

# Is the Golden Rule Dangerous?

## DiSC Profiling/A Common Language for Behavior



**Matthew Weis, PHR**  
**Client Safety Coordinator**

Fargo, ND 58078

701.306.3791

[www.dawsonins.com](http://www.dawsonins.com)

# Golden Rule as Workplace Hazard?



- noun: **golden rule**; plural noun: **golden rules**
  - a basic principle that should be followed to ensure success in general or in a particular activity.
  - the biblical rule of “**do unto others as you would have them do unto you**” (Matt. 7:12).

# Golden Rule as Workplace Hazard?



**“Do unto others as you would  
have them do unto you –  
sometimes”**

“Treat others the way they prefer to be treated”

# Golden Rule as Workplace Hazard?



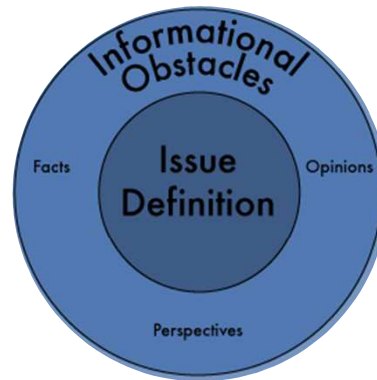
“Do unto others as you would  
have them do unto you –  
sometimes”

“Treat others the way **they** prefer to be treated”

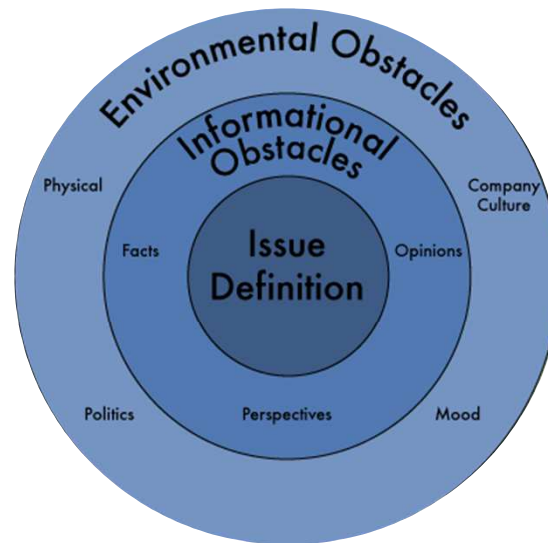


What if people had their needs written all over them?

