

Manager's Group Results Report

Organization: ABC Industries
Dates: 3/15/24-3/22/25



What's Included

- Group Results Overview
- Team-Building Activities

Important Note: The DISC assessment measures key factors related to behavioral tendencies and individual work styles. This report includes a one-page summary, followed by detailed results. Please note that these results are not intended to serve as a predictor of job performance. For a well-rounded evaluation, consider pairing this tool with other assessments in our catalog.

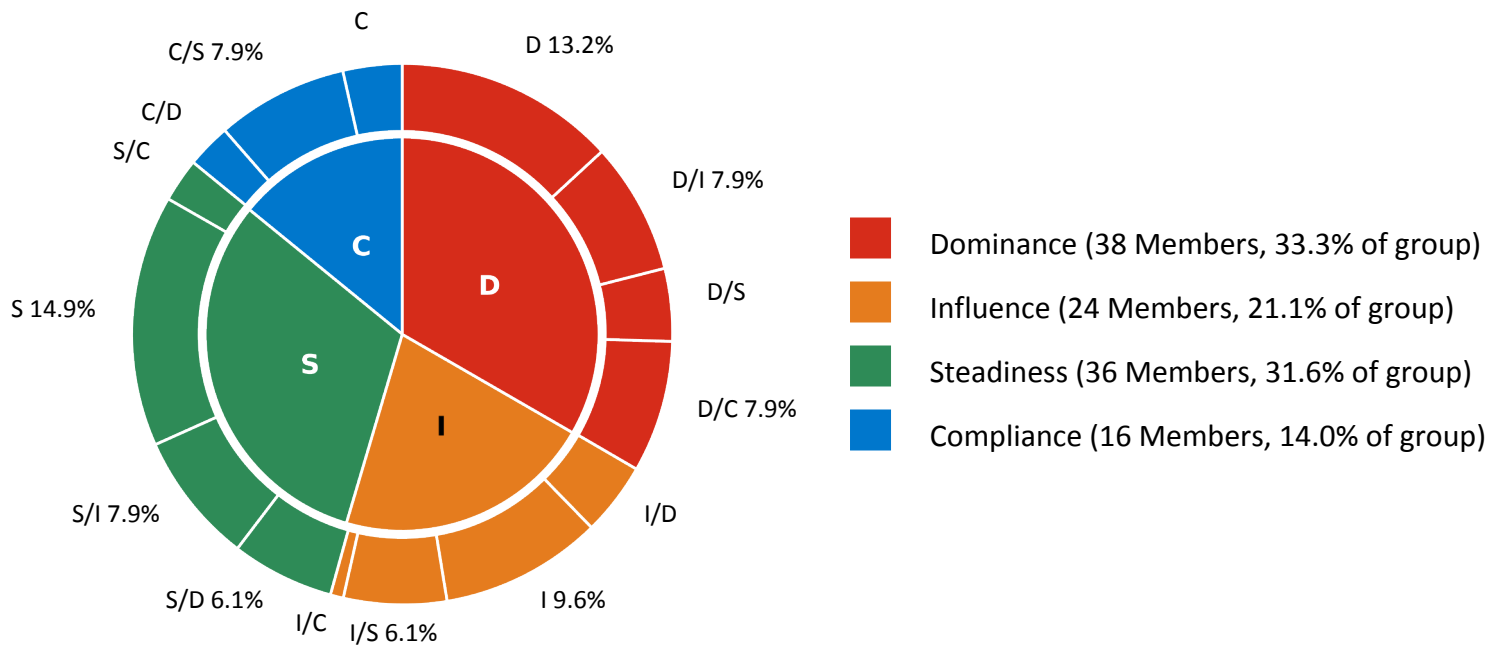


Overall

Group

Organization: ABC Industries
 Dates: 3/15/24-3/22/25
 Total Participants: 114

Group Score Breakdown



DISC Styles Explained

- D - Dominance** Results-focused, assertive, decisive, confident, direct, competitive, risk taker
- I - Influence** Sociable, optimistic, enthusiastic, outgoing, relationship-oriented, persuasive, good communicator, people oriented, enjoys building connections with others
- S - Steadiness** Patient, cooperative, dependable, calm, supportive, prefers stability, values harmony, reliable, team-oriented, listens actively
- C - Compliance** Detail-oriented, analytical, precise, quality-focused, organized, rule-abiding, produces high-quality work, values accuracy

