



*Your DISC Personality Styles
Ultimate Hack Playbook*

48DAYS.COM





Hey you,

I'm so glad you're taking the time to dig a little deeper into who you are and how you show up in this world. Every relationship starts with looking inward first. Can you recognize your strengths, and how you can show up with confidence for others? How about those subconscious fears that trigger you into reaction mode, and your behavior isn't quite what you're proud of?

In this little playbook, you're going to learn all about the DISC personality styles and how you can utilize this "language of empathy" to truly "hack" your relationships - people have joked about my ability to mind read before, and so much simply has to do with my awareness of these four styles.

Now, let me be clear: if you were to take every personality descriptor that's out there, you could likely see yourself as ALL these personality styles. The reality is that we wear different hats in our lifetimes, and as we "chameleon" into different roles and seasons in our lives, the key is to not lose yourself in the process.

The DISC personality assessments aren't simply a label or an excuse. There is no "right" or "wrong" profile. It simply opens the door to self-awareness. How well do you know yourself? How true to yourself are you - at work and home? Are you out of sync and feeling close to burnout? These are the things I'm looking for when I go through a personality profile with someone.

I so believe in these, not as the end-all-be-all answer to life's problems, but as a great little hack to kickstart your self-awareness and get a deeper level of empathy and understanding for yourself and others.

So dive in - learn some quick tips, and, when you're ready, take the assessment yourself. I'd love to hear your thoughts on it.

The uniqueness in each of us strengthens all of us,

Ashley Logsdon

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Personality Styles Get Started Guide

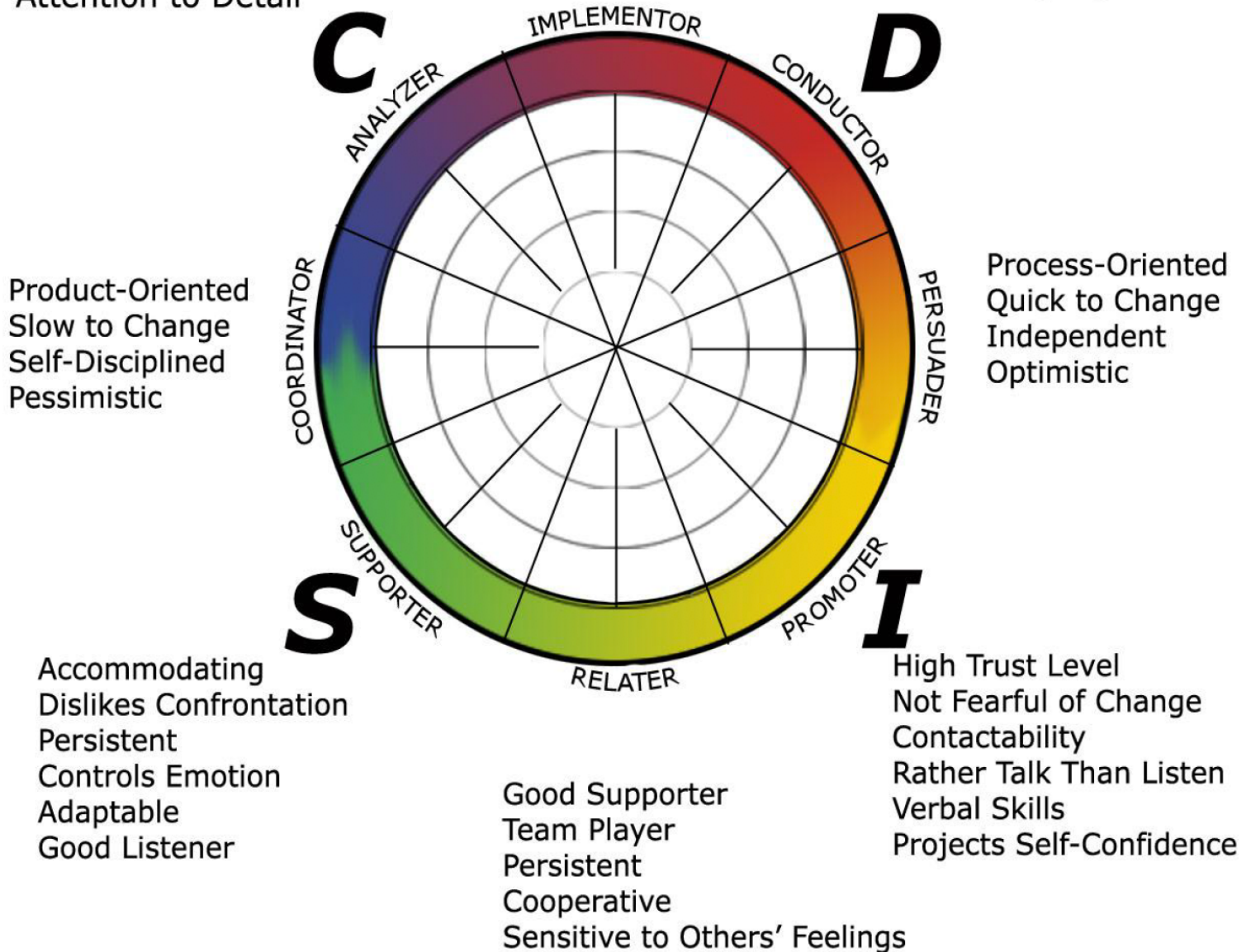
% of people in the general population who are high in this category	STRENGTHS	WEAKNESSES
3% <i>"Let's do it now!"</i>	D ominant Takes charge Likes power & authority Confident - Very direct Adventurous Bold Determined Competitive Self-reliant	Can hurt others' feelings Can turn people off Overlooks details
11% <i>"Trust Me. It'll Work Out."</i>	I nfluencer Good talkers Outgoing Entertains others Fun loving Impulsive Enjoys change Creative Energetic Optimistic Promoter	Can waste time Won't be quiet and listen Loses sight of the task
69% <i>"Let's Keep Things The Way They Are."</i>	S teadiness Steady Loyal Good listeners Calm Enjoys routine Sympathetic Patient Understanding Reliable Avoids conflict	Can be slow to act Maintains a low profile May seem unrealistic
17% <i>"How Was It Done In the Past?"</i>	C ompliance Loves detail Very logical Diplomatic Factual Deliberate Controlled Inquisitive Predictable	Can appear rigid Resistant to change Too serious

