



How to become an expert communiator

Karin Krogh, Creative Director – engaging meetings

Héctor A. Venegas, Managing Director – engaging meetings

www.engagingmetings.com

HRD



We all have busy jobs juggling many different tasks every day. We work with colleagues, bosses, clients. And we love people - some more than others. But sometimes it's hard. We meet misunderstandings, conflicts, tasks that takes forever and frustrations as a part of our workday.

INEFFECTIVE, BAD AND
ENERGY CONSUMING
COMMUNICATION!

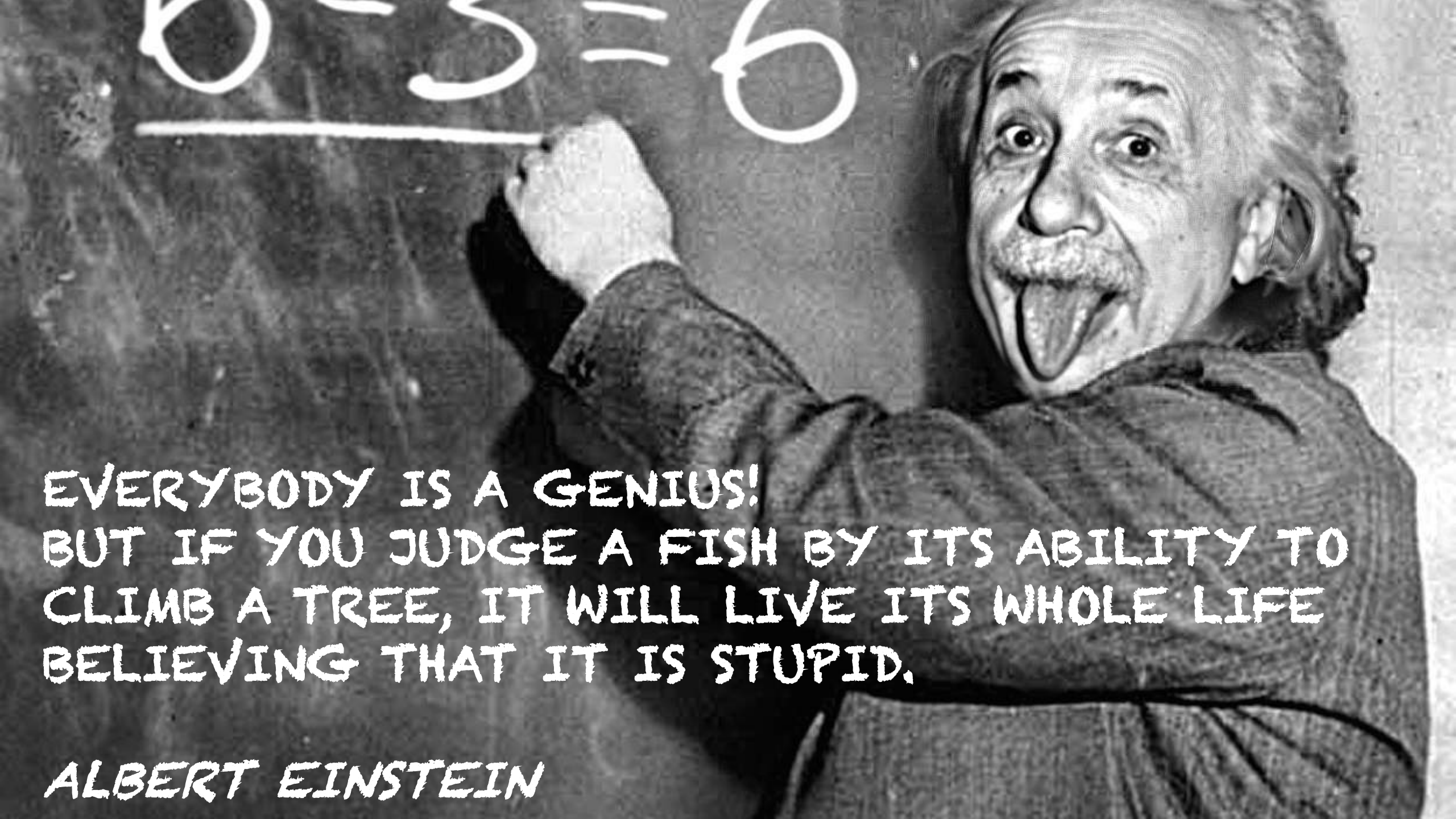
50% (OR MORE)



So much wasted time is not good for anything. And it surely is not what we want.



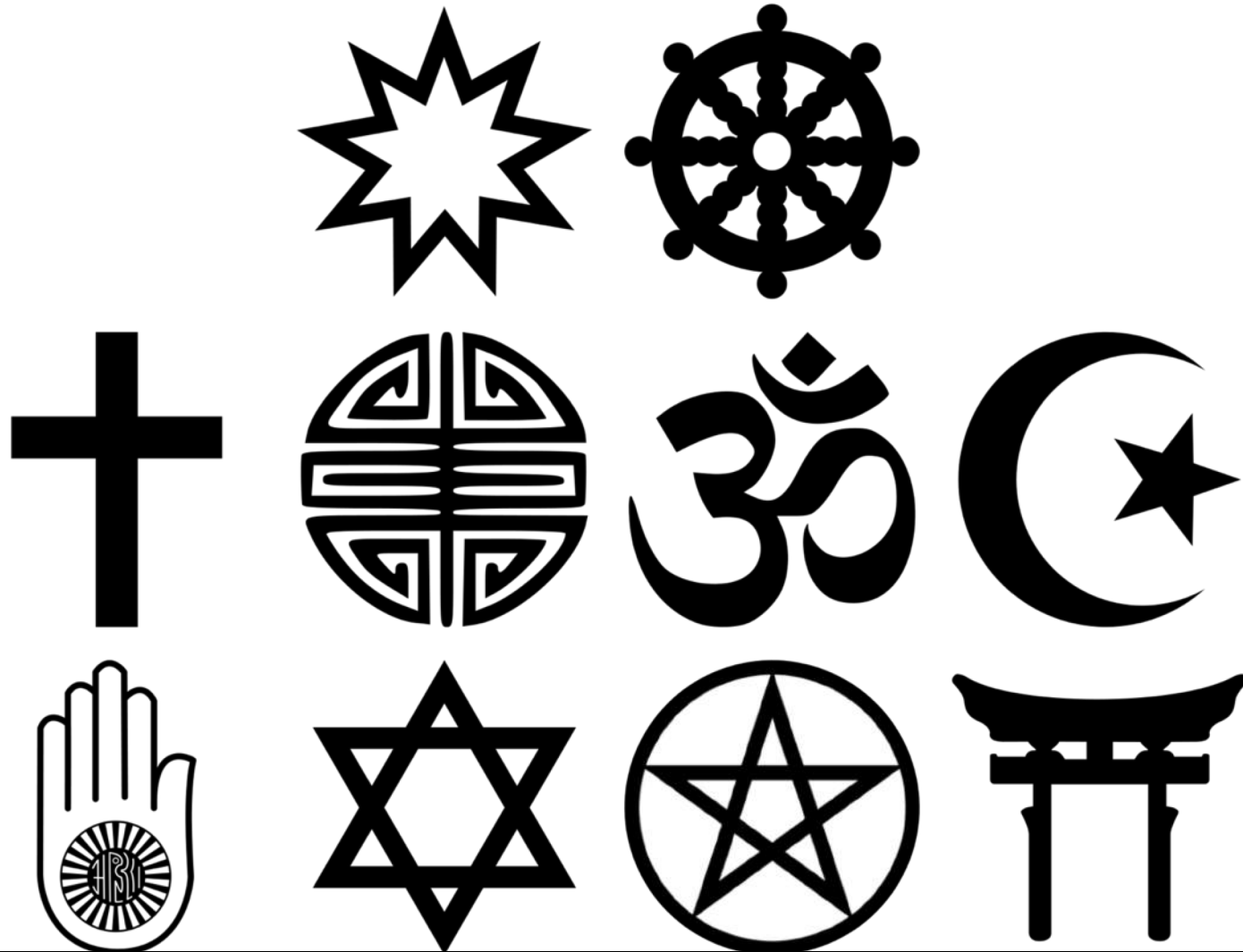
We work from everywhere with different people that are not like us. That is a challenge and that is also the best thing that can happen. We tend to treat people the way we like being treated ourselves. That is not always a very good idea.



EVERYBODY IS A GENIUS!
BUT IF YOU JUDGE A FISH BY ITS ABILITY TO
CLIMB A TREE, IT WILL LIVE ITS WHOLE LIFE
BELIEVING THAT IT IS STUPID.

ALBERT EINSTEIN

Authorized Partner
EVERYTHING
A Wiley Brand



We work with Everything DiSC because it is an evidence based assessment tool that with more than 1 million online profiles every year keeps growing the algorithm. But we are not religious - and there are a lot of good different tools out there.

WHEN WE MEET,
WE CHANGE THE WORLD!

BUT HOW DO WE MEET AND INTERACT?

AND HOW CAN WE USE
PERSONALITY ASSESMENTS TO
SUPPORT THIS?



When you communicate you should set at clear objective for what you want to do and what you what you want to achieve. This can be in one on one meetings, office meetings, conferences, email - you name it.

DOMINANCE



INFLUENCE



CONSCIENTIOUSNESS



STABILITY



COMPETITIVE
CONTROL-
FOCUSED
STRONG-WILLED

WHAT?

GET IT DONE!



WHO?

INTERACTIVE
ENTHUSIASTIC
EXPRESSIVE



I GET RECOGNITION!

GET IT RIGHT!



ANALYTICAL
TASK-ORIENTED
PRIVATE

WHY?



HOW?

GET ALONG!

ACCOMODATING
HARMONIZING
STABLE

NATURAL BEHAVIOR

- ✓ WHAT IS MOST COMFORTABLE FOR ME
- ✓ WHAT I FEEL LIKE DOING AT THE TIME
- ✓ WHAT MEETS MY NEEDS

ADAPTED BEHAVIOR

- ✓ WHAT IS MOST APPROPRIATE OR EFFECTIVE
- ✓ WHAT I THINK IS THE BEST THING TO DO
- ✓ WHAT MEETS THE NEEDS OF THE SITUATION

IMPORTANT!

- ✓ THERE ARE NO 'GOOD' OR 'BAD' STYLES
- ✓ ALL STYLES HAVE STRENGTHS AND LIMITATIONS
- ✓ PEOPLE ARE A BLEND OF ALL FOUR STYLES



Embrace the differences and have a hart (small or big) for all the differnt types

CHECK LIST:

- 1) SET CLEAR COMMUNICATION OBJECTIVES
- 2) KNOW YOUR OWN PERSONALITY TYPE
- 3) SPOT OTHER PERSONALITY TYPES
- 4) UNDERSTAND OTHER PERSONALITY TYPES
- 5) EMBRACE DIFFERENCIES
- 6) USE THIS KNOWLEDGE WHENEVER YOU MEET



And that is how to become an expert communicator

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