SCORE BREAKDOWN

Scores - by Style

Name	Style	D	I	S	C	Date
Diamond, Benoitte	Dominance	43	21	8	26	2/5/25
Em, Abbie	Dominance	47	8	15	28	2/5/25
Elvia, Amabel	Dominance	43	28	19	8	2/6/25
Doralynn, Wendye	Dominance	38	29	7	24	2/7/25
Ilona, Brina	Dominance	47	17	22	12	2/18/25
Dambro, Zea	Dominance	35	17	22	24	2/21/25
Flieger, Anjanette	Dominance	40	22	19	17	2/21/25
Hiroshi, Bibbye	Dominance	36	19	21	22	2/21/25
Debbi, Yvonne	Dominance	40	14	21	24	2/24/25
Eadith, Alma	Dominance	35	26	19	19	2/24/25
Gualterio, Winnifred	Dominance	36	24	19	19	2/24/25
Ford, Allene	Dominance	38	14	28	19	2/24/25
Hepsiba, Amabelle	Dominance	35	26	21	17	2/28/25
Edmondo, Angele	Dominance	47	12	15	24	3/3/25
Grantley, Blondelle	Dominance	36	21	15	26	3/5/25
Emerald, Betsey	Dominance Influence	100	100	100	1	1/8/25
Gabrielson, Wilmette	Dominance Influence	31	28	21	19	2/18/25
Geneva, Anett	Dominance Influence	33	29	17	19	2/21/25
Follmer, Babara	Dominance Influence	29	28	24	17	2/24/25
Dotson, Annissa	Dominance Influence	36	31	15	15	2/24/25
Feodore, Annetta	Dominance Influence	29	26	17	26	2/24/25
Domingo, Arlie	Dominance Influence	29	28	21	21	2/24/25
Hollinger, Zoe	Dominance Influence	43	35	19	1	2/25/25
Gavini, Abbi	Dominance Influence	35	29	15	19	2/27/25
Hercule, Athene	Dominance Steadiness	28	21	26	24	2/6/25
Den, Binni	Dominance Steadiness	36	8	33	21	2/24/25
Frannie, Yolane	Dominance Steadiness	33	12	29	24	2/24/25
Hynda, Ardene	Dominance Steadiness	38	8	31	21	2/25/25
Hedelman, Adrianna	Dominance Steadiness	33	8	33	24	3/11/25
Hux, Barbette	Dominance Compliance	33	8	24	33	2/5/25
Hum, Bethena	Dominance Compliance	31	15	24	28	2/5/25
Hayward, Wenona	Dominance Compliance	36	15	17	29	2/5/25
Gaven, Wenona	Dominance Compliance	36	8	17	36	2/7/25
Hardin, Wallie	Dominance Compliance	43	10	8	36	2/7/25
Harleigh, Bernadette	Dominance Compliance	45	7	10	36	2/18/25
Hafler, Addy	Dominance Compliance	38	15	10	35	2/21/25
Durtschi, Ashla	Dominance Compliance	33	7	26	33	2/24/25
Georglana, Bernardine	Dominance Compliance	35	17	19	28	3/3/25
Gona, Austin	Influence Dominance	35	38	12	14	2/14/25