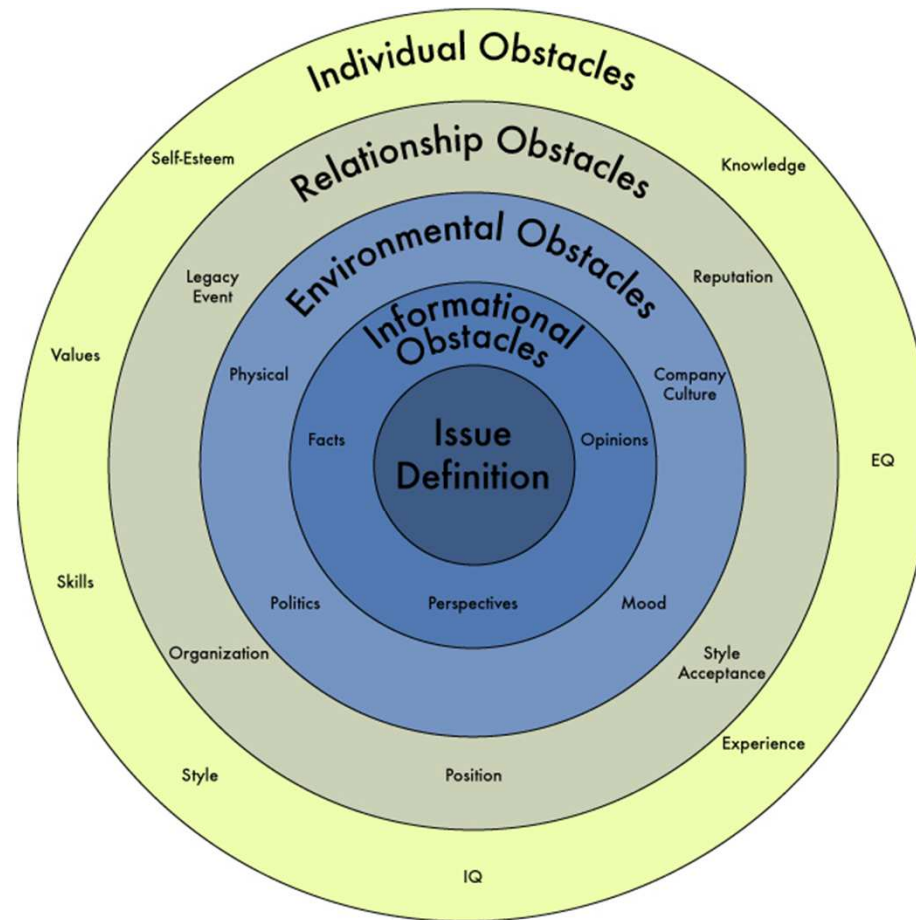
# Safety Gap as Knowledge Gap



# Safety Gap as Administrative Gap



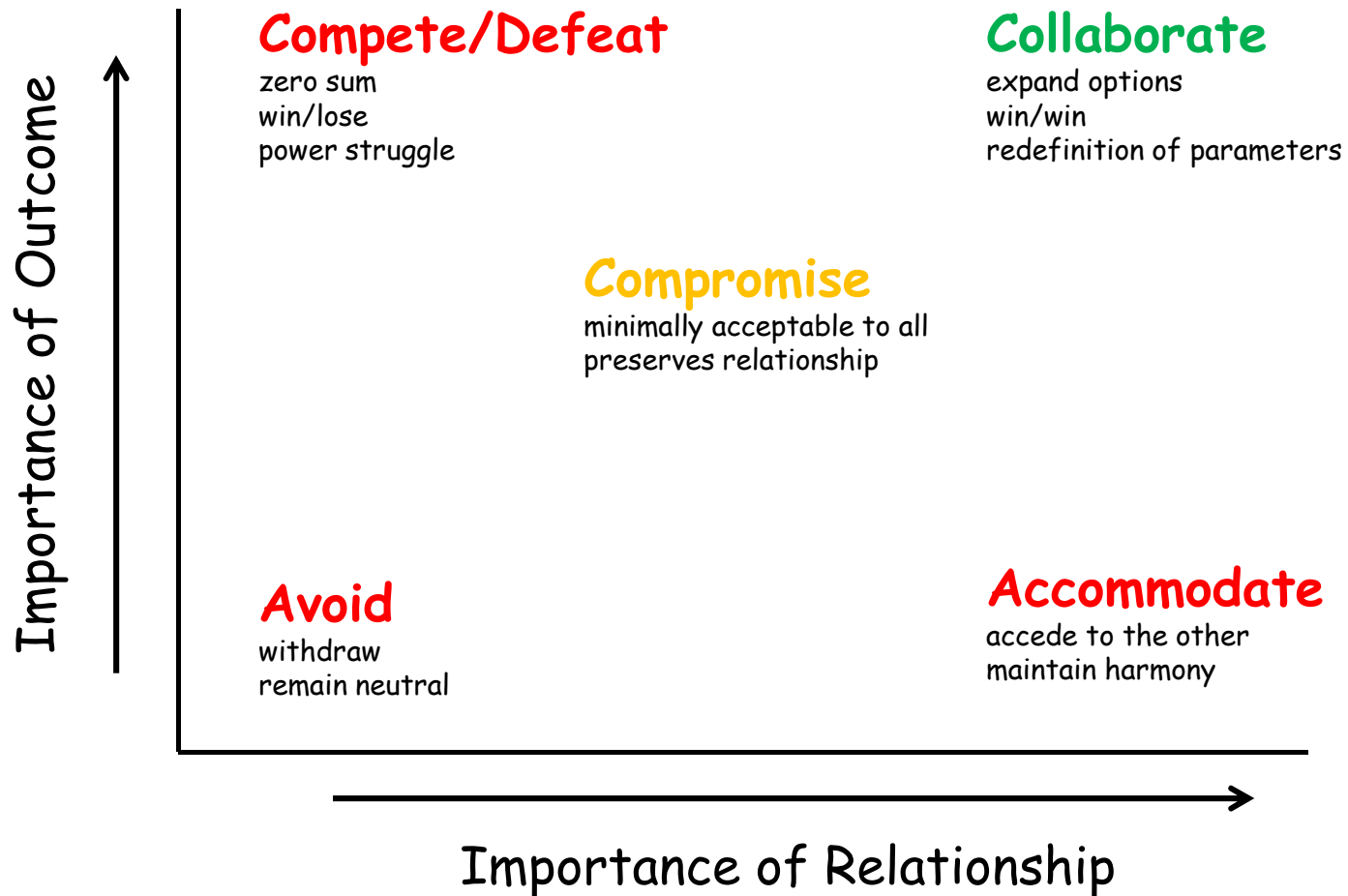
# Safety Gap as Leadership Gap



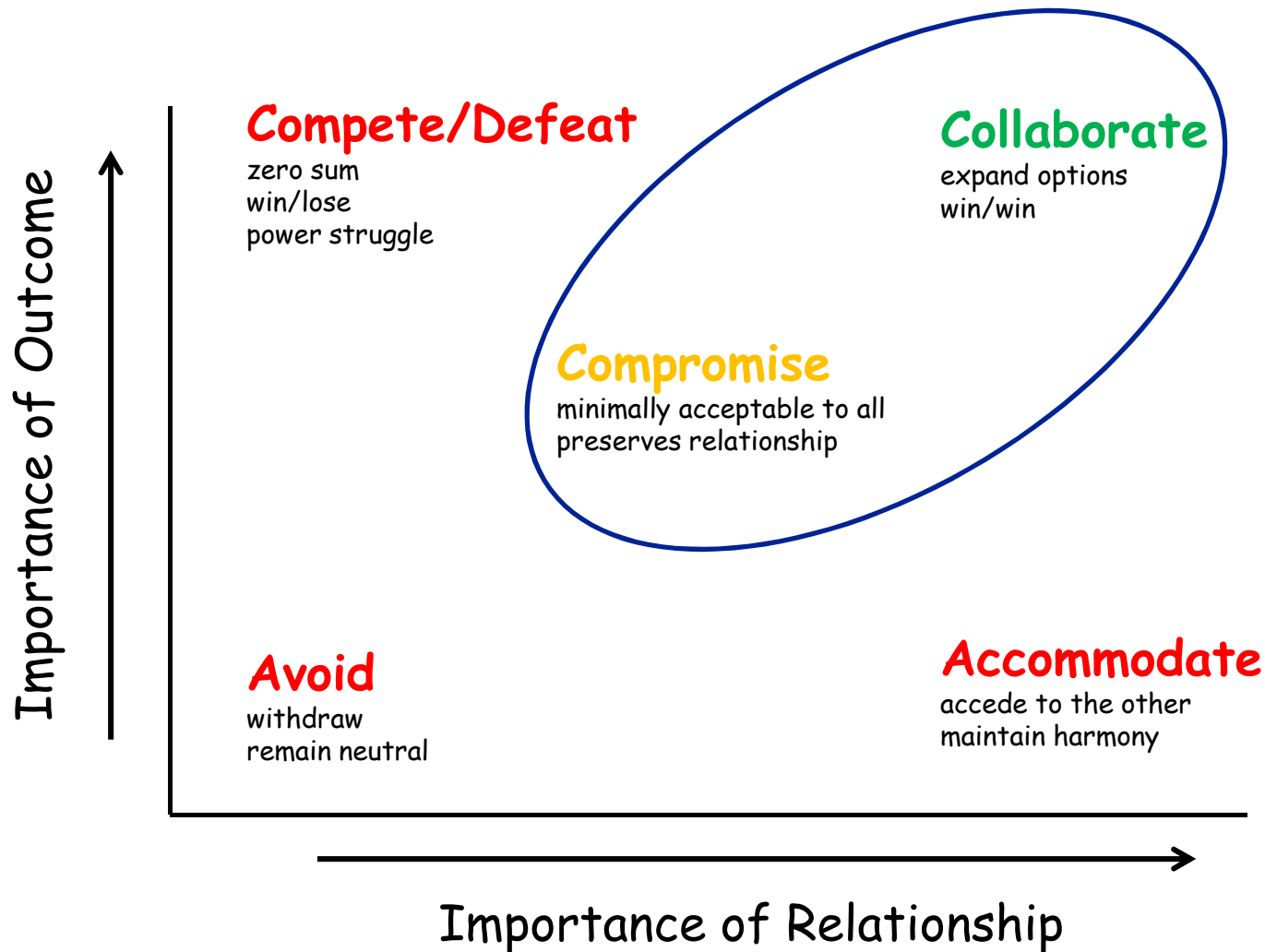
Conflict Resolution Model



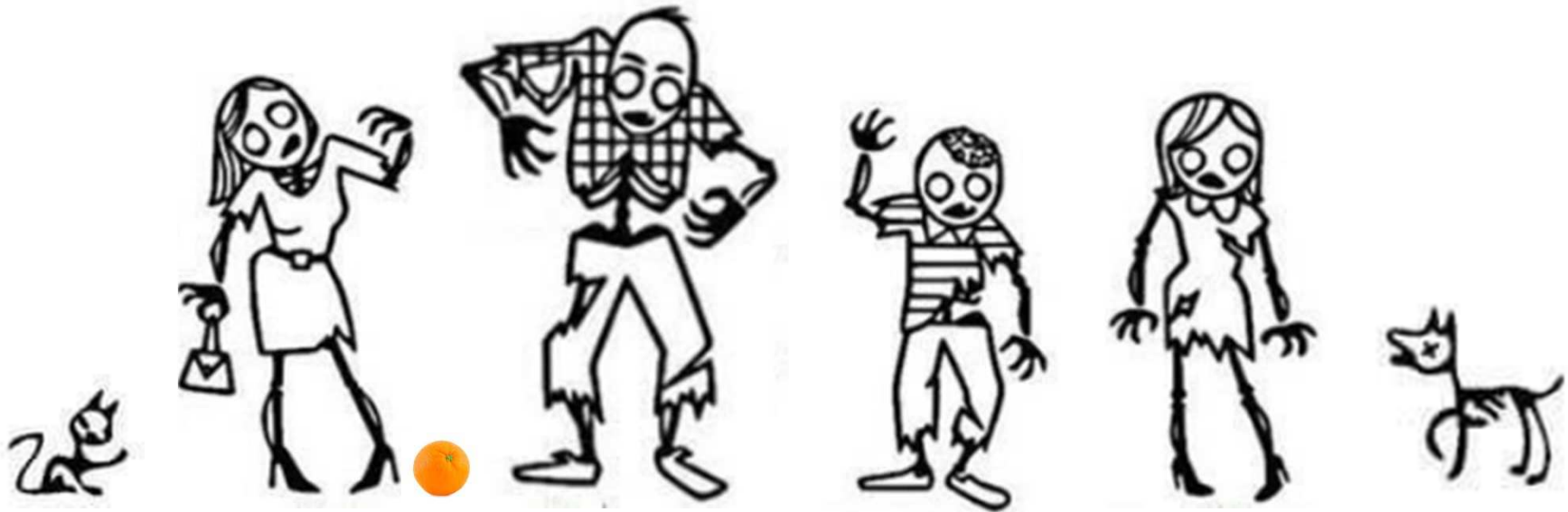