Success Insights Wheel

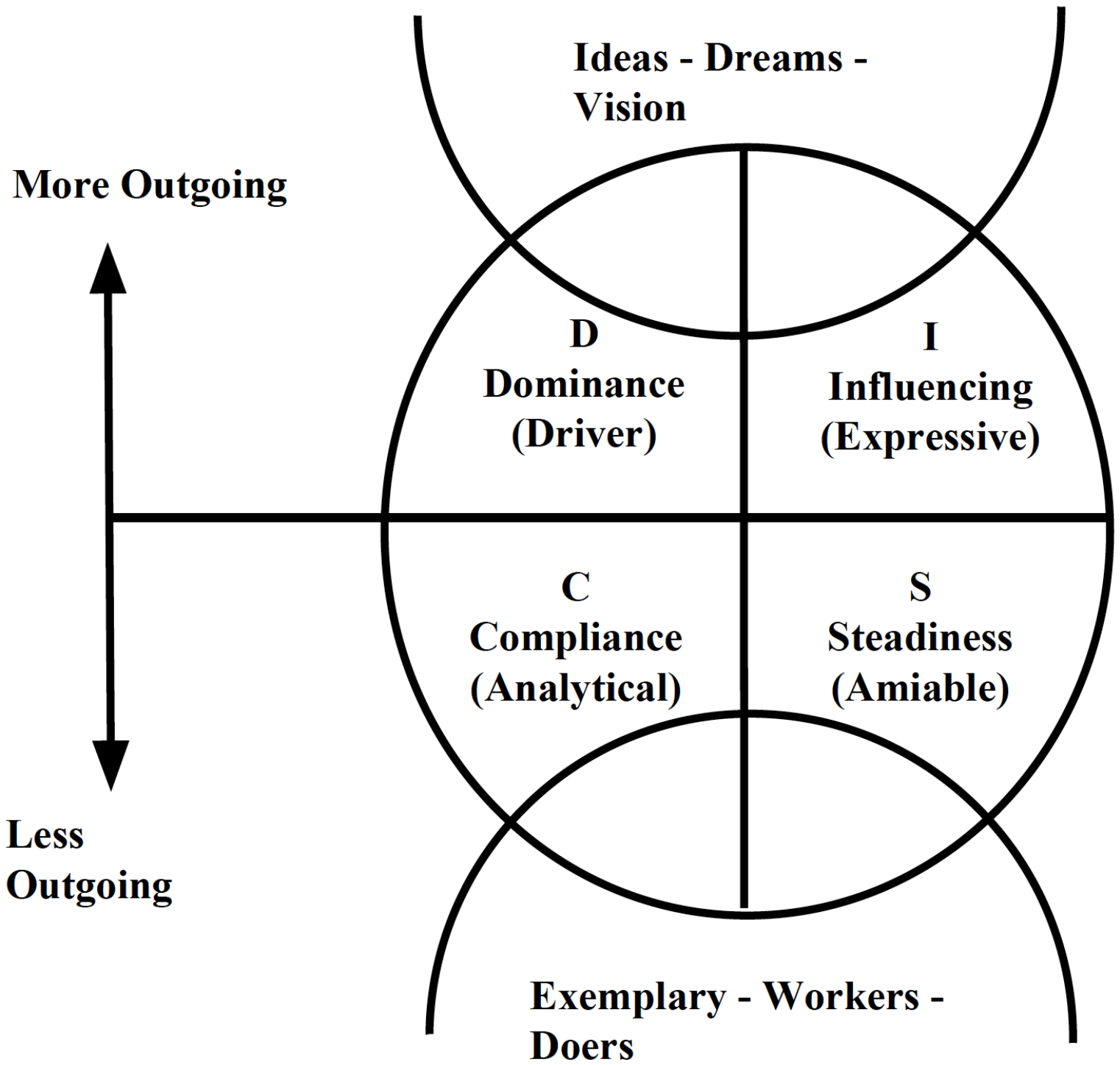
Precise
Accurate
Concern for Quality
Critical Listener
Non-Verbal Communicator
Attention to Detail

Creative
Slow Start/Fast Finish
Vacillating
Temperamental

Competitive
Confrontational
Direct
Results-Oriented
Sense of Urgency
Change Agent



Success Insights Wheel



D Personality Style

Imagine a **Lion** or an **Eagle** when thinking about this personality style.
The automobile equivalent of the D Personality Style is a **Rolls Royce**.



Gifts

Highly driven, assertive, decisive, great delegator, leader, decision-maker, results-oriented (task-focused), loves to be challenged, and determined.

Triggers

Biggest Fear: Loss of control.

Reaction: Micromanage/controlling, confrontational, aggressive, blunt/insensitive, overbearing, miss the details, impatient.

Stress relief is exercise, workaholism, and accomplishment.

How To Identify

Professional/power clothing, rewards/accomplishments, very direct, an office full of “wins”, fast-paced, and all about the bottom line.

Communication Tips for a High D

Hear people out. You may have the answer right away, but maturity and wisdom is in allowing others to go at their own pace and not be forced into your way or the highway. Use a gentler tone of voice and be polite.

When Communicating with a High D

Get to the point. Don't small talk, and don't beat around the bush. They appreciate a direct approach that gets to the bottom line. Start with the end in mind, and don't overanalyze.

I Personality Style

Imagine an **Otter** or a **Parrot** when thinking about this personality style.

The automobile equivalent of the I Personality Style is a **Ferrari**.



Gifts

Life of the party, entertaining, gregarious, storyteller, adaptable, optimistic, adventurous, creative, visionary, charismatic, open book.

Triggers

Biggest Fear: Rejection.

Reaction: Blabbermouth, indecisive, scatterbrained/shiny object syndrome, close-talker/space invader, impulsive, lose track of time, won't be quiet and listen - interrupts.

Stress relief is shopping/eating out/socializing with friends.

How To Identify

Colorful, loud, decor is fun & has stories behind it, motivated/recharged by people.

Play hard, sleep hard/high energy.

Hates to be bored. Exaggerates & elaborates for a better story.

Communication Tips for a High I

If you are interrupted, don't continue with your story - it may be the person needs a break.

