

Growth Matters, LLC

An Executive Training Company



LEADERSHIP. COMMUNICATION. PERSONAL DEVELOPMENT.



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OBJECTIVES

- Examine how personal values and defining life experiences influence individual behavior, communication preferences, and workplace interactions.
- Apply DISC principles to map the communication preferences of team members using an organizational chart or relationship map, enabling more intentional and effective collaboration.
- Increase self-awareness and leverage insights about how to improve communication and behavior.

VALUES

When you show up at work,
which of your values are
most important to you?

Core Values

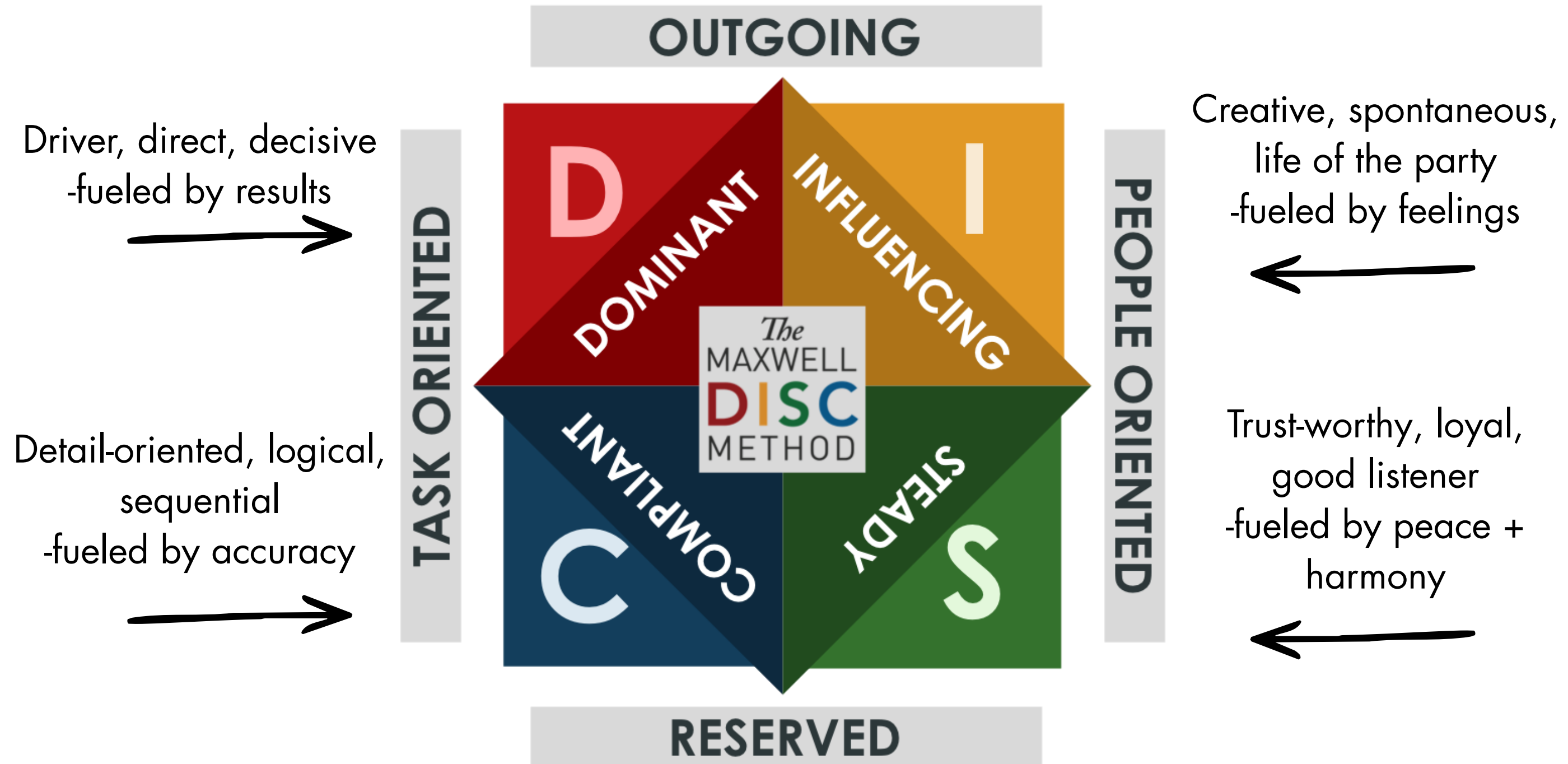
Authenticity	Creativity	Justice	Recognition
Achievement	Curiosity	Kindness	Religion
Adventure	Determination	Knowledge	Reputation
Autonomy	Fairness	Leadership	Respect
Balance	Faith	Learning	Responsibility
Beauty	Fame	Love	Security
Boldness	Friendships	Loyalty	Self-Respect
Compassion	Fun	Meaningful Work	Service
Challenge	Growth	Openness	Spirituality
Citizenship	Happiness	Optimism	Stability
Community	Honesty	Peace	Success
Competency	Humor	Pleasure	Status
Contribution	Influence	Poise	Trustworthiness
	Inner Harmony	Popularity	Wealth
			Wisdom