# Killman Conflict Styles



# Killman Conflict Styles



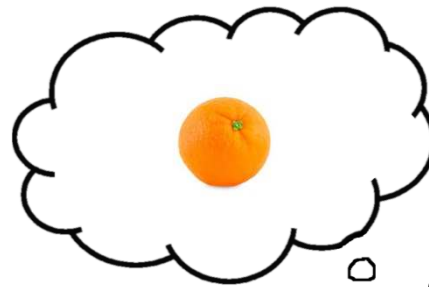
# Two Kids - One Orange



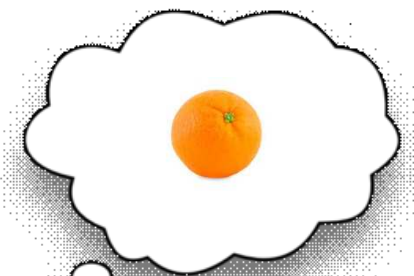
# The Sullivans



# The Sullivans



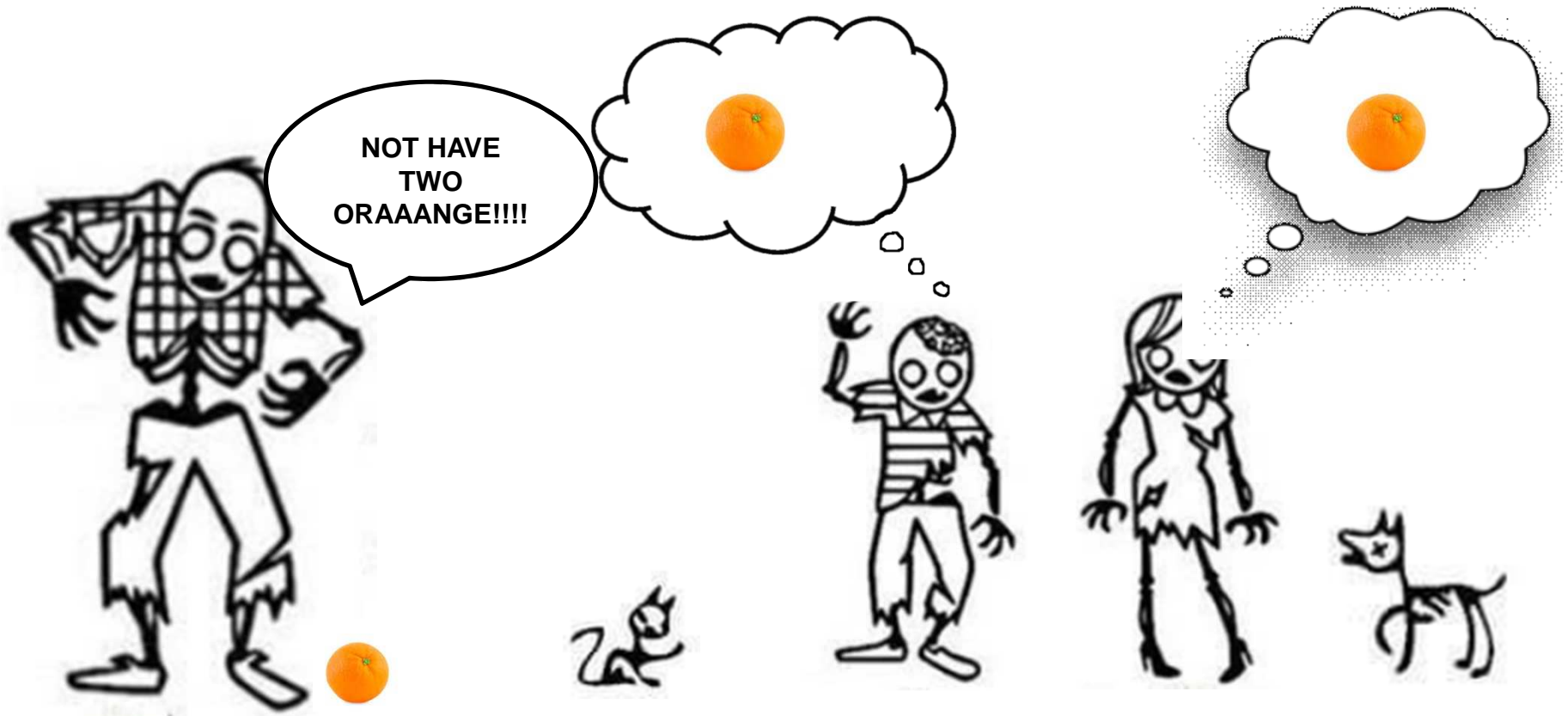
Wannnt  
orange!



