

Aspire

Management Consultancy

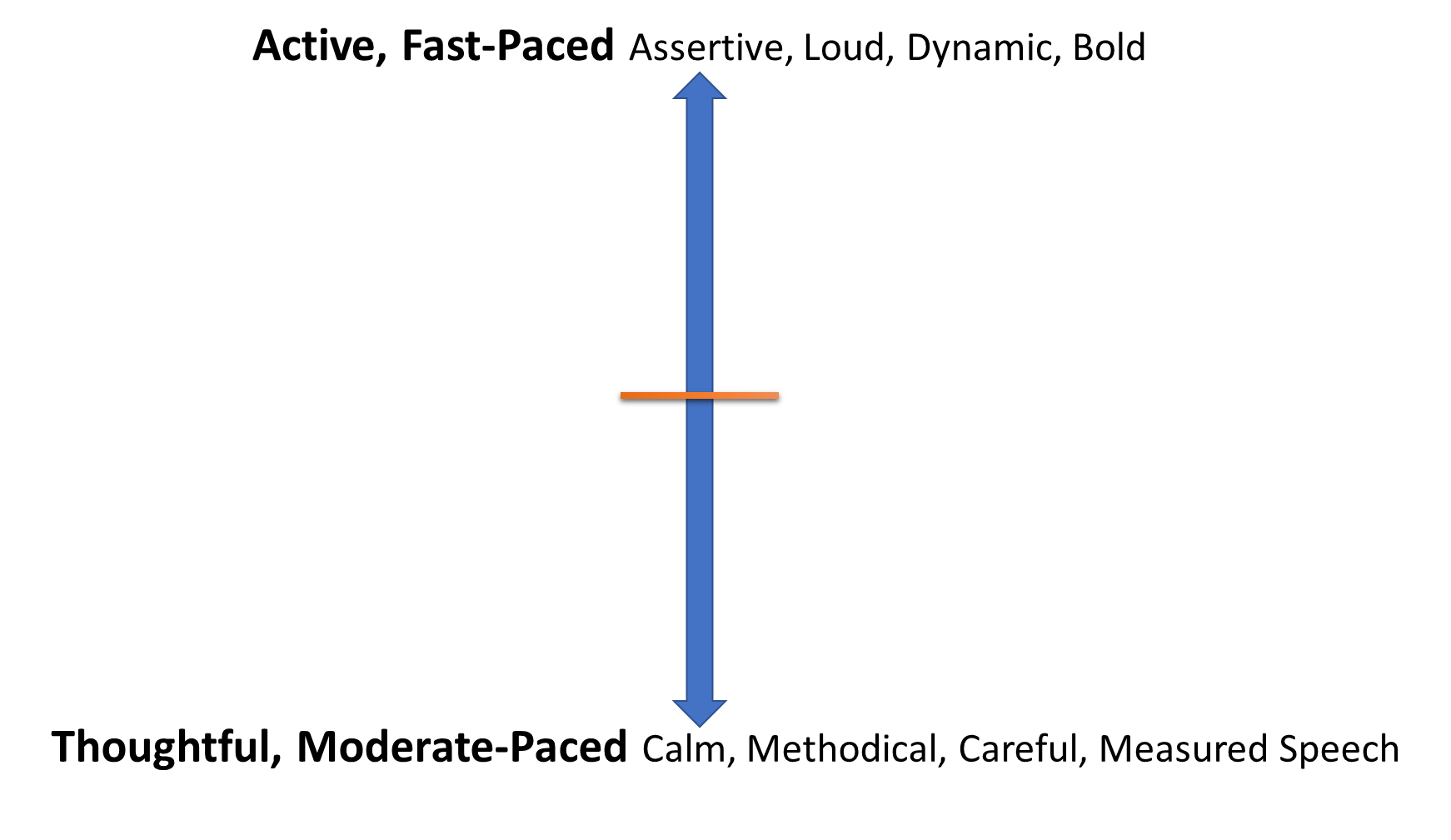
**SESSION 3 – UNDERSTANDING SELF AND OTHERS – HANDOUT**

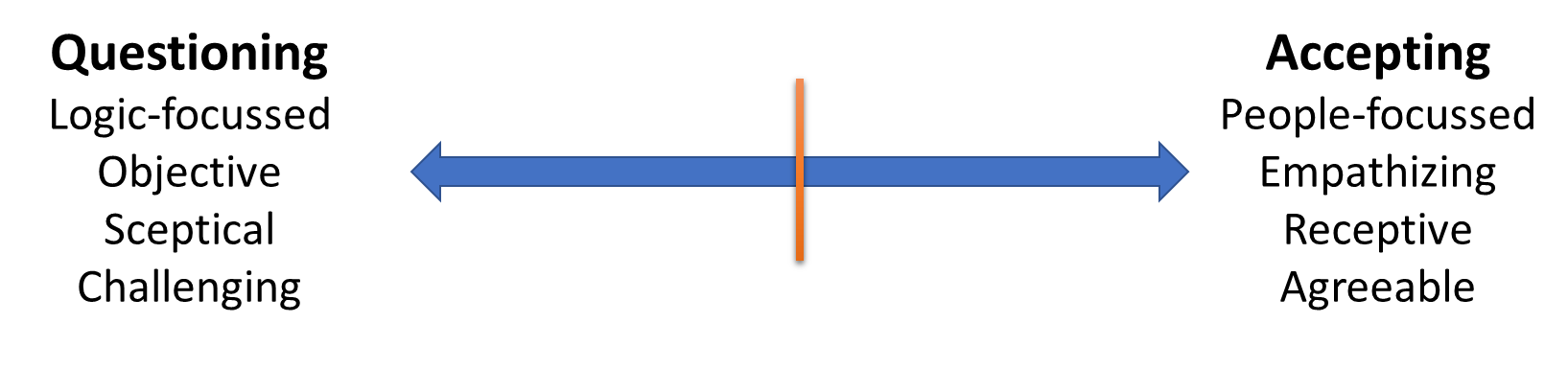
**Questions:**

* On a scale of 1 to 10, how well do you know and understand