Name	Style	D	I	S	C	Date
Gaby, Alie	Influence Dominance	31	36	21	10	2/21/25
Florence, Bernadene	Influence Dominance	36	43	12	7	2/24/25
Emelyne, Ynez	Influence Dominance	35	36	21	7	2/26/25
Heinrich, Austin	Influence Dominance	28	35	28	8	3/3/25
Dott, Zena	Influence	19	52	22	5	2/5/25
Hillel, Yettie	Influence	14	42	21	22	2/5/25
Garreth, Zilvia	Influence	26	38	28	7	2/6/25
Danielle, Amye	Influence	19	42	19	19	2/10/25
Davey, Bertine	Influence	17	36	24	21	2/18/25
Helenka, Alleen	Influence	15	49	19	15	2/20/25
Dusen, Beatriz	Influence	15	54	19	10	2/21/25
Giordano, Augustine	Influence	26	33	24	15	2/25/25
Infield, Arlen	Influence	19	47	26	7	3/3/25
Gluck, Annabela	Influence	22	54	12	10	3/4/25
Fedirko, Annamaria	Influence	1	57	14	28	3/21/25
Darya, Brittan	Influence Steadiness	10	36	33	19	1/31/25
Flita, Aridatha	Influence Steadiness	14	31	28	26	2/3/25
Hidie, Aleen	Influence Steadiness	22	35	29	12	2/5/25
Eal, Aleta	Influence Steadiness	10	35	31	22	2/5/25
Dulsea, Adeline	Influence Steadiness	8	31	31	28	2/24/25
Hrutkay, Zsazsa	Influence Steadiness	8	35	33	22	3/3/25
Friedlander, Beatrix	Influence Steadiness	22	36	35	5	3/3/25
Evadne, Ange	Influence Compliance	22	31	17	28	2/5/25
Florenza, Angelica	Steadiness Dominance	29	12	36	21	2/5/25
Gyllys, Alleen	Steadiness Dominance	28	19	31	21	2/5/25
Farlie, Agnese	Steadiness Dominance	26	24	31	17	2/5/25
Gulgee, Ashlie	Steadiness Dominance	28	14	29	28	2/5/25
Henrie, Bertine	Steadiness Dominance	28	8	35	28	2/21/25
Emalee, Billi	Steadiness Dominance	26	22	31	19	2/22/25
Gilford, Adrian	Steadiness Dominance	29	21	36	12	2/24/25
Edson, Ardath	Steadiness Influence	10	36	43	8	2/7/25
Iain, Ambur	Steadiness Influence	21	31	38	8	2/18/25
Francis, Ardith	Steadiness Influence	17	31	38	12	2/18/25
Faye, Aretha	Steadiness Influence	14	31	35	19	2/19/25
Haggi, Bird	Steadiness Influence	22	31	33	12	2/21/25
Daniele, Agata	Steadiness Influence	24	33	36	5	2/25/25
Estes, Ardene	Steadiness Influence	21	28	31	19	2/27/25
Ilsa, Arliene	Steadiness Influence	17	36	38	7	3/3/25
Ensign, Breanne	Steadiness Influence	12	28	31	28	3/3/25
Glaab, Zabrina	Steadiness	22	3	43	29	2/5/25
Glynnis, Agatha	Steadiness	12	15	45	26	2/7/25

Name	Style	D	I	S	C	Date
Durrell, Aubine	Steadiness	21	19	36	22	2/7/25
Halden, Allx	Steadiness	24	24	31	19	2/19/25
Huntington, Audi	Steadiness	15	14	45	24	2/21/25
Gaither, Alla	Steadiness	21	24	31	22	2/22/25
Francois, Bette-Ann	Steadiness	15	26	33	24	2/24/25
Gotcher, Abigale	Steadiness	28	15	40	15	2/27/25
Hoxsie, Andreana	Steadiness	24	22	31	21	2/27/25
Elsa, Blair	Steadiness	22	10	38	28	2/28/25
Dric, Annabel	Steadiness	24	12	43	19	3/3/25
Henrique, Betti	Steadiness	17	22	38	21	3/3/25
Dmitri, Alexia	Steadiness	24	7	38	29	3/4/25
Daniele, Addie	Steadiness	8	17	45	28	3/5/25
Emerick, Ardith	Steadiness	24	7	40	28	3/10/25
Derna, Belia	Steadiness	24	21	33	21	3/11/25
Garth, Anne	Steadiness	1	14	52	33	3/21/25
Gemini, Adrienne	Steadiness Compliance	24	10	33	31	2/24/25
Gabriel, Bernetta	Steadiness Compliance	24	17	29	28	2/25/25
Elihu, Agneta	Steadiness Compliance	22	10	36	29	3/8/25
Duggan, Abbi	Compliance Dominance	26	24	21	28	2/21/25
Erine, Ariel	Compliance Dominance	29	10	28	31	2/24/25
Hannon, Aubine	Compliance Dominance	29	12	22	35	2/27/25
Destinee, Wilie	Compliance Steadiness	1	19	38	42	2/4/25
Grochow, Amity	Compliance Steadiness	12	10	38	38	2/5/25
Guglielma, Avie	Compliance Steadiness	19	15	29	35	2/6/25
Gerge, Bili	Compliance Steadiness	19	14	31	35	2/18/25
Fancy, Alanah	Compliance Steadiness	15	24	29	29	2/25/25
Dasteel, Biddie	Compliance Steadiness	14	15	35	35	3/3/25
Hardden, Brynna	Compliance Steadiness	22	12	31	33	3/3/25
Faires, Berthe	Compliance Steadiness	14	7	36	42	3/4/25
Edlin, Arielle	Compliance Steadiness	24	15	28	31	3/6/25
Gustie, Anabal	Compliance	26	5	28	40	2/5/25
Goetz, Barbabra	Compliance	14	17	22	45	2/16/25
Folsom, Bobette	Compliance	22	8	29	38	2/18/25
Diarmid, Bert	Compliance	14	22	26	36	2/19/25