Wait 7 seconds after asking a question - slow down.

Limit wordiness.

When Communicating with a High I

Have fun.

Allow for storytelling, and offer encouragement - they want to feel heard.

If something needs to be accomplished, have a clear agenda and stick to it.

S Personality Style

Imagine an **Labrador Retriever** or a **Dove** when thinking about this personality style. The automobile equivalent of the S Personality Style is a Minivan.



Gifts

Loyal, sympathetic, good listener, thoughtful, introspective, easygoing, dependable, reliable, organized, patient, calm, enjoys routine, avoids conflict, quiet but witty, and a peacemaker.

Triggers

Biggest Fear: Loss of security.

Reaction: Apathetic, lazy, shut down, passive-aggressive, carry a grudge, indecisive, quick to quit, slow to act.

Stress relief is seclusion - reading a book, "vegging out", or taking a nap.

How To Identify

Lower energy - needs rest & affirmation.

Relationships are most important - pictures of family/friends around, dressing for comfort, helpful, observing before speaking, seeking to understand & connect.

Communication Tips for a High S

Remember that your opinion matters - speak up.

If you clearly communicate the small things, it won't be as big of a confrontation on the big things - don't bottle it in.

When Communicating with a High S

Give support and affirmation - no pressure.

Allow time to process.

Don't overload them with choices/options.

Focus on being kind vs. being right.

Relationships trump rebuttal.

C Personality Style

Imagine an **Beaver** or an **Owl** when thinking about this personality style. The automobile equivalent of the C Personality Style is a **Volvo**.



Gifts

Analytical, detailed, systematic, factual, logical, pragmatic, deliberate, inquisitive, precisionist, thoughtful, task-focused.

Triggers

Biggest Fear: Criticism.

Reaction: Perfectionist to the point of missing the priority, realist on the verge of negativity, paralysis by analysis, resistant to change, rigid, hoarder.

Reduces stress by space - both physical and emotional.

How To Identify

Closed body language, cautious speaker, looks to the past for answers, classic style.

Knows the facts and statistics and is very inquisitive by nature - they want to know the "why" behind everything.

Communication Tips for a High C

Focus on the good in others, don't overload them with details, be encouraging.

People always come before the task.

Sometimes the truth hurts. Ask yourself "What is my goal?"

When Communicating with a High C

Check to make sure it's a time to talk, allow them space, and be clear with the details.

If you have an idea, don't try to just dream with them - be prepared to back the dream up with logic.



Hold on -

You may be thinking this is all well and good, yet you're just too maxed for time to make any substantial shifts to the overwhelmed and chaotic life you're living in.

You can't make time to make the changes, so you're simply staying in the same cycle of repetitive burnout.

It can be tough. It's hard to shift out of survival mode. It's hard sometimes to see the little steps on the way to the huge mountain you need to overcome.

My father, Dan Miller, laid out an excellent framework for starting a business with just 15 hours a week.

Let's take this model even beyond building a business. As you look through this below, think about what else would shift if you devoted some intentional time to it. Could you set aside intentional time to learn about, develop, invest and grow in your relationship with your partner? How about in your own personal development and confidence?

What would you do with an intentional 15 hours? I'd love to hear what it opens up for you!

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A WORKSHEET GUIDE TO BUILDING A BUSINESS

*With Just
15 Hours Per Week*

By Dan Miller



Building a Business With Only 15 Hours Per Week

3 Hours- 20%

Learning

5 Hours - 33%

Creating

4 Hours - 27%

Earning

3 Hours - 20%

Communicating

STEP 1

First, plan out when you are going to work those 15 hours on your business. Write it down, schedule it on your calendar like you would any other appointment you have, make a commitment to yourself and STICK TO IT

S	M	T	W	T	F	S

EXAMPLE:

S	M	T	W	T	F	S
	6 PM to 8 PM	6 PM to 8 PM	6 PM to 8 PM	6 PM to 8 PM	6 PM to 8 PM	8 AM to 1 PM

STEP 2

Instead of just writing “work on the business” on your calendar, determine how you are going to divide those 15 hours into the categories we’ve talked about.

S	M	T	W	T	F	S

NOTES:

EXAMPLE:

S	M	T	W	T	F	S
	12 TO 1 PM Working with clients	12 TO 1 PM Working with clients	12 TO 1 PM Working with clients	12 TO 1 PM Working with clients	6 PM TO 7 PM Gaining new knowledge	8 AM TO 1 PM Creating content/ product development
	6 PM TO 7 PM Gaining new knowledge	6 PM to 8 PM Marketing efforts	6 PM TO 7 PM Gaining new knowledge	6 PM to 7 PM Marketing Efforts		

How are you learning, creating,
earning, or communicating?
Are you investing in the
relationships to make your desires
come to fruition?

STEP 3

Map out your plan of action in each category, identifying specific things you will do in each area over the next few weeks.

Learning

1. _____
2. _____
3. _____

Creating

1. _____
2. _____
3. _____

Earning

1. _____
2. _____
3. _____

Communicating

1. _____
2. _____
3. _____

EXAMPLE:

Learning

1. Take Dan Miller's Mastermind Principles Course
2. Read 1 book Dan recommends (48days.com/reading)
3. Go through Eagles training on building my own course

Creating

1. Determine the title and module titles of my course.
2. Write a post on my expertise for the Eagles Community.
3. Develop pricing packages.

Earning

1. Go to Rotary and reach out to at least 3 people.
2. Call 3 people to ask how I can serve them.
3. Interact in one group where my Ideal Customers are.

Communicating

1. Set up my business Facebook Page.
2. Sketch out my simple beginning website and how I'm going to get it done.
3. Go through the Eagles Unique Value Proposition training.

STEP 4

Hold yourself accountable by tracking your progress in each area and find someone or a group that will support you and hold you accountable to your goals and plans in each area. What did you learn? What progress have you made? What are you going to do next?

[illegible]

What's Next?

The uniqueness in each of us strengthens all of us - instead of looking at what you lack as a negative, think of the synergy you can cultivate when you bring your unique strengths to the table with someone else - for example a visionary “big picture” D with the logical and detail-oriented C that can truly help them connect the dots.

Take a new twist on the “Golden Rule”. Yes, when it comes to kindness, integrity and empathy, please treat others as you want to be treated.

Yet when it comes to how to communicate effectively, motivate another, and show someone support...treat them how **they** want to be treated. It can completely shift the interaction.

Here are some links and resources to help you discover more about your personality style and how to live in your strengths as well as how to understand the personality styles of those around you in work and at home.

- [How understanding your personality style can open the door to self awareness.](#)
- [How understanding your personality style can help you find work you love.](#)
- [Get your own 28-page report on your personality style, complete with Motivational Characteristics of your behavioral style, Communication DOs and DONTs, PowerDISC – discover your strengths, Action Plan – to improve interpersonal skills.](#)
- [Find a coach that can help you unpack your personality style and help you determine specific action points to move forward in your job, your relationships and your life.](#)

NEW! DISCovering You Course: Moving From Communication To True Connection With Yourself and Others

This course is a robust way to get your whole family or business on board with how to communicate with one another, complete with support on sales strategies and learning styles with DISC. No more than the length of a 3-hour movie, you'll come away with powerful insights to truly speak the “Language of Empathy”.



Cheers to your commitment to nurturing a life filled with the people and experiences that bring you joy and fulfillment. It's not just about the work, but the LIFE you love, and that you and your loved ones thrive in.

In a world often fixated on competition, it's an amazing thing to see others in a way where they comPLETE versus comPETE. Embracing intentionality, guided by the timeless principle of the Golden Rule, and adopting a fresh perspective rooted in empathy can lead to harmonious relationships where our individual strengths bolster the collective. The uniqueness in each of us strengthens all of us - a true synergy!

Like the word "namaste" I use in my business, I acknowledge and celebrate the inherent goodness, positivity, aspirations, and serenity within myself and others. By extending mutual respect and understanding, we create a space where each person's uniqueness contributes to the greater good, fostering a sense of connection and collaboration that makes this world so much better to live in.

May this ethos of intentionality and empathy guide your interactions, relationships, and endeavors, enriching your life and those around you. Cheers to embracing the journey with open hearts and minds, and recognizing the beauty in each person's story.

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