

People Reading

PRINCIPLES

- People reading isn't meant to label people. Instead, it's a way to help us understand their needs.
- There are no good or bad styles.
- All styles have strengths and limitations.
- Everyone is a blend of all four styles, so it may be difficult to read people correctly.

OBSERVABLE BEHAVIORS

- Body language, such as posture, use of hands, facial expressions, etc.
- Tone of voice and expression, such as pace, inflection, volume, etc.
- Words chosen to deliver the actual messages.

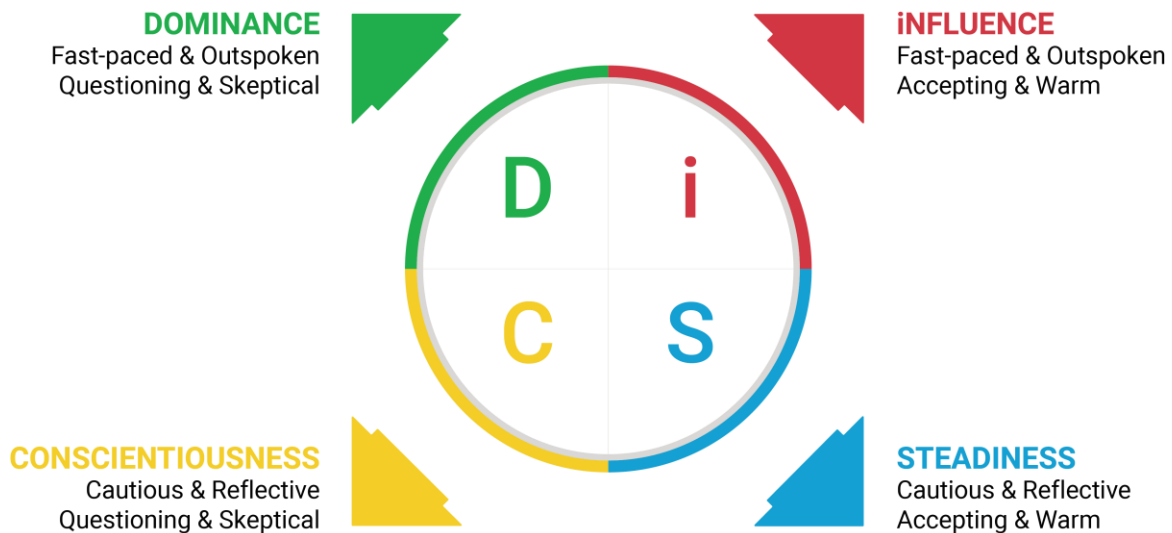
1 Consider whether this person tends to be more:



2 Then, consider whether this person also tends to be more:



3 Now, combine this person's tendencies to determine their DiSC® behavioral style.



People read someone you work with and write down that person's style: