38. DISC Personality Profiling for Chief Officers

Behavioral Insight for Stronger Communication and Leadership

Instructor: Zach Matthews

Effective leadership requires more than understanding your own style. This practical course helps Fire and EMS leaders recognize behavioral differences and adapt their communication, coaching, and decision-making to the people they lead. Participants connect DISC insights directly to command relationships, team dynamics, and everyday organizational challenges. Explore the four DISC behavioral styles—Dominance, Influence, Steadiness, and Conscientiousness—and identify the strengths, motivations, preferences, and possible limitations reflected in your own profile.
The goal is not to abandon your natural strengths, but to expand your leadership approach to meet the needs of different people and situations.
In this course, you will:

- Identify your DISC behavioral style and explore how your natural preferences influence communication and leadership.
- Recognize and appreciate behavioral differences among staff, colleagues, partners, and stakeholders.
- Adapt communication, coaching, and conflict-management approaches while maintaining authenticity.
- Apply DISC insights to mentoring, feedback, teamwork, decision-making, and leadership under pressure.

About the Instructor:

Zach Mathews is an experienced speaker, international trainer and executive coach who inspires audiences with his fast paced and entertaining programs focused on leadership, communication, and personal growth. With over twenty-eight years in public safety, Zach brings a wealth of experience to the table. His journey has taken him from conservation officer and wildland firefighter to leadership roles such as Investigation Section commander, Training Section commander, Logistics Manager, and Office of Professional Standards commander. In 2019, the Indiana Department Homeland Security recognized Zach's leadership abilities, tapping him to teach essential skills like body language and executive leadership courses across the state.

Zach now serves as the Planning Section Chief for the Indiana Fire & Public Safety Academy where he and his staff are responsible for firefighter certifications and instructor standards. Zach also coordinates statewide executive leadership training programs to include the biannual Indiana Fire Chief's Academy, and a company officer executive leadership course taught throughout the state. Zach is a John Maxwell certified executive coach and DISC behavioral analysist who works one-on-one with fire chiefs to achieve both professional and personal goals. Zach has trained thousands throughout his career and is motivated to provide training that will positively impact the fire service. But what truly sets Zach apart is his passion for effective communication.