



DISC FOR LEADERS:

Read People Faster, Communicate Better & Hire Wisely

JUNE 5, 2026 | FRIDAY | 12:00 PM EST



Rob Followell
Executive Coach



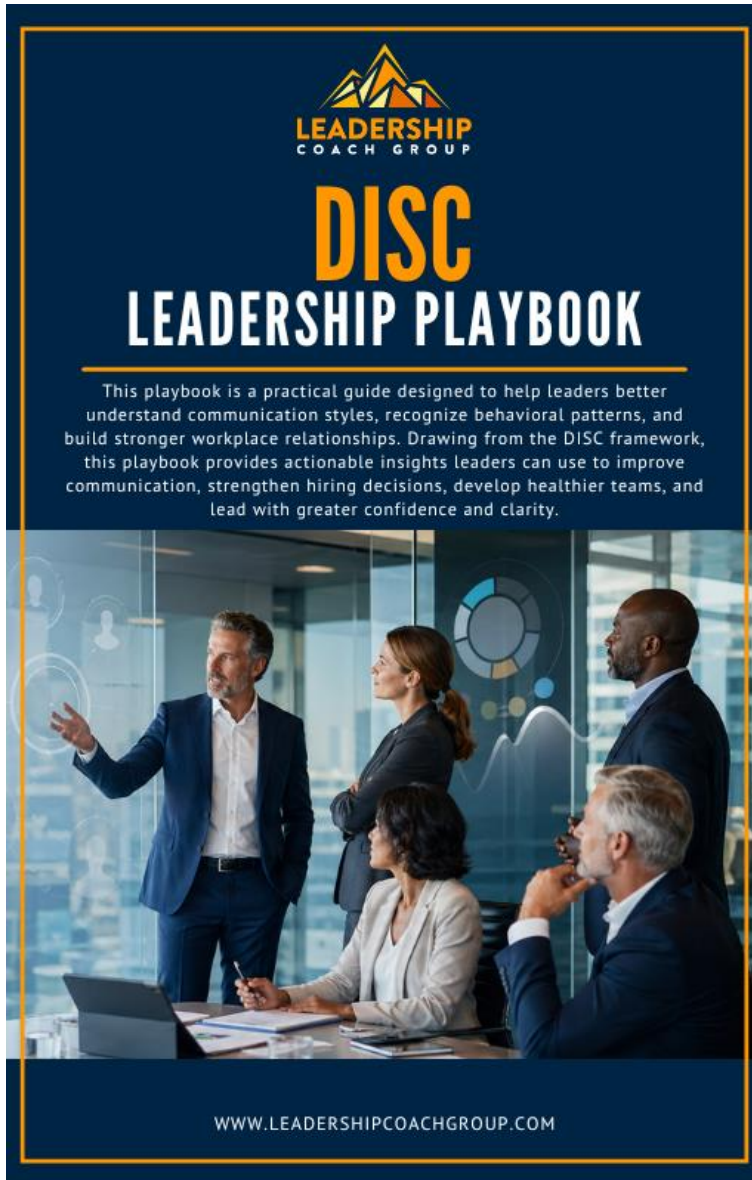
Angela Farmer
Executive Coach



What is LCG Open Coaching?



- **Rotating Hosts & Themes:** Every month (1st Friday at Noon EST) features expert coaches discussing topics aligned with leadership excellence and the core values of the Leadership Coach Group.
- **Actionable Insights:** Leave every session with fresh perspectives and a deeper understanding of your leadership journey.
- **Step-by-step “Playbook:”** Receive a practical guide filled with reflective prompts, actionable steps, and strategies.
- **Live Open Coaching:** Each session invites volunteers from the audience to share real questions and challenges, creating a personalized and dynamic learning environment.



The cover of the 'DISC Leadership Playbook' features the Leadership Coach Group logo at the top. Below the logo, the title 'DISC LEADERSHIP PLAYBOOK' is prominently displayed in large, bold, orange and white letters. A descriptive paragraph follows, explaining that the playbook is a practical guide for leaders to improve communication and team dynamics. The bottom half of the cover shows a group of four business professionals in a meeting, with one man standing and presenting to three seated colleagues. The website address 'WWW.LEADERSHIPCOACHGROUP.COM' is printed at the bottom of the cover.

