



Kelvin Ong

Why Are You Like That?

**Maximising Communication Effectiveness
with**

DISC *Profiling Tool*

**Toastmasters International
District 80 Convention
24 May 2008**

Why Are You Like That?

Kelvin Ong, MSc, DTM is the First District Governor of the Pan-Southeast Asia Toastmasters District 51. He is the only member in Asia to be named to the President's Circle, Toastmasters International Hall of Fame for his efforts and contributions toward the Toastmasters organisation. In 1991, Kelvin was awarded the Distinguished Toastmaster (DTM) Award - the highest educational award that can be earned by a member of the Toastmasters organisation. In 2005, he was awarded the District Distinguished Service Award.

Kelvin holds a Master of Science degree in Training with the University of Leicester, UK. He is a Singapore WDA-certified ESS course developer, trainer and Assessor; Singapore2006 GEMS trainer; certified DISC-Classic and Extended-DISC[®] practitioner and certified TetraMap[®] practitioner. He is also a course developer for the Singapore national standard curriculum of the 2007 Service Excellence WSQ programme. Kelvin was a certified facilitator for 7-Habits for Highly Effective People when he was the Training Manager of the National University Hospital before he established his own training consultancy firm KVO International Pte Ltd.

He specialises in people development training, with the belief that a positive personal mind-set and strong team cohesiveness brings out the best in productivity and work-life balance. Some of his popular programs include *Service Is A Habit, Making Training Fun and The Competent Series (Competent Manager, Competent Supervisor, Competent Coach, Competent Trainer and Competent Speaker)*.

Kelvin has been in the training and development field for more than 20 years. He is the first and only local trainer to be WDA ACTA-Certified by RPL.

Known for his interactive and energetic training style, he is a regular workshop facilitator at the National University of Singapore, Singapore Institute of Management, Singapore Human Resources Institute and several other organisations. His training programmes incorporate interactive-games, case studies and group works with emphasis on real-life practical applications.

Some of his workshop participants include staff of the Singapore Police Force, Ministry of Defense, Singapore Prison Services, SMRT Corp, National Environment Agency, DHL, Asian-Tigers KC-DAT Sun Microsystems, Jurong Shipyard, Oriental Hotel, Meritus Mandarin, Marina Mandarin, Richland Logistics, OCBC Bank, Singtel, Manpower, Creative Technology, TTI Electronics, YKK Singapore, Hong Leong Finance, MitsuChemical, Sysmed, UE Square, Hitachi GST, Sime Darby and Verigy Singapore.



KELVIN ONG **Director** **KVO International Pte Ltd**

*First District Governor,
Toastmasters International Dist-51*

*President,
Singapore Institute of Management
Human Resource Interest Group
(HURIG)*

*Founder Member; Past President,
SIM I Toastmasters Club*

*Immediate Past Chairman
Sparkle Tots PTA*

*Honorary Secretary,
Adventures in Attitudes Alumni*

*Founder Member,
MENSA Singapore*

**WDA ACTA-Certified
by RPL**

**WDA Accredited
ESS Developer, Trainer
& Assessor**

**WDA Accredited
Service Excellence Developer**

*Certified Practitioner,
DISC Classic
Extended DISC[®]*

*Certified Practitioner,
TetraMap[®]*

Why Are You Like That?

1	B	D	A	C
2	A	C	D	B
3	C	B	A	D
4	A	D	C	B
5	D	B	C	A
6	B	A	D	C
7	C	D	B	A
8	B	A	D	C
9	D	A	C	B
10	C	B	D	A
11	A	D	C	B
12	D	C	A	B
13	B	A	D	C
14	C	D	B	A
15	D	A	C	B
16	A	B	C	D
17	B	C	D	A
18	C	A	B	D
19	D	B	C	A
20	A	D	C	B
21	A	B	C	D
22	D	C	B	A
23	D	B	A	C
24	D	C	A	B
25	D	I	S	C
26				

D I S C

L i t e

DISC-Lite Behavioural Styles

- The model is a tool for observing and analyzing behavior - **not analyzing an individual's personality.**
- The model **does not classify people as good or bad, nor measures intelligence.**
- It does not not measure knowledge or skills.
- None of the behavioral styles is **better or worse.**