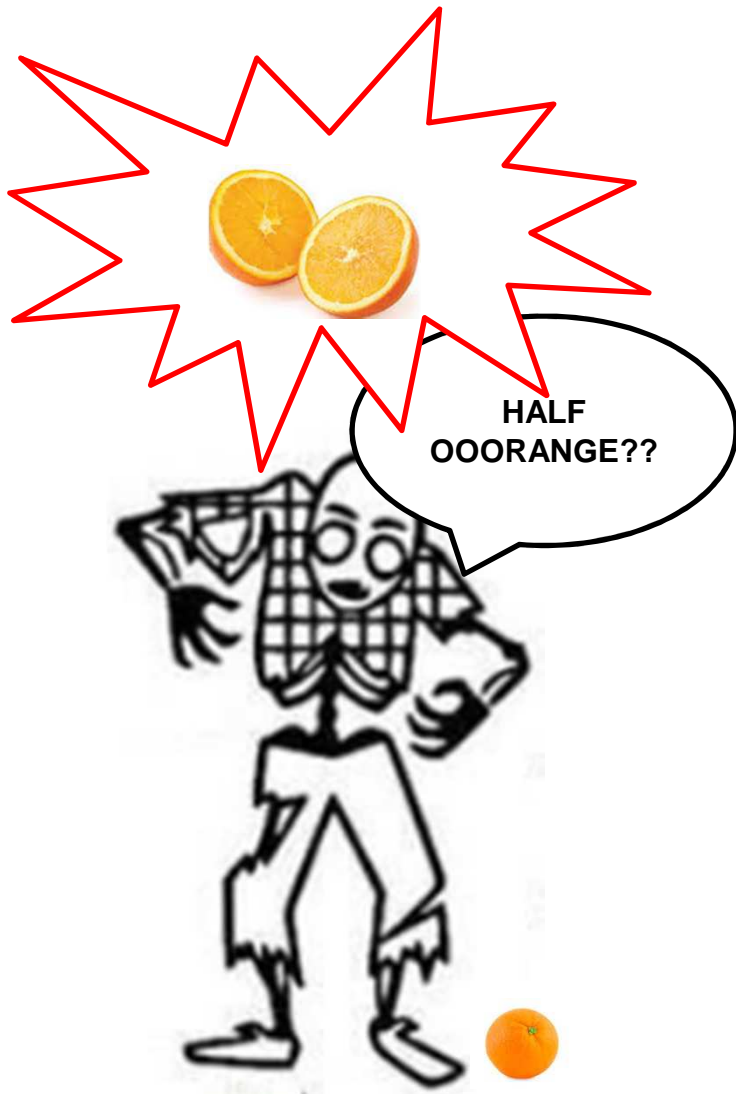
OORANGE!!