LEADERSHIP
COACH GROUP

DISC LEADERSHIP PLAYBOOK

This playbook is a practical guide designed to help leaders better understand communication styles, recognize behavioral patterns, and build stronger workplace relationships. Drawing from the DISC framework, this playbook provides actionable insights leaders can use to improve communication, strengthen hiring decisions, develop healthier teams, and lead with greater confidence and clarity.

WWW.LEADERSHIPCOACHGROUP.COM

DISC Leadership Playbook

- ✓ Guided exercises and reflection prompts
- ✓ Informative leadership insights
- ✓ FREE and easy to use!

Our Services



One-on-One Coaching

What does your style of top-notch leadership look like? We're here to unlock your unique potential, refresh your self-awareness, and create plans to make your goals into realities.

Confidential, experienced, and supportive, our coaches will guide you through leadership challenges while freeing you to fulfill your potential.

Level up with us!



Team Effectiveness

Galvanize your team and equip them to achieve their goals with our team coaching, team psychological safety assessments, and inspirational speaking.

These services target powerful points for growth and will send your team into the future with greater confidence, skill, and cohesion. Learn more about our transformational sessions today.



Leader Assessments

Using the industry's leading diagnostic tools, we provide essential insights and individually empower leaders to thrive. Our array of assessments includes High 5 Strengths Finders Test, DISC, the Myers-Briggs Type Indicator®, the Enneagram of Personality, and 360-degree leadership assessments. Explore your potential with us today.

Our Coaches Have Served Leaders at*:

ORACLE®

 **Dropbox**

 Microsoft

 **SAP**

webflow

 **Hinge Health**

SWISSnex 

 salesforce

NEXtera
ENERGY 

 **facebook.**

SONY

 SIGFIG

UCSF Health

FICO

 TURO

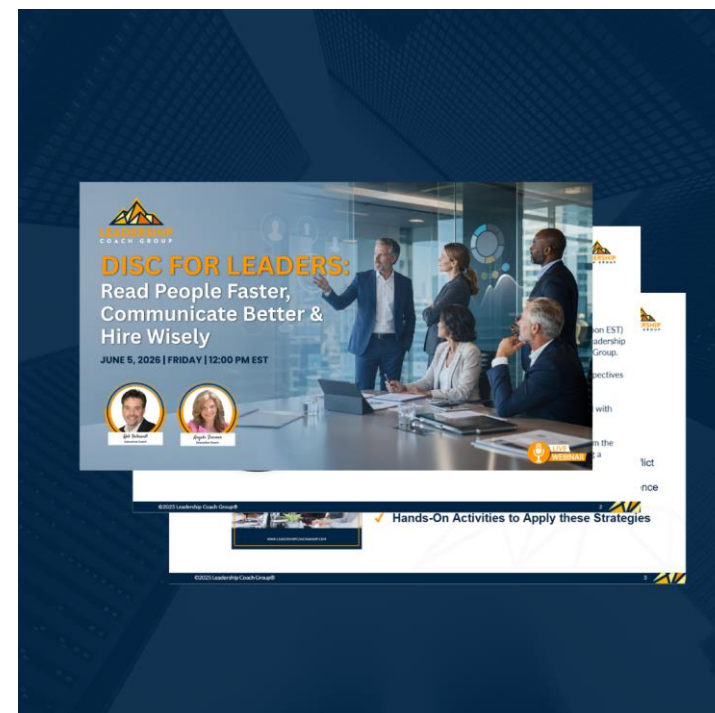
*The company logos represent the companies our coaching clients were employed by during the time of their coaching by members of the Leadership Coach Group. Some of these clients paid privately for their coaching, others' coaching programs were sponsored by their companies. It is a partial list of clients and affiliates our coaches have worked with over the duration of their careers.

After this Session

Playbook



Slide Deck Copy




After this Session

Complimentary Discovery Session



Rob Followell
Executive Coach



Angela Farmer
Executive Coach

Rob Followell



Rob Followell

Executive Coach

- An Executive Coach, Mentor, and Leadership Architect with over 25 years of experience as a hospital CEO and executive.
- Specializes in individual coaching, team effectiveness, and leader assessments to help professionals advance their leadership capabilities.
- Passionate about empowering leaders to achieve personal breakthroughs and foster high-performing teams.

Angela Farmer



Angela Farmer
Executive Coach

- Executive coach and trainer who helps leaders identify their strengths, values, and leadership presence to reach their full potential
- Brings extensive experience in professional development, healthcare, human resources, leadership development, and organizational training
- Entrepreneur and business leader known for her warm, compassionate coaching style and experience in HR, marketing, event planning, and business operations



LEADERSHIP
COACH GROUP

Let's get present!

