WILEY

Interaction Guide

EVERYTHING DiSC® MANAGEMENT

INTEGRIS PERFORMANCE ADVISORS

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PEOPLE READING

Think about someone you work with.

1 Consider whether this person tends to be more:

2 Then, consider whether this person also tends to be more:

3 Now, combine this person's tendencies to determine their DiSC® style.

DOMINANCE
Fast-paced & Outspoken
Questioning & Skeptical

iNFLUENCE
Fast-paced & Outspoken
Accepting & Warm

CONSCIENTIOUSNESS
Cautious & Reflective
Questioning & Skeptical

STEADINESS
Cautious & Reflective
Accepting & Warm

Dominance

STRATEGIES FOR WORKING WITH THE D STYLE

Directing & Delegating

- Outline boundaries of authority
- Provide broad overviews
- Be direct about expectations
- Give deadlines, then autonomy

Creating a Motivating Environment

- Provide ambitious goals
- Let them work independently
- Give them opportunities to compete
- Give big-picture context

Developing

- Show how the development plan will benefit them
- Let them determine personal goals
- Use results-oriented approach
- Provide challenges

Working with a D Style Manager

- Show confidence in your ideas
- Be direct and to the point
- Explain the big picture
- Focus on bottom-line results

influence

STRATEGIES FOR WORKING WITH THE i STYLE

Directing & Delegating

- Allow them to lead group projects
- Let them try new solutions
- Keep them on schedule
- Don't mistake enthusiasm for understanding

Creating a Motivating Environment

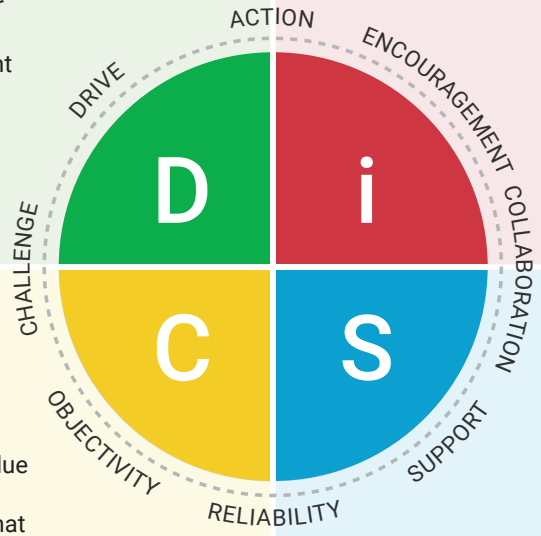
- Let them collaborate
- Vary their tasks
- Encourage their more adventurous ideas
- Praise them publicly

Developing

- Encourage teamwork
- Steer toward goals that require fast action
- Provide leadership opportunities
- Be optimistic about their development

Working with an i Style Manager

- Show enthusiasm and passion
- Keep projects moving
- Emphasize teamwork
- Avoid focusing only on facts



STRATEGIES FOR WORKING WITH THE C STYLE

Directing & Delegating

- Check in only when necessary
- Have them update you on status and decisions
- Use deadlines to ensure forward progress
- Be objective with feedback

Creating a Motivating Environment

- Explain tasks logically
- Let them work independently
- Provide enough time for thoughtful decisions
- Allow them to help set quality goals

Developing

- Avoid overly cautious development plans
- Help them to see the value of teamwork
- Suggest opportunities that require analysis
- Respect their independence

Working with a C Style Manager

- Support ideas with logic and facts
- Be prepared with evidence to back up your plans
- Emphasize accuracy over speed
- Allow them ample time to make decisions

STRATEGIES FOR WORKING WITH THE S STYLE

Directing & Delegating

- Give clear direction
- Request their input
- Gradually give more responsibility
- Let them know you are there for support

Creating a Motivating Environment

- Avoid rushing them
- Let them know you value their contributions
- Give early warning of changes
- Allow them to collaborate

Developing

- Let them mentor others
- Encourage them to take risks
- Ask for input on their interests and skills
- Offer reassurance

Working with an S Style Manager

- Use a friendly approach
- Show how your ideas positively affect others
- Plan for steady progress
- Avoid pressuring them for quick decisions

Conscientiousness

Steadiness