

WORKPLACE **CONFLICT** IS **UNTAPPED** OPPORTUNITY

ME vs. YOU

When two or more people are not communicating effectively and/or respecting each other.



ME vs. JOB

When a person struggles to meet ALL priorities of a job and the fluctuating expectations.



ME vs. ME

When a person struggles to balance personal wants and professional needs.



LEVERAGE PEOPLE INSIGHTS AND TURN CONFLICT INTO OPPORTUNITY!

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ME vs. YOU

PEER CONFLICT

- People will **default** to communicate on their style.
- **DISC** tells you how people communicate, **Motivators** tells you why they engage or resist!
- *“Treat others how **THEY** want to be treated.” (The Platinum Rule)*



ME vs. JOB

SKILLS CONFLICT

- Jobs inherently reward/incentivize **different sets** of DISC/Motivators.
- How a job should be done and how a person wants to do the job will **rarely** 100% aligns.
- *“Ideal job fit is when a person is capable, thorough and grateful.”*



ME vs. ME

SELF CONFLICT

- Much of workplace conflict comes from internal uncertainty.
- Emotionally intelligent people practice self awareness and emotionally aware of others.
- *“Empathy for others is easier when we have it for ourselves.”*

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ME vs. YOU



UNDERSTAND PERSPECTIVES

Managers leverage DISC/Motivators to see opposing views.

1. HOW does each person PREFER to communicate?
 - Refer to their DISC Style
2. WHY do they engage or resist ideas? (Top 3 Motivators)
 - Refer to their top 3 Motivators
3. How can they need to ADAPT to get what they want?
 - Refer to the DISC/Motivators of their audience

ME vs. JOB



BRIDGE PERFORMANCE GAPS

Managers identify obstacles/opportunities to best set up an individual performance.

1. What is the desired OUTCOME of the role? (Not the problem.)
 - Aka the Success/Goal Achieved
2. Which DISC/Motivators ENGAGE in this outcome?
 - Want to solve this problem?
3. How can the person fulfill on THEIR terms?
 - Use their DISC/Motivators

ME vs. ME



PERSONAL GROWTH

Managers coach individuals to leverage blindspots and play to all strengths.

1. Is the person AWARE of their all of DISC/Motivators?
 - Specifically, their top 3 Motivators
2. Which Motivator may be UNSATISFIED?
 - Overlooked or underutilized
3. How can they EMBRACE all 3 Motivators?
 - Do things their way!

CUSTOMIZE Your Questions → Contact Juan@careerblindspot.com | 602.919.0314