Core Values List - by James Clear

DEFINING MOMENT

Reflect on a defining moment that contributed to this value becoming a value.

DISC BEHAVIOR DESCRIPTIONS



Dr. Pamela Davis, Executive Coach | Growth Matters, LLC | growthmattersx.com

Note: Condensed cheat sheet; use with this in mind. Prepared for Mini-DISC Workshop 2026



TEAM ORGANIZATIONAL CHART



Lead



Use what you know about DISC and the patterns of behavior exhibited by your team members to assign the primary profile you observe during your interaction with them.



Team Member



Team Member



Team Member



Team Member



Team Member



Team Member



Team Member



Team Member

WHAT ARE YOU GOOD AT?

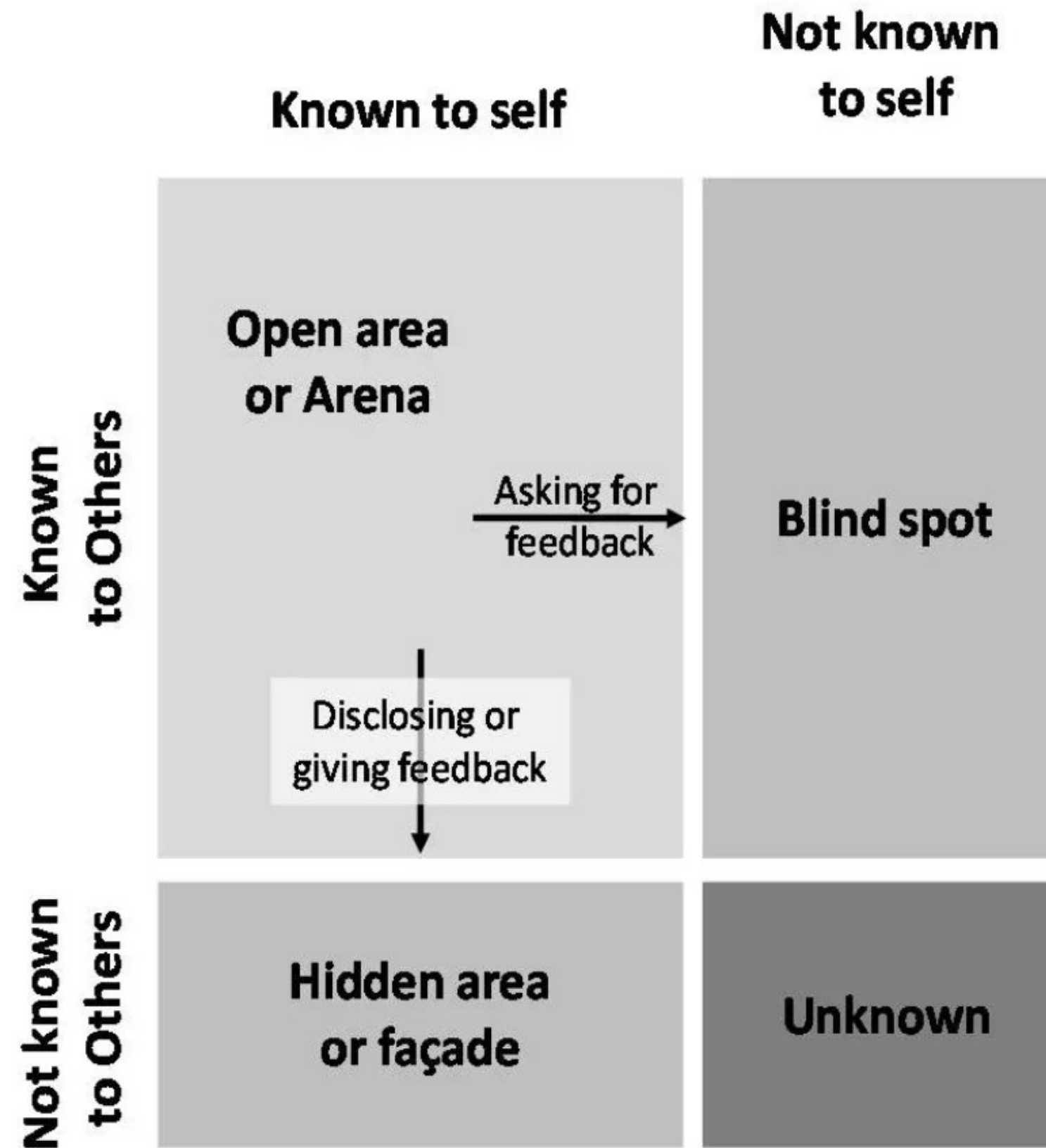
self awareness

SELF AWARENESS

When you're self aware, you:

- are more confident
- are a better communicator
- have stronger relationships
- are happier

Johari's Window



Scenario #1

Scenario 1: "The Unspoken Workload"

Background

A five-person project team is preparing for an important presentation to senior leadership. During the past month, one team member, Jordan, has quietly taken on several extra tasks because deadlines were approaching.

When the presentation is over, Jordan tells another coworker, "I carried this entire project while everyone else just showed up."

That comment quickly spreads throughout the team.

Meanwhile, the other team members feel blindsided because they believed Jordan volunteered for the extra work and never asked for help.

Now the team atmosphere is tense.

Discussion Questions

- What is the real conflict?
- What assumptions were made by both sides?
- What conversations should have happened earlier?
- Who owns responsibility for resolving this?
- How could this situation strengthen the team instead of dividing it?

Scenario #2

Scenario 2: "The Meeting After the Meeting"

Background

Your department meets every Monday morning.

During meetings, everyone appears agreeable.

However, immediately afterward, several employees gather privately to complain about decisions that were made.

Eventually, one employee discovers these conversations and says, "If everyone disagrees, why didn't anyone speak up during the meeting?"

Now trust has been damaged.

Some employees insist they were simply "processing."

Others believe people were gossiping.

Discussion Questions

- When does venting become gossip?
- Why do people stay silent during meetings?
- How can leaders create psychological safety?
- What expectations should teams establish about disagreement?

Scenario #3

Scenario 3: "The Email That Changed the Tone"

Background

A team member sends an email reminding everyone that monthly reports are overdue.

The message simply states:

"Please submit your reports by noon. Leadership is waiting."

One employee interprets the email as rude and disrespectful.

Instead of asking for clarification, they respond with a defensive email copied to the entire team.

Now everyone feels uncomfortable.

The original sender insists,

"I was just trying to keep everyone informed."

Discussion Questions

- How much conflict comes from perception versus intention?
- What role does tone play in written communication?
- What should have happened before replying?
- When should someone pick up the phone instead of sending another email?

Scenario #4

Scenario 4: "Different Priorities"

Background

Two team members share responsibility for a community event.

Taylor believes every detail should be perfected before anything is shared publicly.

Morgan believes it's better to move quickly, make adjustments later, and avoid overthinking.

As the deadline approaches, frustration grows.

Taylor feels Morgan is careless.

Morgan feels Taylor is slowing everyone down.

Neither person is wrong—they simply work differently.

The project begins falling behind because they spend more time debating than producing.

Discussion Questions

- How do different work styles create conflict?
- How can personality differences become strengths?
- What agreements could help both people succeed?
- What role should the team leader play?

Scenario #5

Scenario 5: "Recognition Gone Wrong"

Background

At the monthly staff meeting, leadership recognizes one employee for successfully leading a major initiative.

Afterward, several team members privately express frustration.

They believe the project was truly a team effort, yet only one person received public recognition.

The recognized employee now feels awkward and guilty.

The rest of the team feels overlooked.

Leadership had no intention of creating division.

Discussion Questions

- Why is recognition such an emotional issue?
- How could leadership have handled this differently?
- Should the recognized employee respond?
- How can organizations celebrate individual excellence while honoring team contributions?

Clarifying Questions to Navigate Conflict

- What specifically is the main concern for you?
- What outcome are you hoping for?
- Give an example so that I can better understand.
- What did you interpret from what was said or done?
- What background information might be missing here?

Clarifying Questions to Navigate Conflict

- What hasn't been shared that might need consideration?
- Who else needs to be involved in this conversation?
- What costs/time/compromise is associated with this matter?
- How does this align with our _____?

What we've learned:

1. How we behave and communicate is tied to what we value.
2. When I understand what's important to me (and others) I can manage/modify how I communicate to others.
3. Having a snapshot of your team's DISC styles
4. Benefits of self-awareness
5. Johari's window - giving and receiving of feedback
6. No one should know you better than you!

QUESTIONS?



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