Scores - by Name

Name	Style	D	I	S	C	Date
Damara, Antonella	Dominance Compliance	43	10	8	36	2/7/25
Daniala, Bethena	Influence	15	54	19	10	2/21/25
Darsie, Calley	Compliance Steadiness	19	14	31	35	2/18/25
Dasteel, Annalise	Compliance Dominance	29	10	28	31	2/24/25
Davis, Winnah	Steadiness	8	17	45	28	3/5/25
Dickie, Bernelle	Compliance	14	17	22	45	2/16/25
Dittman, Ardine	Compliance Steadiness	14	7	36	42	3/4/25
Docilu, Waneta	Dominance	35	17	22	24	2/21/25
Dodge, Brena	Dominance Steadiness	36	8	33	21	2/24/25
Dodson, Beulah	Influence Compliance	22	31	17	28	2/5/25
Dorena, Wilma	Steadiness	21	19	36	22	2/7/25
Dorri, Winnie	Compliance Dominance	29	12	22	35	2/27/25
Doughty, Alysia	Influence	26	33	24	15	2/25/25
Dru, Ashlan	Steadiness	21	24	31	22	2/22/25
Druci, Aubree	Dominance	36	19	21	22	2/21/25
Drusy, Bernardina	Dominance Influence	29	28	21	21	2/24/25
Dumm, Bethena	Steadiness Dominance	29	12	36	21	2/5/25
Eberta, Aurelie	Steadiness Influence	14	31	35	19	2/19/25
Eddana, Amandy	Steadiness	24	7	38	29	3/4/25
Elberfeld, Adena	Steadiness Compliance	24	10	33	31	2/24/25
Elihu, Ardra	Influence Dominance	35	38	12	14	2/14/25
Elly, Allyn	Steadiness Influence	10	36	43	8	2/7/25
Elum, Aigneis	Dominance Steadiness	38	8	31	21	2/25/25
Elvah, Annissa	Dominance Influence	36	31	15	15	2/24/25
Elwina, Abbie	Steadiness	1	14	52	33	3/21/25
Embry, Callida	Influence Dominance	36	43	12	7	2/24/25
Emmet, Wilmette	Dominance Compliance	36	15	17	29	2/5/25
Eraste, Aurelea	Dominance	47	12	15	24	3/3/25
Erund, Beryle	Dominance	43	28	19	8	2/6/25
Erwin, Berry	Steadiness Influence	24	33	36	5	2/25/25
Euridice, Berrie	Influence	14	42	21	22	2/5/25
Fabian, Aida	Influence	22	54	12	10	3/4/25
Fabriane, Aime	Steadiness Influence	22	31	33	12	2/21/25
Faludi, Bella	Dominance Compliance	36	8	17	36	2/7/25
Farant, Alida	Dominance	36	24	19	19	2/24/25
Farrel, Amber	Compliance Dominance	26	24	21	28	2/21/25
Favin, Bessy	Compliance	26	5	28	40	2/5/25
Fawna, Britte	Influence Steadiness	10	36	33	19	1/31/25
Feld, Ara	Dominance	36	21	15	26	3/5/25