Why Should You Use Assessments?



Self-awareness and Communication



Transitioning from Peer to Leader



Trust-based Leadership

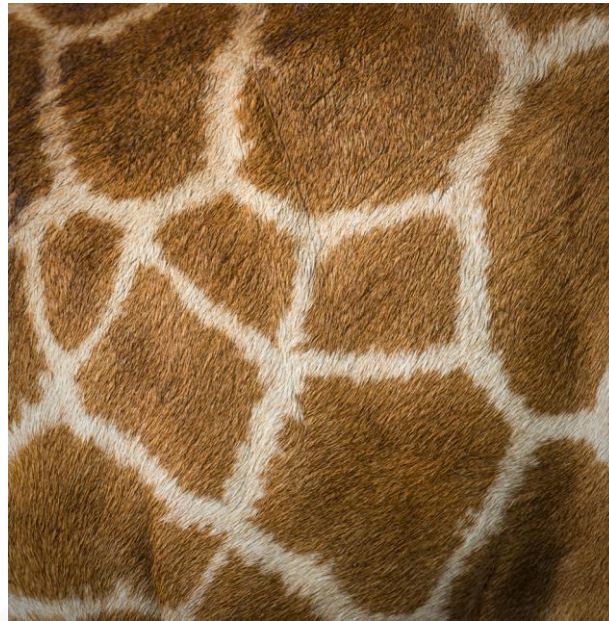
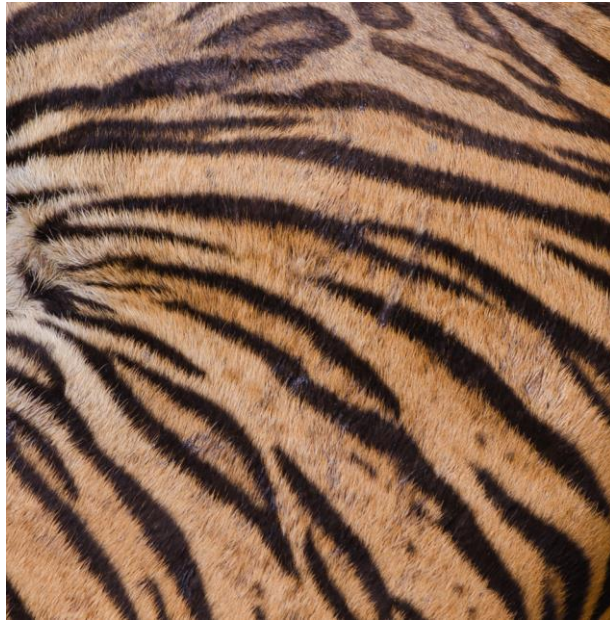


Making Teams Work, Hiring Wisely

AI-powered software can help you determine someone's personality in advance of meeting them

 **Humantic AI**









Insights for Team Development



Targeted Evaluation



Behavioral and Communication Analysis



Interview and Development Tools



Risk Assessment



Adaptability Insights



William Marston

D.I.S.C.

- ◆ Dominance
- ◆ Influence
- ◆ Steadiness
- ◆ Compliance









WHAT SHAPES OUR PERSONALITY

Heredity



Role Models



Environment





D I
C S







REMINDER

- PASSPORT
- MONEY
- MAP
- CAMERA
- SUNGLASSES
- BINOCULARS
- HAT
- CLOTHES
- FOOTWEAR





The
MAXWELL
D**I****S****C**
METHOD
PERSONALITY
INDICATORS





Seeks Control

Decisive

Direct

Results

3%



Persuasive

Spontaneous

Friendly

Spotlight

11%



Team-Oriented

Follow-Through

Loyalty

Acceptance

69%



Compliant

Analytical

Planner

Accuracy

17%

D Seeks results. Active. Multi-tasker.