the individual needs and aspirations of your team members?
* Why did you score that way?
* Do your team members agree?

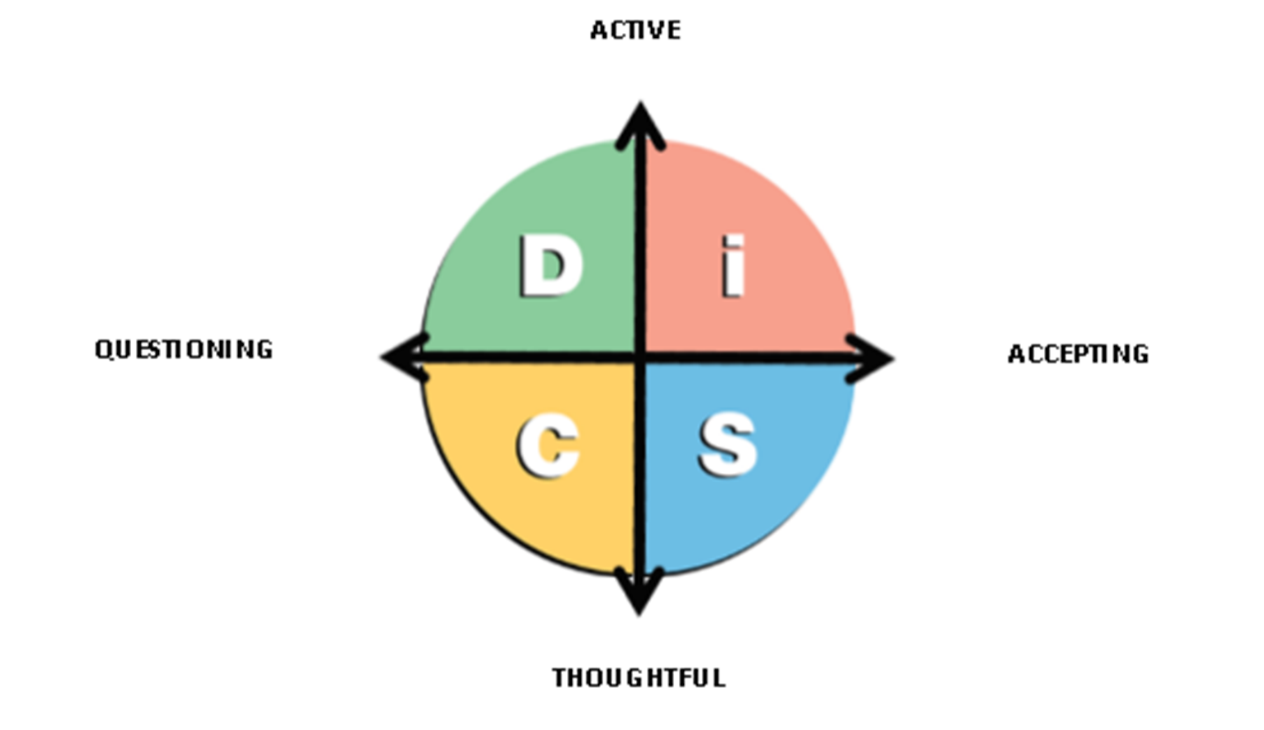
DiSC (Dominant-Influential-Steadfast-Conscientious)

Plot your position on these axes:





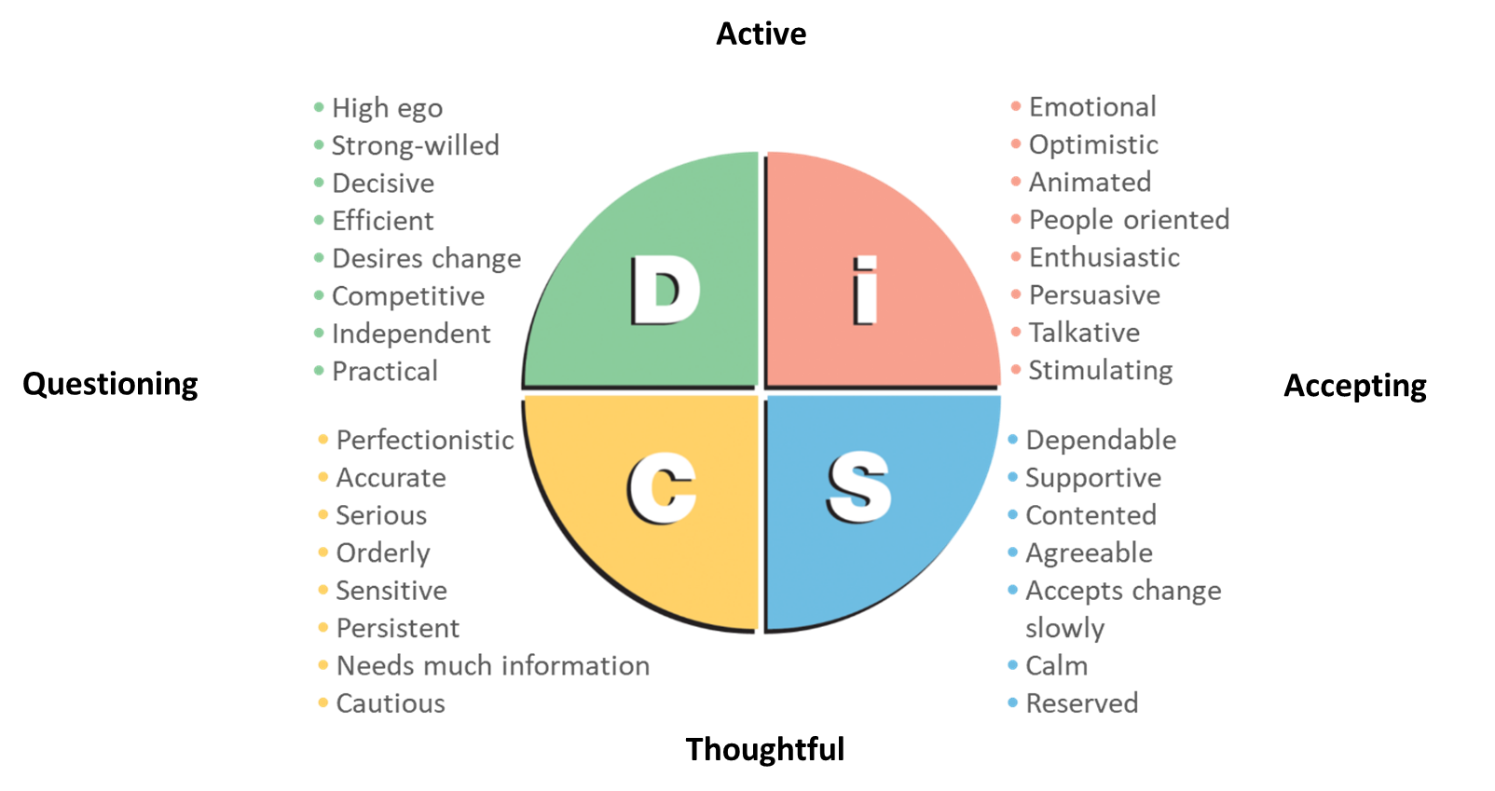
**Question:** Where are you and your team?



**Questions** (for groups):

* What is your preferred way of doing things?
* What are the strengths of your particular style (what are you good at)?
* How should people approach you to get the best response?

DiSC – Typical Group Traits



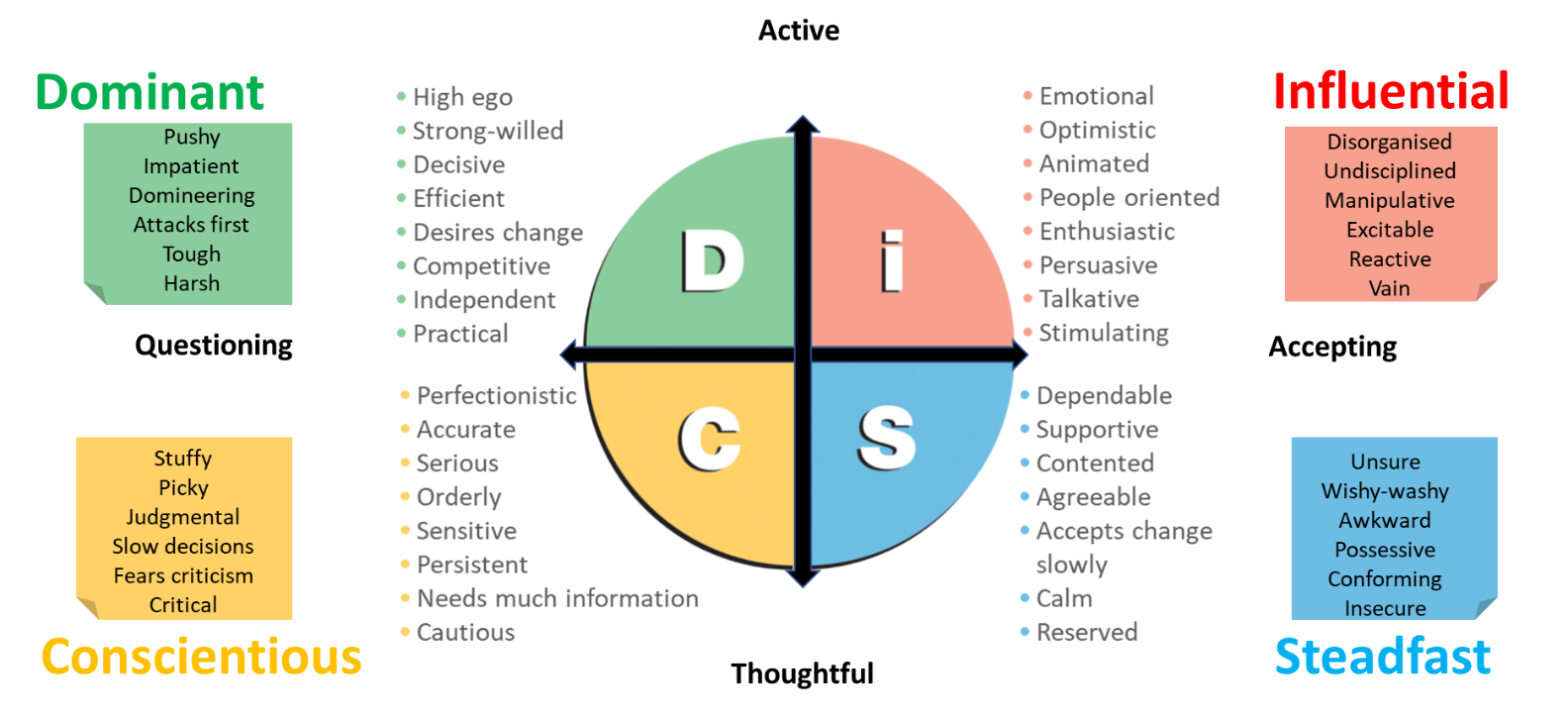
**Questions:**

* When can your strengths be particularly helpful?
* What are you having to do at the moment that does not play to your strengths?
* What happens when you have to use a different strength for protracted periods?

**Questions:**

* What does it look like to you when those strengths are overdone?
* What does it look like to others when your strengths are overdone?
* What does it look like when other groups overdo their strengths?

Overdone Strengths



**Questions:**

* How does your group want to be approached when in conflict or under stress, and what should not be done?
* How does your group think the other groups want to be approached?
* What are the implications of your team members’ positions on the DiSC map?
* What are the key takeaways for you and your team?
* What, specifically, are you going to do differently (as individuals and as a team)?
* How well do you as a leader understand the needs and preferred behaviours of your team as individuals (rescore earlier exercise)?

**Questions Score from 1 to 10):**

Skills

* How aware are you of the skills required for your present role?
* To what extent do you think you have them?
* How aware are you of the skills that will be required in the next 5 or so years?
* To what extent do you have those?

Attitude

* How motivated are you in your current role?
* How much do you enjoy it?
* How good are you at doing things even when you do not feel like doing them?
* How good are you at dealing with and learning from setbacks?
* How willing are you to voluntarily share information that will help others?

Preferences

* How clearly do you understand your preferred working patterns?
* How well do you understand your normal leadership and team working style?
* How good are you at flexing your style, or adopting a different style, to meet the needs of the situation?

Habits

* To what extent do you have a sound routine for your daily work?
* To what extent do you know the conditions you need to work best?
* How good are you at putting those conditions in place?
* How good are you at scheduling your more demanding tasks for times when you perform at your best?
* How good are you at managing distractions?
* How effective are you at learning from experience?

Planning

* How good are you at reflecting on and amending your approach to work and personal development?
* How effective are you at finding and using tips, course, guidance, etc. to improve your performance?
* How quickly do you recognize when your personal development strategy is not being effective and adapt it as required?

Values

* How good a fit are your values for the team and organization?

Notes:

Contact us for details of online DiSC and other assessments:

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