



Using DISC to Capitalize on the Strengths in Your Team Does Your Team Have a Finder, Grinder and Minder?

Great teams are comprised of great team members. Great team members are those who utilize their natural strengths to contribute to common team goals. Within a team, it is necessary for the individual team members to have complementary strengths, not the same strengths, thereby allowing the team to maximize their potential.

Any successful team effectively utilizes 3 types of team members: FINDERS, GRINDERS, and MINDERS. FINDERS bring in the business, shaking the trees to identify prospects and sell to them. GRINDERS do the business, preparing the proposals, asset allocations, and financial plans. MINDERS maintain the business, solidifying the client relationships by providing exceptional service.

To be good at what they do, Finders, Grinders, and Minders need to use different strengths. These strengths can be identified and demonstrated in the DISC model using the Team Success Insights Wheel. The Team Success Insights Wheel gives an overview of a person's natural strengths in relationship to the 4 distinct aspects of DISC:

Dominance: How one responds to problems and challenges

Influencing: How one responds to people and influences them to their point of view

Steadiness: How one responds to the pace of their environment and how they handle change

Compliance: How one responds to rules and procedures set by others

FINDERS usually have HIGH D and/or HIGH I strengths. HIGH D people are energized by challenges, can overcome objections, and are very results-oriented, aggressive self-starters. HIGH I people are energized by verbal/social interaction, can motivate and inspire, and are very persuasive, enthusiastic, and optimistic.

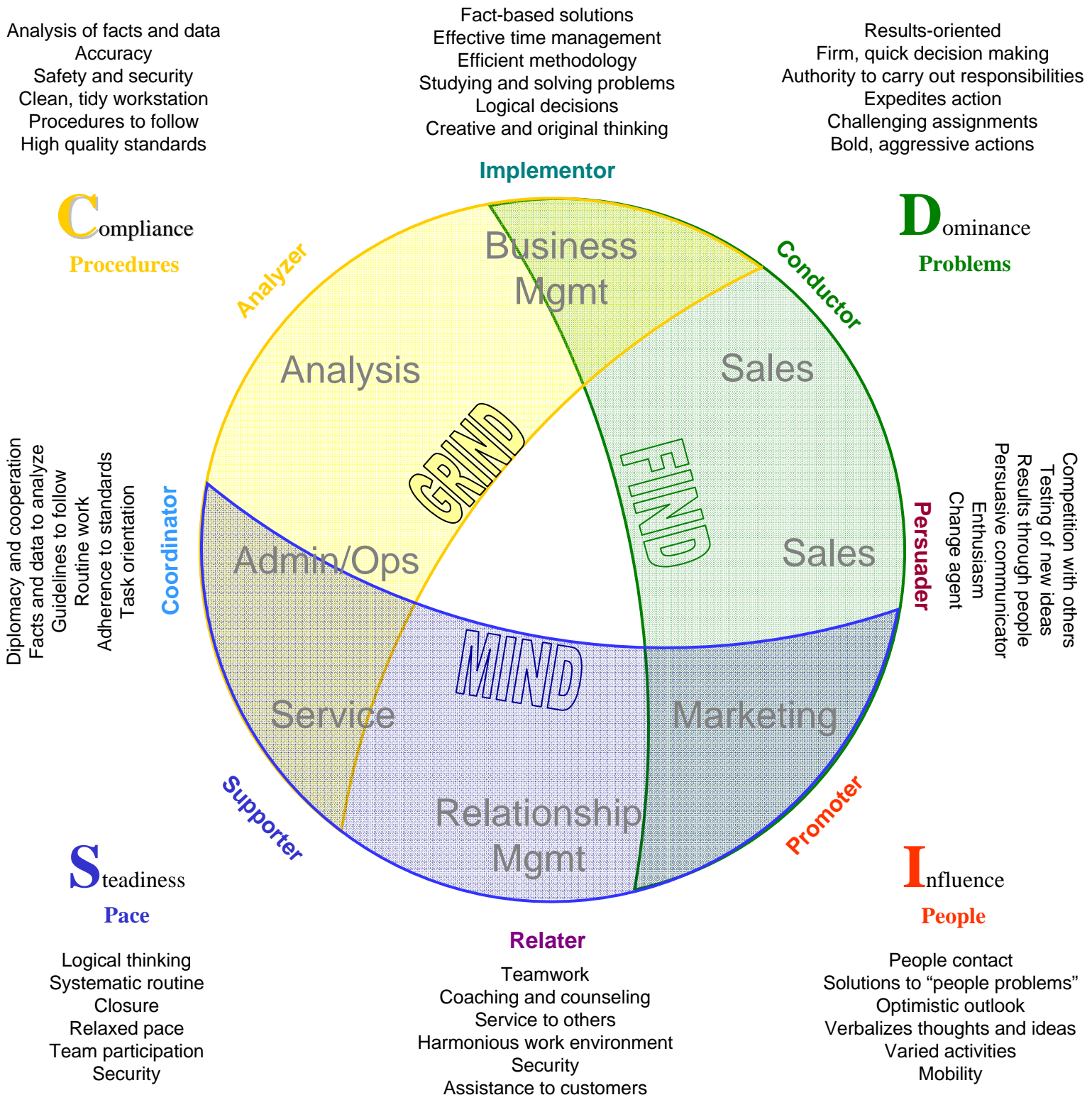
GRINDERS usually have HIGH C and HIGH D or HIGH S strengths. HIGH C people are driven for accuracy and perfection, have high quality standards, and are very detail-oriented, analytical, and well-disciplined. HIGH D people, in addition to the previously mentioned characteristics, have a strong sense of urgency, are decisive, and excel at problem-solving. HIGH S people have strong listening skills, will follow-up and follow-through on responsibilities, and are methodical, logical, and steady.

MINDERS usually have HIGH S and/or HIGH I strengths. HIGH S people are driven for systems/processes, can build long-term relationships, and are very patient, reliable, loyal, and proactive. HIGH I people, in addition to the previously mentioned characteristics, have a desire to be seen as trustworthy and are natural mediators and negotiators.

The next page shows how FINDERS, GRINDERS and MINDERS relate to our Team Success Insights® Wheel. To profile your team, please contact us at 770.319.0310.

Team Success Insights® Wheel

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