Background of DISC-Lite

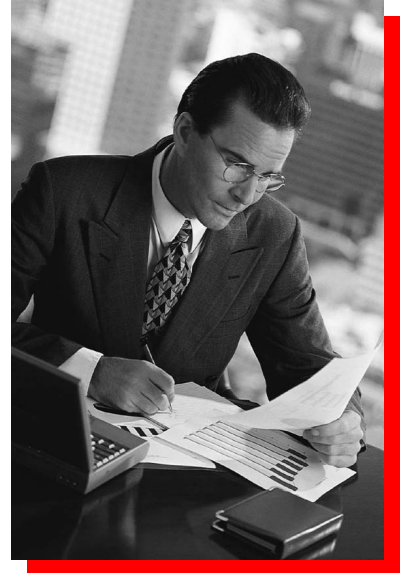
- DISC-Lite is based on theories developed by early 20th century behavioral scientists. The theories identify four behavioral dimensions.
- Most behavioral analysis today builds on the results of Carl Gustav Jung, one of the original behavioral scientists.
- In the 1940's and 1950's the DISC-theory was refined from the original Jungian theory.
- *DISC-Lite*[®] is a tool designed to help us improve our individual, team and organizational performance.

Why Are You Like That?

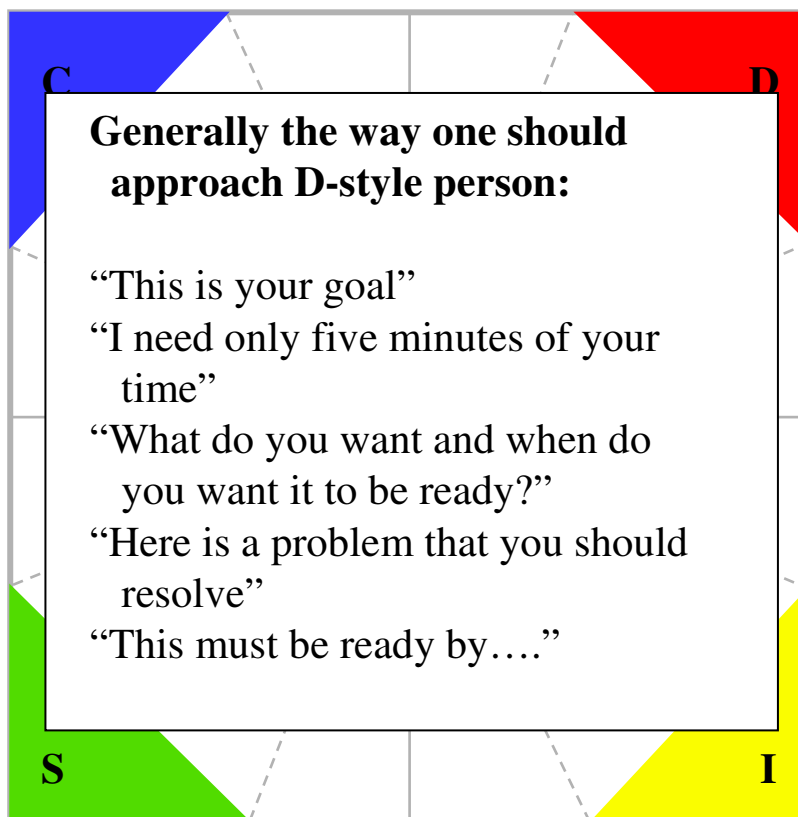
D - Style

- Decisive, tough
- Strong-willed
- Competitive, demanding
- Independent, self-centered

- **Under pressure** - lack of concern
- **Fear** - loss of control



Communicating with a D-style:



Why Are You Like That?