- Driven by authority
- Will easily try to take control
- Embraces any change that will help them get results
- Very comfortable responding to direct confrontation
- Treasures loyalty

Greatest Fear: Being taken advantage of

Strengths



- Bold
- Confident
- Decisive
- Productive
- Strong-willed
- Independent
- Positive
- Persistent
- Excels in emergencies
- Motivates others to action
- Goal-oriented
- Values business-related socializing
- Comfortable leading
- Thrives on competition

Obstacles

- Argumentative
- Inconsiderate
- Opinionated
- Not complimentary
- Possessive
- Does not apologize
- Insensitive
- Domineering
- Impatient
- Cannot relax
- Unforgiving
- Can appear cold





**Seeks friendly environment.
Always active.**

- Relationship-oriented
- Emotional and animated
- Great storyteller
- Encourager
- Treasures great experiences with others

Greatest Fear: Rejection / Loss of Approval

Strengths

- Persuasive
- Generous
- Charismatic
- Enthusiastic
- Friendly
- Talkative
- Comfortable in the spotlight
- Social
- Spontaneous
- Creative
- Inspires others
- Charming
- Likable
- Fun
- Optimistic



Obstacles

- Undisciplined
- Undependable
- Disorganized
- Naive
- Can appear phony
- Distracted
- Impulsive
- Needs the spotlight
- Forgetful
- Doesn't listen
- Doesn't follow through
- Wastes time
- Talks too much
- Overcommits





S Seeks a team environment.
Very loyal.

- Easygoing and agreeable
- Evenly paced
- Good listener
- Compassionate
- Treasures peaceful relationships

Greatest Fear: Loss of Security / Confrontation

Strengths

- Hard worker
- Team player
- Stable
- Steady
- Secure
- Sentimental
- Supportive
- Reserved
- Close friendships
- Faithful
- Finds the easy way
- Great listener
- Mediate
- Peaceful
- Routine-oriented



Obstacles



- Resists change
- Slower pace
- Indecisive
- Can be too laid back
- Slow to start
- Difficulty
- Saying no
- Needs reassurance
- Not always direct
- Shuts down in confrontation
- Possessive
- Skeptical
- Sarcastic
- May not speak up



C Seeks an environment that honors logic and facts.

- Compliant
- Conscientious
- Accurate
- Detail-oriented
- Treasures perfection

Greatest Fear: Criticism



Strengths



- Analytical
- High quality work
- Orderly and organized
- Logical
- Persistent
- Idealistic
- Genius-prone
- Self-sacrificing
- Planner
- Finishes what they start
- Data-driven
- Gathers facts
- Deep thinker
- Serious
- Carries out work correctly

Obstacles



- Moody
- Critical
- Socially insecure
- Rigid
- Legalistic
- Over analyzes
- Appears cold and distant
- Prefers to work alone
- Hard to please
- Slow to start
- Analysis paralysis
- Perfectionist
- Avoids risks
- May not see the big picture

A black and white photograph of John C. Maxwell, an older man with a beard, wearing a suit and a headset microphone. He is shown in profile, looking to the left, with his hands clasped in front of him. The background is dark.