# The Sullivans



# The Sullivans



# The Sullivans

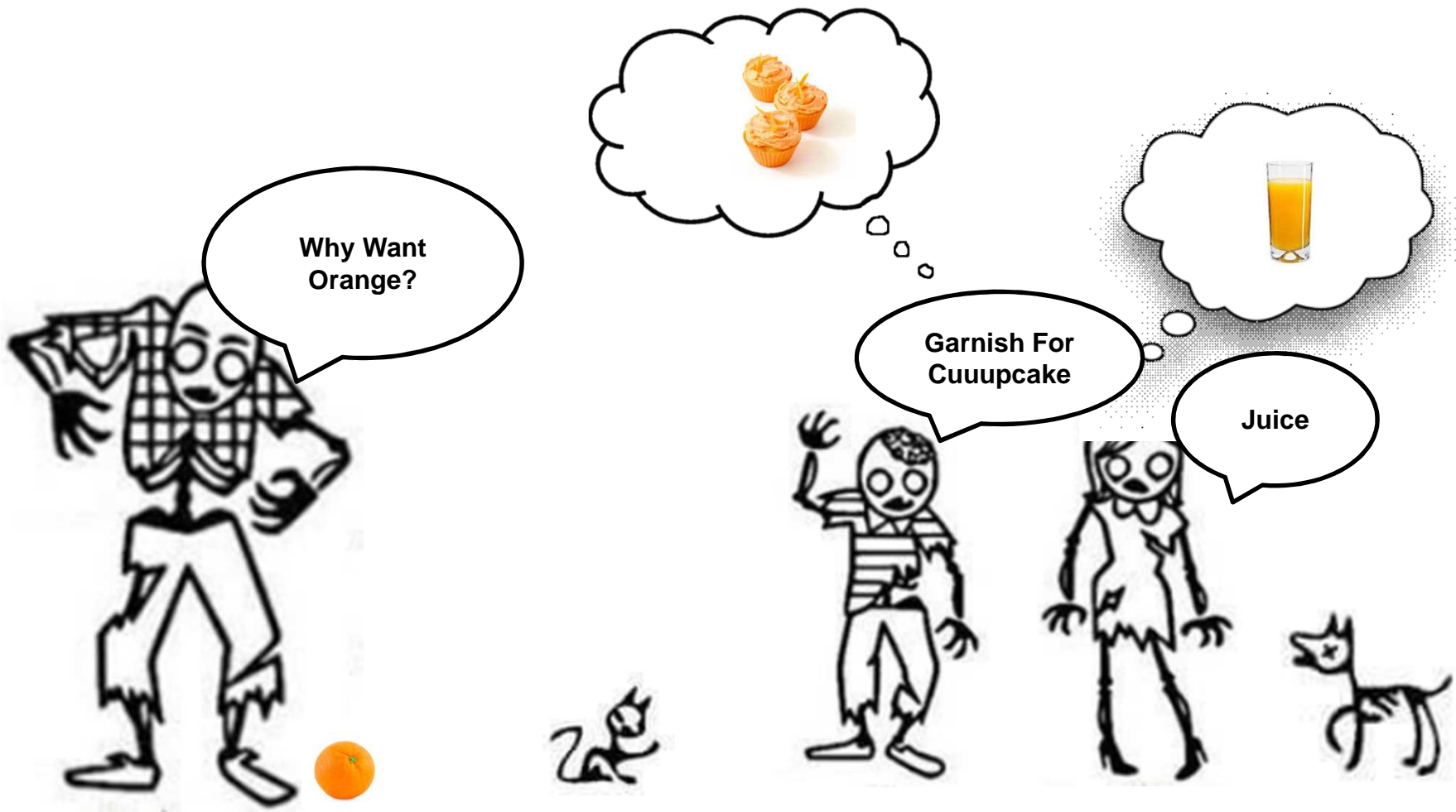




# The Sullivans



# The Power of Inquiry



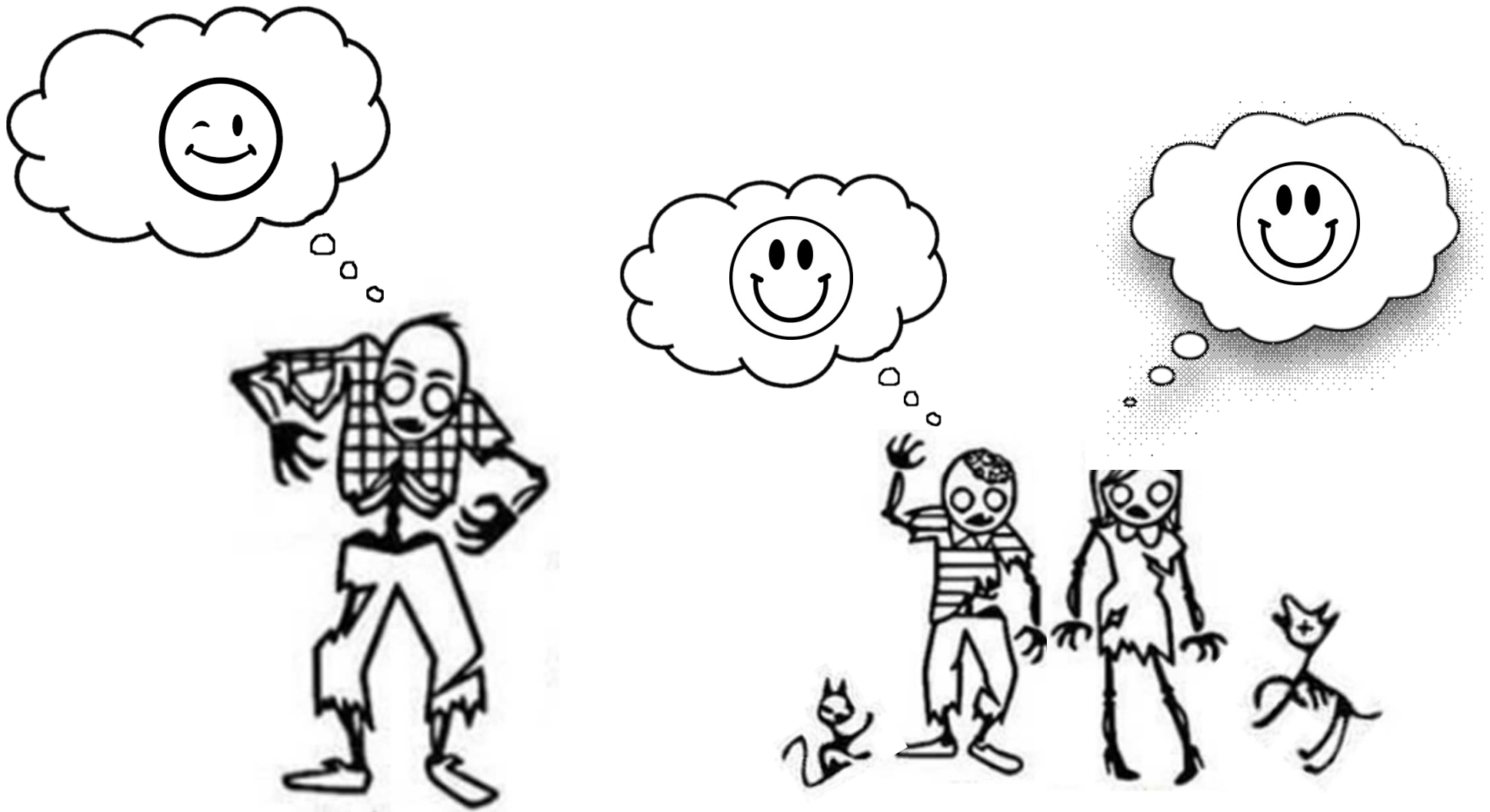
# The Sulliyans



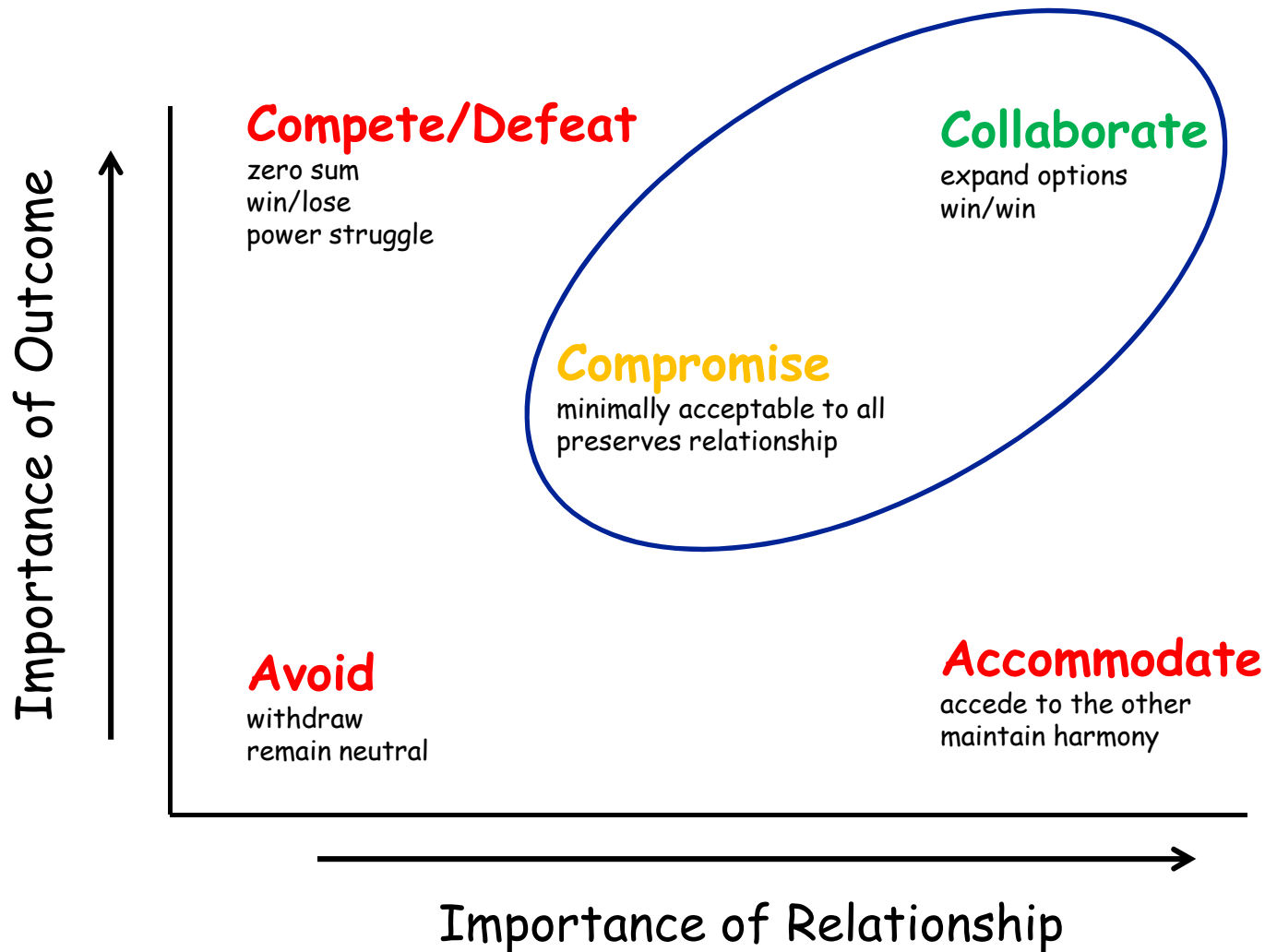
WIN WIIIIIN!!!



