policy & Information
Fears	• Failure	 Rejection 	InsecurityExclusion	ConflictChaos
Questions	What	• Who	• Why	• How
Leadership Style	Authoritarian	Democratic	• Procedural	 Knowledge- based



Group 1	Group 2	Group 3	Group 4	Group 5	Group 6
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DR. MARSTON'S MODEL OF BEHAVIOUR

HARVARD UNIVERSITY, "Emotions of Normal People" 1928

WORK-BASED BEHAVIOURAL THEORY

BEHAVIOUR Active (Externalizer)

DOMINANCE

An active behaviour in a challenging environment with a desire to overcome, control or change the environment

FOCUS: Power/Results **Communication**:
Tell/Direct

INFLUENCE

An active behaviour in a friendly environment with a desire to work with people, build relationships, create enthusiasm.

FOCUS: People **Communication**: Sell/Persuade

ENVIRONMENT Unfriendly/Challenging

COMPLIANCE

A passive behaviour in a challenging environment with a desire to calm or control the environment with information

FOCUS:

Policy/Knowledge

Communication: Write

STEADINESS

A passive behaviour in a friendly environment with a desire to provide support and service, work on a team, use a steady, procedural pace.

FOCUS:

Pace/Team/Service

Communication: Listen

Passive (Internalizer)
BEHAVIOUR

ENVIRONMENT Friendly/Favourable



EXERCISE

Get into your planning groups:

Scenario: You have been asked by your Supervisor to take the lead on a project that will take up 50% of your time over the next month. You will not be able to dedicate the adequate resources to the project, due to your current workload. You want to re-negotiate your involvement.

Your Supervisor is a HIGH ____ Using the guide, how will you negotiate this conversation?

Remember to refer to your How-To Guide on "Interacting with Others



How can we use this with our partners?

How can we use this with our teams?



Understand how you communicate and use it as a tool to better communicate with others.

Acknowledge that everyone has a different method of communication and pay close attention to how your message is being received.



EFFECTIVE MANAGEMENT TOOLS

One on Ones

What: Encourage Relationships How: Regular Communication



Feedback

What: Encourage Effective Behavior

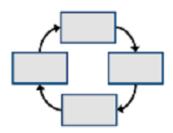
How: Regular Performance Communication



Coaching

What: Encourage Improved Effectiveness

How: Regular Goal Oriented Communication





ONE on ONES Use your Speed-Reading Guide to asses your team

	KNOW	YOUR	TEAM	!!!
Focus	Power – make them feel important	People – Give them an opportunity to interact with others	Pace – Do not rush them	 Policy – Enjoy the details
Communication Style	Tell – They can help direct & delegate	 Sell – They are the best at convincing others 	 Listen – They will pay close attention to the needs of others 	 Write – Your best asset in details & documentation
Motivators	 Tangible Goals- Completed project 	 Recognition – Visible project 	SecurityInclusion – Part of a successful Team	 Policy & Information – Done accurately!
Fears	• Failure	• Rejection	InsecurityExclusion	ConflictChaos
Questions	• What do you need from me?	 Who is involved in this project? 	 Why am I doing this? 	 How do we complete this task?
Leadership Style	Authoritarian	Democratic	• Procedural	 Knowledge- based



EXERCISE

Get into your planning groups:

Scenario: One of your direct reports has indicated that they are seeking more challenging work. You have hesitated to assign this type of work, because you have notice errors in some very analytical reports they have submitted to you.

Using the one-on-one guide, how will you communicate this?

Remember to refer to your How-To Guide on "Interacting with Others & One-on-One Guide



QUESTIONS