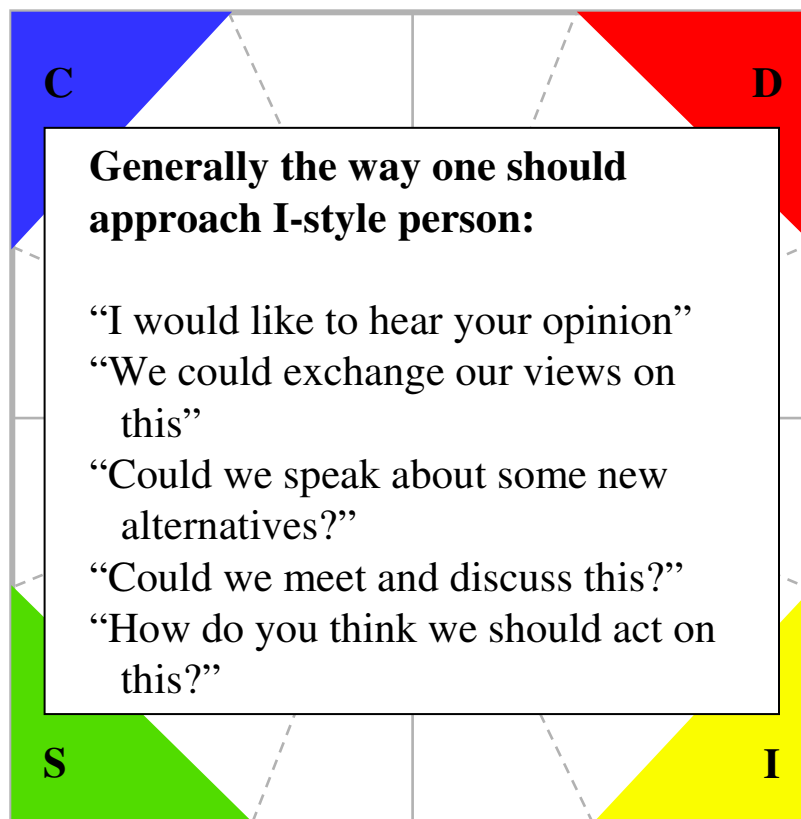
I - Style

- Sociable
- Talkative, open
- Enthusiastic
- Energetic
- Persuasive

- **Under pressure** - disorganized
- **Fear** - social rejection



Communicating with a I-style:



Why Are You Like That?

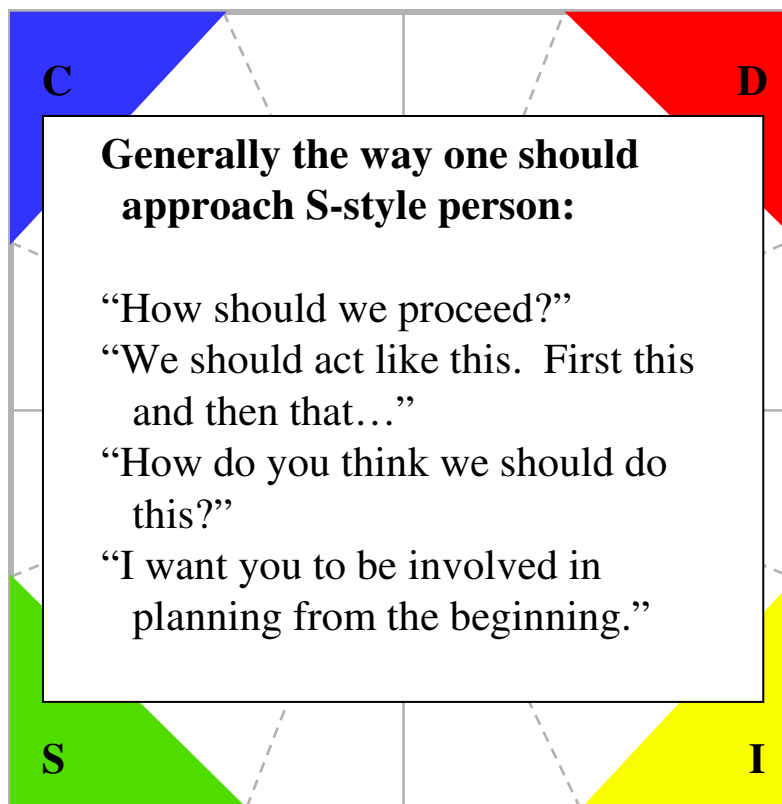
S - Style

- Calm, steady
- Careful, patient
- Family-oriented
- Good listener
- Modest
- Trustworthy

- Under pressure - too willing
- Fear - loss of stability



Communicating with a S-style:



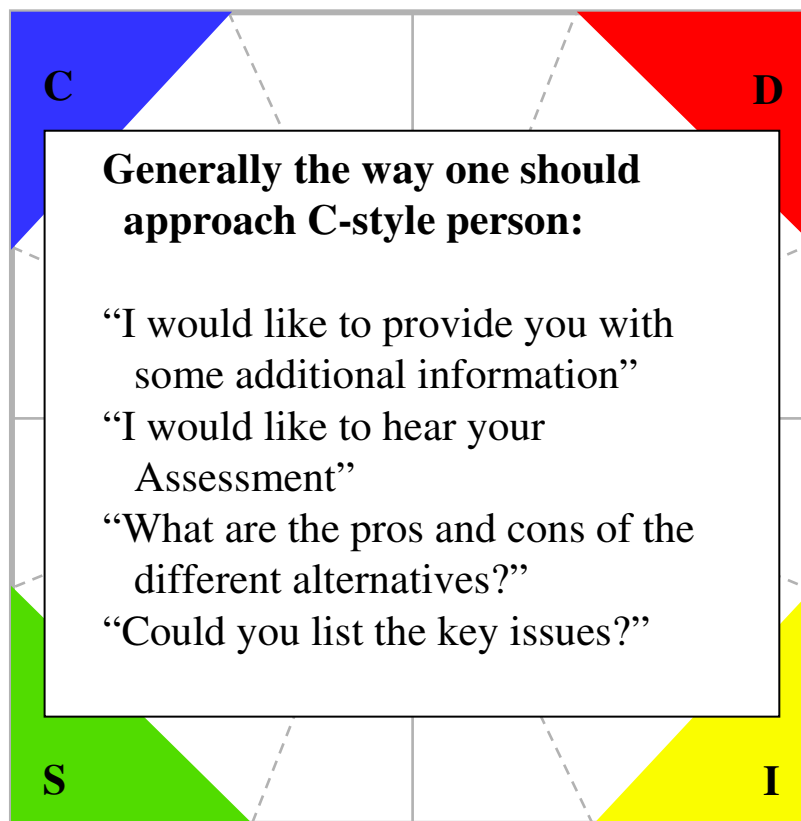
Why Are You Like That?

C - Style

- Precise
- Follows rules
- Logical, careful
- Formal, disciplined
- **Under pressure** - overly critical
- **Fear** - criticism of work



Communicating with a C-style:



Who Am I?



Purpose

Individual **Personal Analysis** provide specific information on your general characteristics of what motivates you, how you make decisions, your communication style, your strengths, and areas where you could benefit from by developing.

Online-DISC provides individuals with an easy-to-use electronic assessment tool for understanding personal behavioural style. Based on the popular DISC theory developed in the 1920's, Online-DISC has many applications, including leadership and organisation development, communication and interpersonal relationship development.

The principles behind Online-DISC is based on the work of Carl Jung and William M. Marston, best represented by the 4-quadrant model illustrating these theories and behavioural styles.

Methodology & Duration

Online assessment takes only 30 minutes to complete. A 20-page report will be sent to you via email within 14 days.

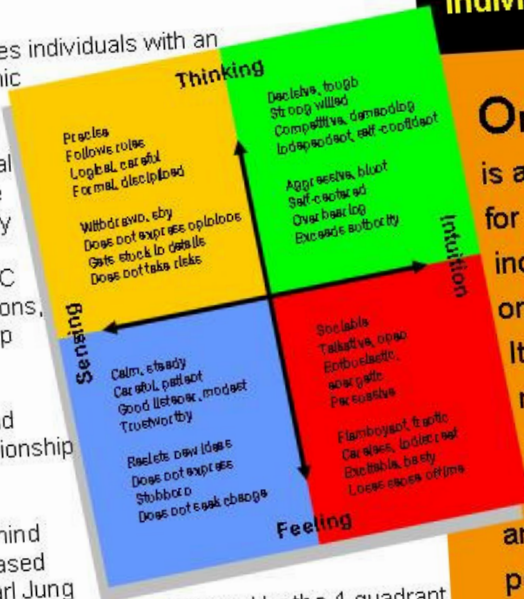
who we are...



Another quality assessment tool by **KVO Training**.
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Online D.I.S.C.®

Online Analysis with 20-page Individual Personal Report



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