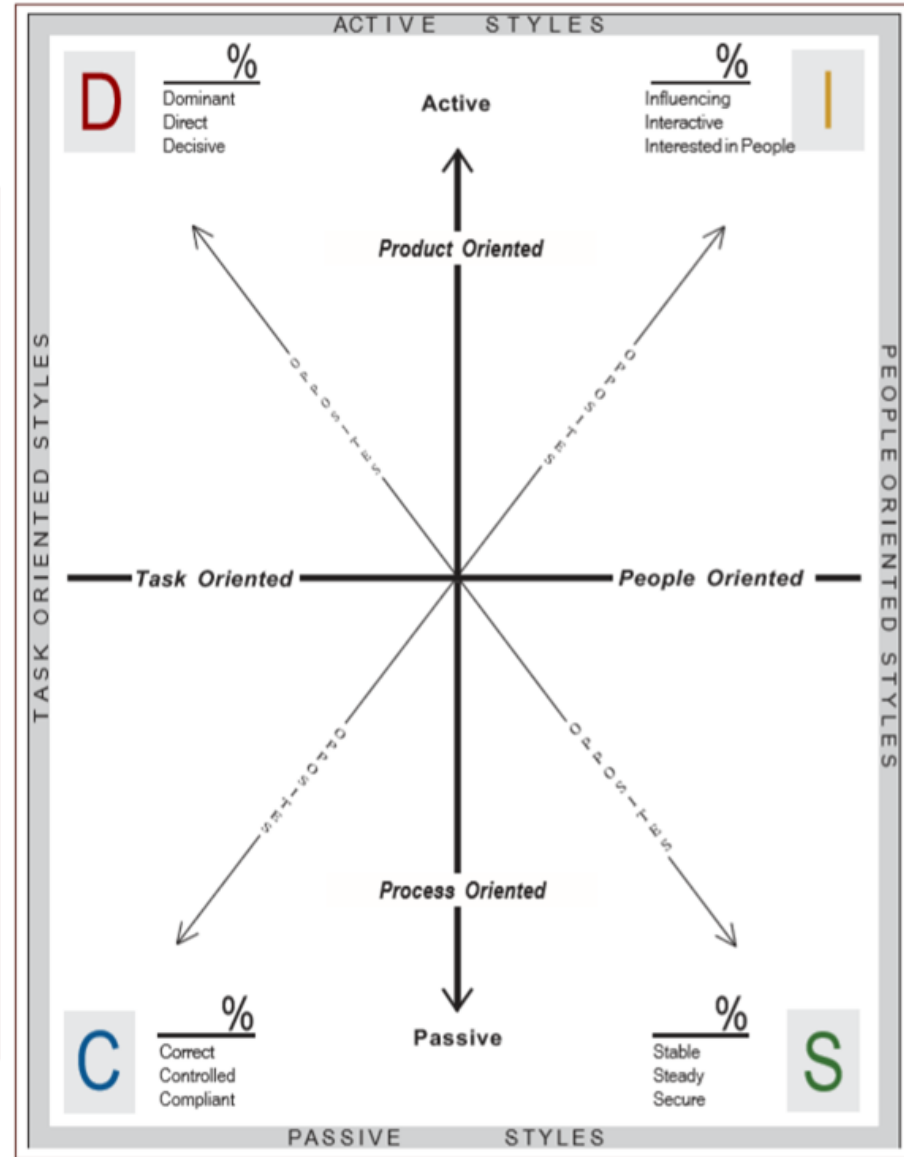
***“Connecting increases
your influence in every
situation.”***

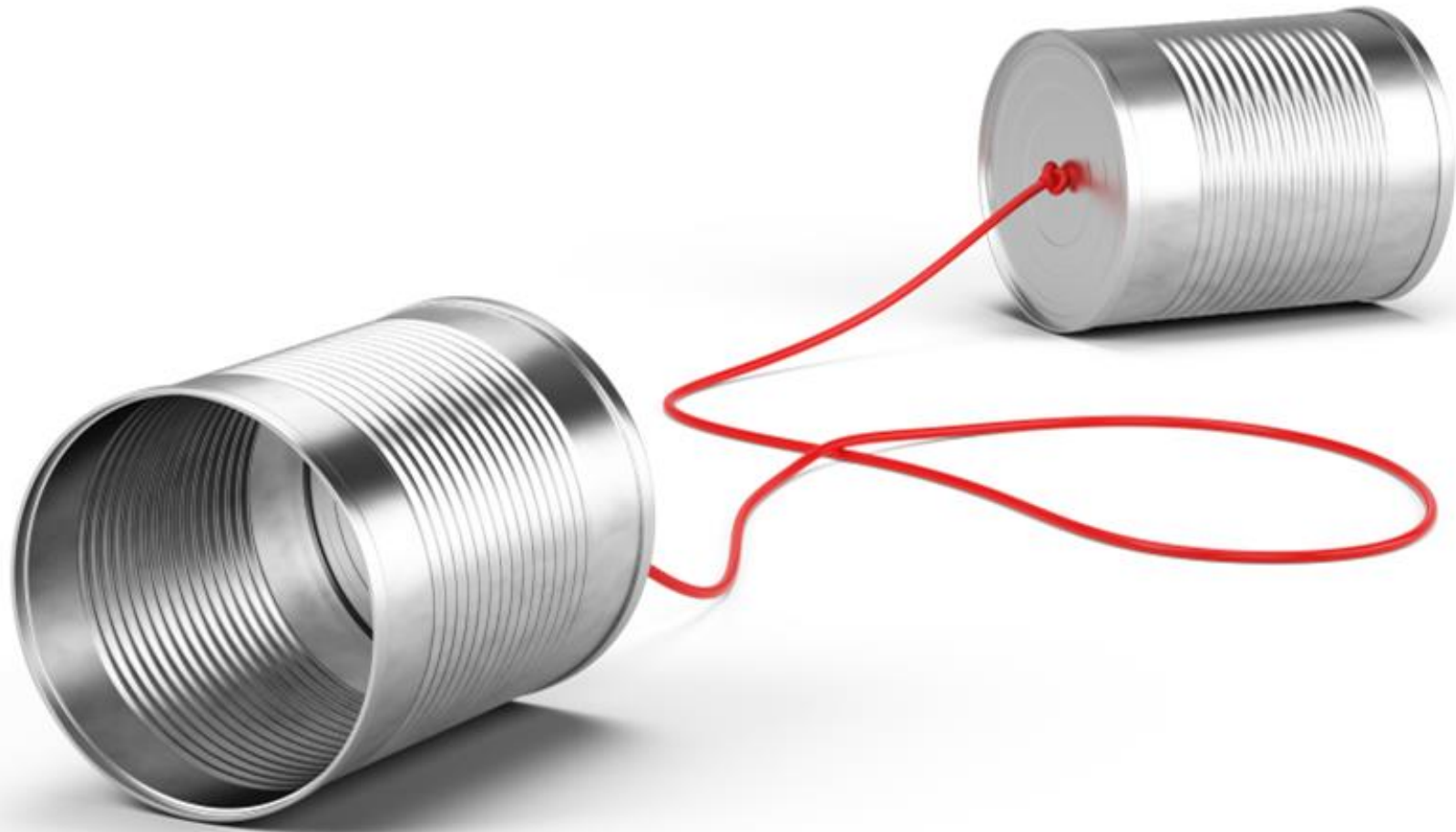
John C. Maxwell.



D I S C

BEHAVIORAL PRINCIPLES





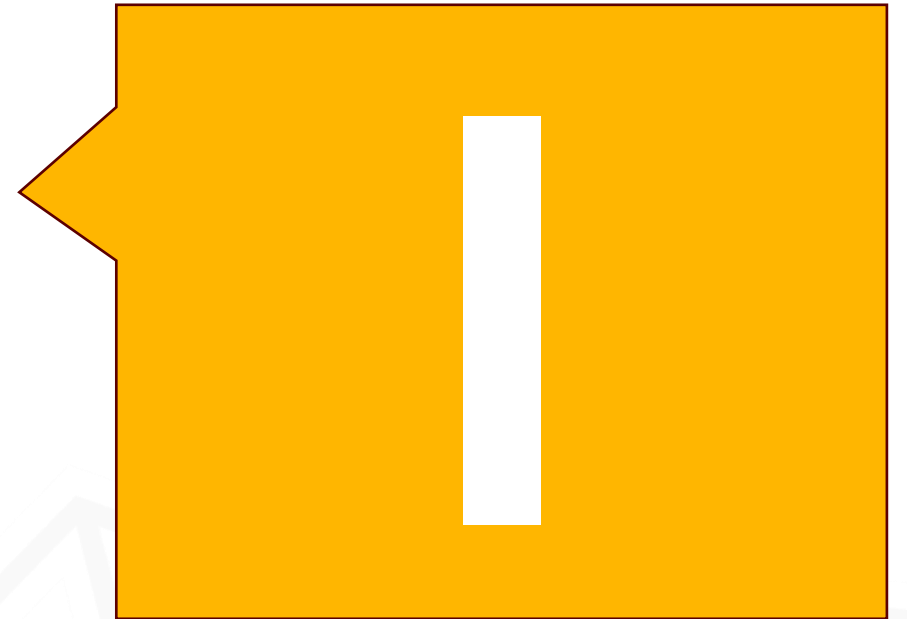
Communicating with a D

- Be brief, direct, and to the point. Then leave.
- Ask “What” not “How” questions.
- Focus on results.
- Don’t ramble.
- Discuss a problem and its effect on outcomes.



Communicating with an I

- Don't do all the talking.
- Don't ignore their ideas.
- Allow time for socializing.
- Follow up with the details in writing.
- Four short 10-minute discussions are better than one 40-minute discussion.



Communicating with an S

- Create a friendly tone for the discussion.
- Show interest in them as a person.
- Don't be overly aggressive.
- Minimize the potential for confrontation.
- Give written definition to the goal and everyone's role.
- Give them time to adjust to any changes.



Communicating with a C

- Provide all the details.
- Use validated facts.
- Be precise in your explanation.
- Be very specific.
- Support written communication
- Be patient, answer all their questions, and follow up to provide them with the additional data they request.





Building Effective Relationships



YOUR STYLE

The Keys to Increasing Your Influence

- Know your style
- Know the styles of those you wish to influence
- Appreciate the differences
- Adapt your communication style to meet the needs of those with whom you wish to connect





Be Part of Open Coaching!

VOLUNTEER REQUIREMENTS:

- Important relationships where identifying the personality type is important
- Open to engage in a meaningful coaching conversation.
- Ready to turn on their camera and microphone.
- Consent to being recorded and recording shared online.

WANT TO VOLUNTEER?

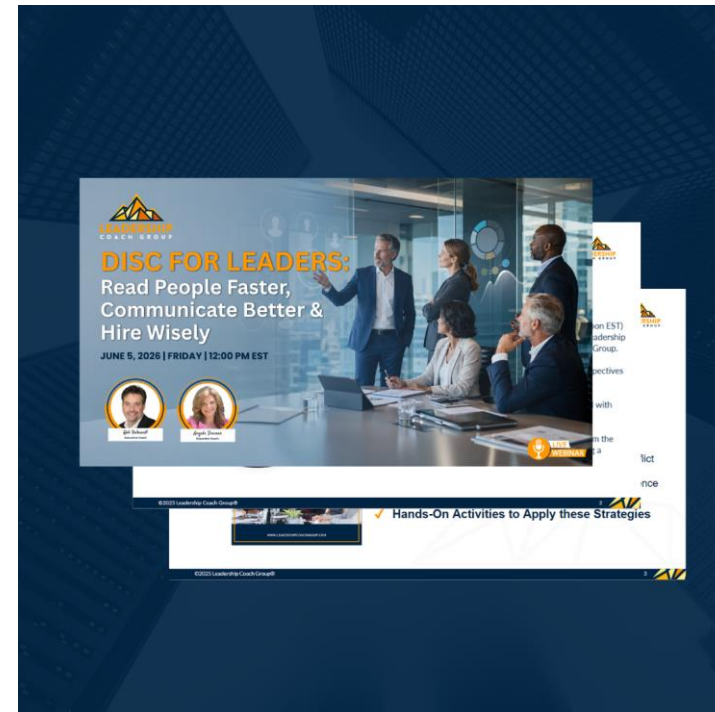
Type in “I volunteer” in chat or comment!

After this Session

Playbook

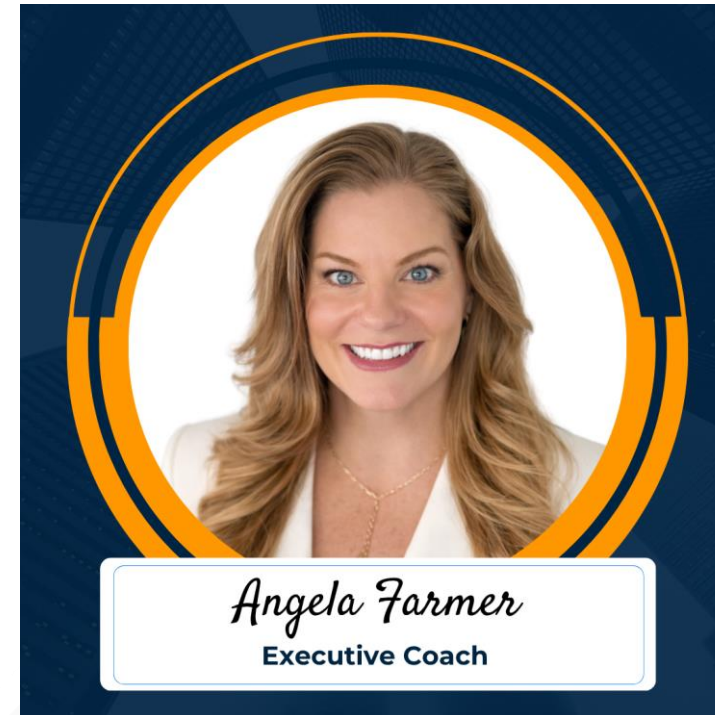


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Bonus Opportunity: Free DISC Assessment & Debrief

Want to go deeper after today's session?





We Welcome Your Feedback



Coming up next for LCG Open Coaching

Ditch the Superhero Cape: Self-Compassion for High-Performing Leaders

 Friday, August 7, 2026

 12 PM EST

Stay tuned for updates and details on this exciting session. Make sure to mark your calendars!





We are Here for You!

Contact Us

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-  www.leadershipcoachgroup.com