# The Sullivans



# Killman Conflict Styles





"Treat others the way they prefer to be treated"

# DiSC – A Common Language for Behavior



# Do You See Yourself as



**Active**

**Thoughtful**





# Do You See Yourself



**Questioning**



**Accepting**

# Do You See Yourself



**Active**



**Questioning**

**Accepting**



**Thoughtful**



# Remember Your Number



1



**Active**

2



**Questioning**

**Accepting**

3



**Thoughtful**

4



# Possible Objectives



## D.I.S.C. Assessment

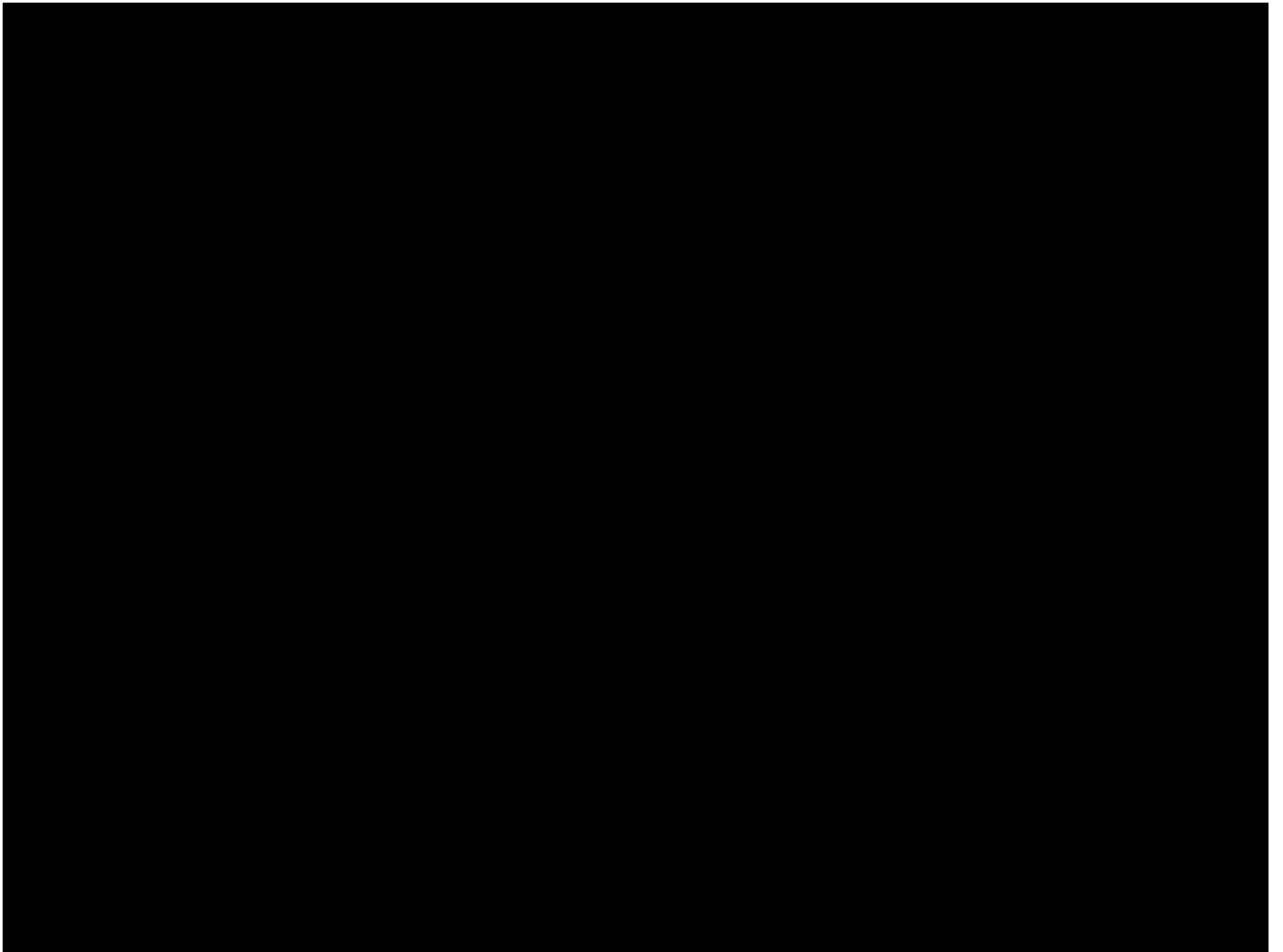
In the spaces below, rank the traits listed on each of the six lines. Working left to right you should assign a "4" to the word which is **MOST LIKE** you; "3" points to the word **LIKE** you; "2" points to the word that is **SOMEWHAT LIKE** you; and "1" point to the word **LEAST LIKE** you.

Figure your totals for each vertical column and fill in the boxes marked "Total." The combined score of all four columns should equal 60.

Example			
_2_ Competitive	_1_ Inspiring	_4_ Steady	_3_ Cautious
Column 1	Column 2	Column 3	Column 4
___ Competitive	___ Inspiring	___ Steady	___ Cautious
___ Self-Certain	___ Optimistic	___ Deliberate	___ Exacting
___ Adventurous	___ Enthusiastic	___ Friendly	___ Logical
___ Decisive	___ Flexible	___ Patient	___ Strict
___ Assertive	___ Impulsive	___ Stabilizing	___ Precise
___ Vigorous	___ Responsive	___ Sympathetic	___ Factual
___ <b>TOTAL</b>	___ <b>TOTAL</b>	___ <b>TOTAL</b>	___ <b>TOTAL</b>

- It's not a test
- It's not valid
- You can't fail
- Don't overthink

*DISC is the four quadrant behavioral model based on the work of William Moulton Marston Ph.D. (1893 - 1947) to examine the behavior of individuals in their environment or within a specific situation. DISC looks at behavioral styles and behavioral preferences. (DISC format courtesy of Staff Dynamics, Round Hill, Virginia 20142)*



# Possible Objectives



- A. Lower Your Stress
- B. Lessen Others Discomfort
- C. Value Differences Strategically
- D. Save Time
- E. Increase Personal and Team Capacity

# Would you like to...



1. Be more comfortable working with people who you don't really care to work with, and can't avoid?
2. Become more successful in life by learning to be effective with all kinds of people?

# Different = Different



Different = Wrong

Different  $\neq$  Wrong

Different = Different



# Different = Different



## People Have Different

- Goals
- Fears
- Motivations
- Preferences
- Ways of seeing the world



# Moving Beyond Judgment



**Personal Valuing**

**Appreciating**

**Respecting**

**Understanding**

**Judging**



**Valuing**

**Appreciating**

**Respecting**

**Understanding**

**Judging**



**Valuing**

**Appreciating**

**Respecting**

**Understanding**

**Judging**

**Where are you on the ladder?**

# Pure Styles



**D**

- Wants to get **RESULTS**
- Likes “**DO IT NOW**” approaches -
- Wants to be in **CONTROL**
- Appreciates **CHALLENGES** and **CONFLICT**
- Wants a wide scope of operations , **BIG PICTURE**



**i**

- Wants to be **CONNECTED** to people
- Wants to have **FUN** while getting things done
- Enjoys **EMOTIONAL/EXPRESSIVE** conversations
- Wants to be liked by **PEOPLE**
- Enjoys **APPRECIATIVE** environments



**S**

- Likes to be involved with **PEOPLE**
- Wants everyone to do his or her **SHARE**
- Likes clear **EXPECTATIONS** and processes
- Wants things **STABLE & SECURE**
- Wants a **CONFLICT-FREE** environment



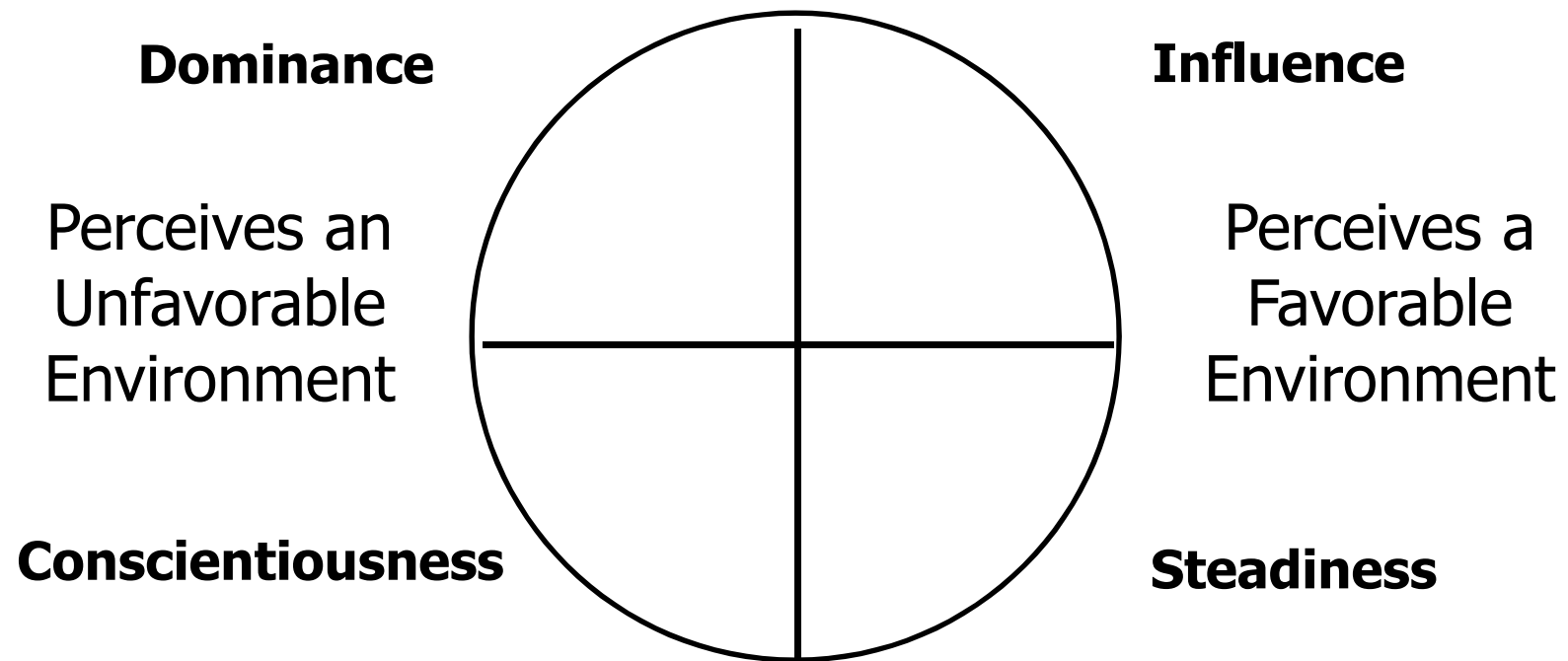
**C**

- Wants **SPECIFIC CRITERIA** for performance
- Likes **ACCURATE DETAILS**
- Likes setting and meeting **HIGH STANDARDS**
- Wants opportunities to **ANALYSE** and assess
- Likes logical, **SYSTEMATIC** approaches to work

# 2 Variables – William Marsten



Perceives Self as More Powerful than the Environment



Perceives Self as Less Powerful than the Environment

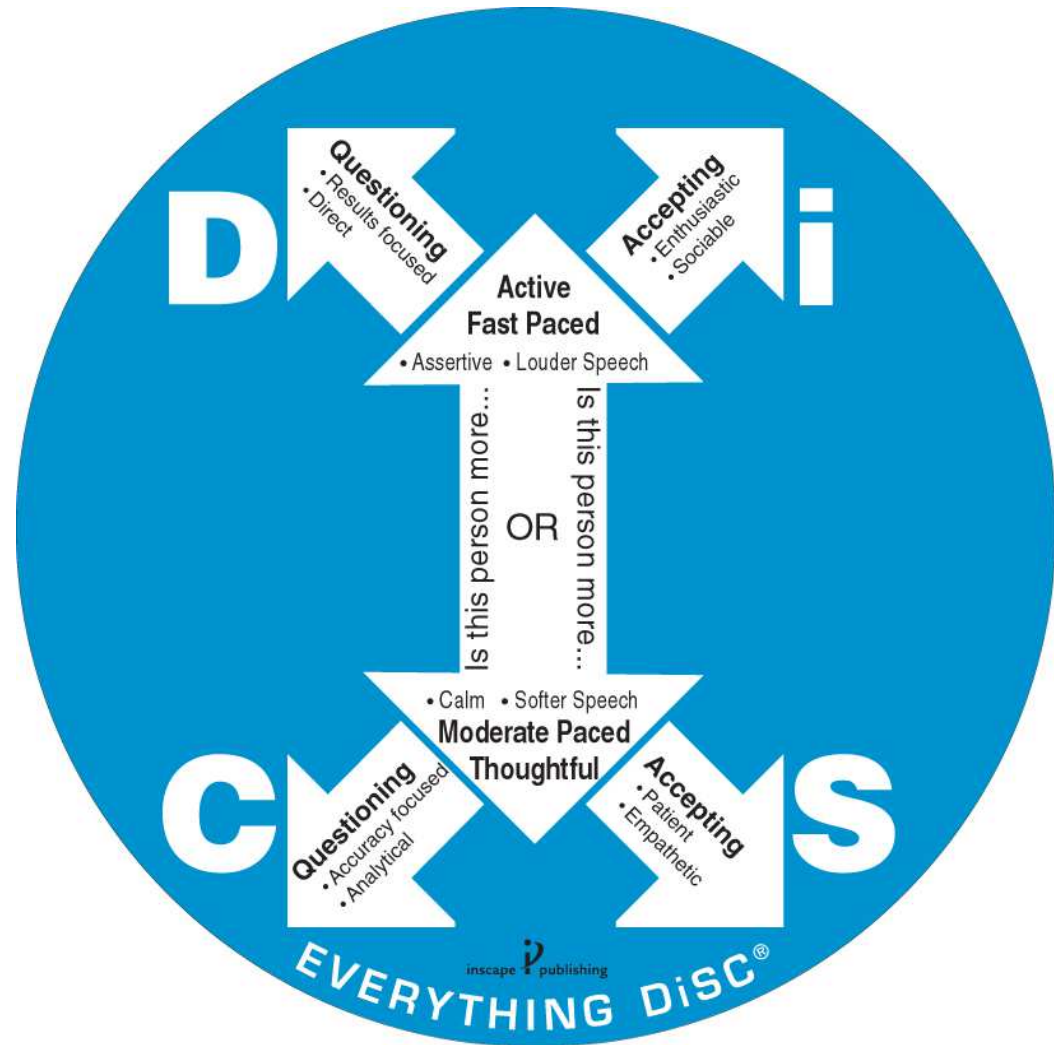
# Reading People



**Are you Active/Fast Paced?**  
or  
**Moderate Paced/Thoughtful?**

**Active/Fast Paced:**  
Questioning Results Direct?  
or  
Accepting Enthusiastic Social?

**Moderate Paced/Thoughtful:**  
Accepting Patient Empathetic  
or  
Questioning Accurate Analytical



# What Style am I?



Woody Allen

Tiger Woods

Mother Theresa

The Count Von Count

Oprah Winfrey

Martha Stewart

Big Bird

Barak Obama

Cookie Monster

Mr. Rogers

Elmo

David Letterman

Jay Leno

Donald Trump

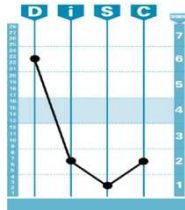
Oscar the Grouch

# Classical Patterns

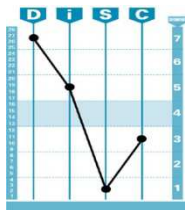


**D**

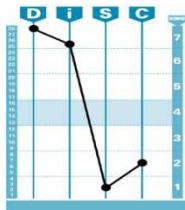
**Developer**



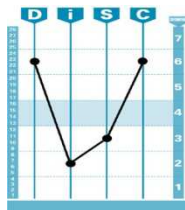
**Result-Oriented**



**Inspirational**

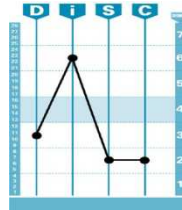


**Creative**



**i**

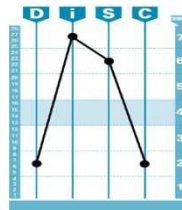
**Promoter**



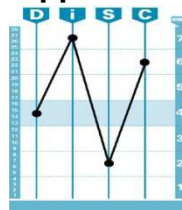
**Persuader**



**Counselor**

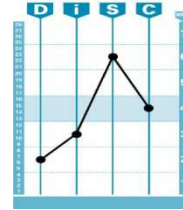


**Appraiser**

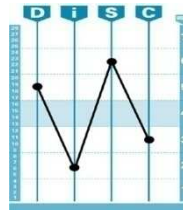


**S**

**Specialist**



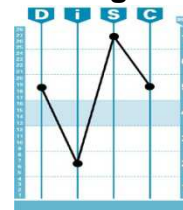
**Achiever**



**Agent**

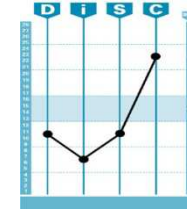


**Investigator**

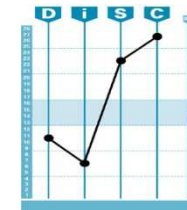


**C**

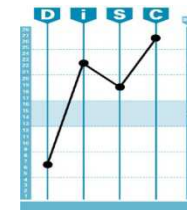
**Objective Thinker**



**Perfectionist**



**Practitioner**





# Your DiSC<sup>®</sup> Profile



## Review DiSC Classic 2.0:

3	Your DiSC Graph	11	Work Habits
4	Your Highest Dimension	12	Insights
5	Intensity Index	13	DiSC Model
6-9	Intensity Descriptions	14	Four Dimensions
10	Motivation	15-22	15 Classic Types
		23	Scoring & Analysis

# What is Conflict?



People experience conflict  
when they are forced to  
operate outside their  
preferences without choice

# Conflict Strategies



→ Interpersonal Conflict  
**Me vs. You**

→ Job Fit Conflict  
**Me vs. Job**

→ Cultural Conflict  
**Me vs. Culture**

# What is your strategy for using DiSC to improve your performance?



# What can you do differently?



- What are you going to do?
  - Accept Differences
  - Move Beyond Judgment
  - Find Personal Value in Adaptation
  - Behavioral Language as Daily Strategy
  - Selecting Strength over Weakness
  - Cater to Needs to Help Others Succeed

# Conclusion



## ***Golden Rule 2.0***

*“Treat others the way they prefer to be treated”*

~~*Treat everyone the same*~~

*Treating everyone differently is a gift to yourself and everyone you encounter.*

# Thank You!



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**Client Safety Coordinator**  
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