

Workplace Wisdom Newsletter

I Just Can't Understand Her!

Have you ever wondered why you couldn't get "through" to someone?

The reason is pretty simple. They are not you!

They are not as interested in your thoughts as you are.

They don't communicate exactly like you do.

They appreciate different people qualities than you do.

That's it! Simple!

Understanding **PERSONALITY TYPES** helps you communicate more successfully with others. There are several different measurements for behavioral styles, but I prefer the DISC Model because it's easy to understand and quick to apply. As you begin to "**People-Watch**", you will find yourself making wiser decisions about the words you choose and the way you approach others.

Look at these examples of everyday folks like you and me:

1. Your style may be fast and to-the-point as you speak; another person may take a little time to process what you've said. The two of you don't get along well.

2. Your style may be to work with people in an animated and inspiring way; another may think you are a "show-off" or a "phony". The two of you don't get along well.

3. Your style may be studious and prefer quiet environments; another may think you're dull and boring. The two of you don't get along well.

You won't get along well until you interact with them in a way THEY want. NOT THE WAY YOU WANT! That's a tough thing to do. However, if you begin to practice being less "Me-Centered", you will automatically become a better observer and listener to the other person! And that is always a positive thing!

Here are the DISC Model Styles. See "D-I-S-C" down the left side? Find yourself.

* **DOMINANCE**, - Described by "high-ego, problem-solver, likes challenges, drives hard for results, positive, loves power and authority, motivated by direct answers". **So? Give this person direct communication, speed up, let them have challenges, and recognize their results.**

* **INFLUENCE**, - Described by "socially and verbally aggressive, optimistic, enjoys the big picture, people-oriented, fun-loving, motivated by praise and compliments". **So? Chat with them, compliment them, have fun with them, dream with them.**

* **STEADINESS**, - Described by "loyal to people they identify with, good listener, patient, loves security, likes to see benefits that are oriented toward family, motivated toward traditional values and procedures". **So? Take it easy, slow down, be genuine and warm, reduce your bragging with these folks.**

* **COMPLIANCE**, - Described by "critical thinking, high standards, well-disciplined, accurate, motivated by the right way to proceed, interested in quality. **So? Talk about their jobs and tasks, their carefulness and exactness, and their discipline to focus.**

You now have an idea of what each style likes...and you can momentarily adjust your style?

Yes, you initiate the adjustment!

Why? To build a better relationship. To communicate more effectively.

Just think about the value in that!

The bottom line is this:

Communicate with people in the way "they" prefer and accept.

Suspend your "**Me-Focus**"
until you're sure you clearly understand
the OTHER PERSON!