Name	Style	D	I	S	C	Date
Felisha, Audie	Steadiness Dominance	29	21	36	12	2/24/25
Felten, Bibbye	Dominance Compliance	38	15	10	35	2/21/25
Fini, Ashien	Dominance Influence	35	29	15	19	2/27/25
Forrester, Aidan	Steadiness Influence	21	28	31	19	2/27/25
Fotina, Annnora	Influence	17	36	24	21	2/18/25
Fredkin, Alie	Dominance Influence	33	29	17	19	2/21/25
Funk, Ailina	Steadiness Dominance	26	22	31	19	2/22/25
Gaal, Alyse	Influence Steadiness	8	35	33	22	3/3/25
Gabie, Bel	Dominance Compliance	33	7	26	33	2/24/25
Gable, Anjanette	Dominance Compliance	35	17	19	28	3/3/25
Gabor, Alex	Steadiness Influence	21	31	38	8	2/18/25
Gael, Wendye	Steadiness	28	15	40	15	2/27/25
Garrik, Antonietta	Dominance	35	26	19	19	2/24/25
Garvey, Aurelea	Compliance Steadiness	22	12	31	33	3/3/25
Gausman, Bellina	Influence Dominance	28	35	28	8	3/3/25
Gayl, Becka	Dominance	40	14	21	24	2/24/25
Gazzo, Bette-Ann	Influence Steadiness	22	35	29	12	2/5/25
Geriana, Arleyne	Dominance Influence	29	28	24	17	2/24/25
Giarla, Andee	Steadiness	24	12	43	19	3/3/25
Gilson, Arabella	Dominance Steadiness	33	8	33	24	3/11/25
Gino, Anne-Corinne	Steadiness	24	24	31	19	2/19/25
Gitlow, Brigitta	Compliance	14	22	26	36	2/19/25
Gizela, Anstice	Steadiness	24	7	40	28	3/10/25
Glen, Willow	Compliance Steadiness	14	15	35	35	3/3/25
Goldman, Adoree	Influence	19	42	19	19	2/10/25
Gonick, Babbette	Steadiness	15	26	33	24	2/24/25
Goulette, Aggy	Dominance	43	21	8	26	2/5/25
Graniah, Beitris	Influence Steadiness	22	36	35	5	3/3/25
Greenfield, Amberly	Dominance Steadiness	28	21	26	24	2/6/25
Grodin, Aliza	Steadiness	24	22	31	21	2/27/25
Grounds, Bonny	Compliance Steadiness	12	10	38	38	2/5/25
Guido, Abigail	Steadiness	12	15	45	26	2/7/25
Guimar, Benni	Dominance Influence	29	26	17	26	2/24/25
Gun, Beverlee	Influence Steadiness	8	31	31	28	2/24/25
Gurias, Atalanta	Steadiness Compliance	22	10	36	29	3/8/25
Gusta, Zea	Steadiness	24	21	33	21	3/11/25
Gyls, Bonnibelle	Steadiness Dominance	28	8	35	28	2/21/25
Gypsy, Adan	Dominance	38	29	7	24	2/7/25
Haberman, Antonia	Steadiness Dominance	28	14	29	28	2/5/25
Hafler, Audra	Steadiness Dominance	26	24	31	17	2/5/25
Haim, Antonia	Influence	26	38	28	7	2/6/25

Name	Style	D	I	S	C	Date
Halbeib, Barrie	Influence Steadiness	10	35	31	22	2/5/25
Halland, Bridgette	Dominance	38	14	28	19	2/24/25
Halvaard, Adan	Dominance Influence	31	28	21	19	2/18/25
Ham, Blondelle	Influence	1	57	14	28	3/21/25
Hanan, Bamby	Dominance Steadiness	33	12	29	24	2/24/25
Harbird, Anni	Influence Dominance	31	36	21	10	2/21/25
Harts, Allys	Steadiness	17	22	38	21	3/3/25
Harty, Aveline	Dominance	47	8	15	28	2/5/25
Haskell, Alfi	Compliance Steadiness	19	15	29	35	2/6/25
Havener, Bernadette	Steadiness Influence	17	36	38	7	3/3/25
Hayman, Bennie	Dominance Compliance	45	7	10	36	2/18/25
Haywood, Ardyce	Influence	15	49	19	15	2/20/25
Hendon, Zola	Dominance	35	26	21	17	2/28/25
Hennahane, Bee	Dominance Influence	100	100	100	1	1/8/25
Hernandez, Alfie	Compliance Steadiness	1	19	38	42	2/4/25
Heron, Benetta	Influence	19	52	22	5	2/5/25
Hibbs, Anabella	Dominance Influence	43	35	19	1	2/25/25
Higbee, Wendie	Compliance	22	8	29	38	2/18/25
Hildie, Babs	Steadiness	22	3	43	29	2/5/25
Hillel, Adaline	Steadiness Influence	17	31	38	12	2/18/25
Hindu, Annora	Steadiness Compliance	24	17	29	28	2/25/25
Hoebart, Anna-Diane	Dominance Compliance	31	15	24	28	2/5/25
Hoffman, Brigitte	Steadiness	15	14	45	24	2/21/25
Holly, Blakelee	Steadiness Influence	12	28	31	28	3/3/25
Honebein, Angelina	Influence Steadiness	14	31	28	26	2/3/25
Horne, Brett	Steadiness Dominance	28	19	31	21	2/5/25
Huang, Zora	Dominance	40	22	19	17	2/21/25
Hughie, Adelaide	Steadiness	22	10	38	28	2/28/25
Hwu, Adaline	Influence	19	47	26	7	3/3/25
Hyde, Bernadina	Compliance Steadiness	15	24	29	29	2/25/25
Hyrup, Bernete	Dominance	47	17	22	12	2/18/25
Idola, Aloysia	Dominance Compliance	33	8	24	33	2/5/25
Ilka, Willow	Compliance Steadiness	24	15	28	31	3/6/25
Incrocci, Beret	Influence Dominance	35	36	21	7	2/26/25

What is DISC?

The DISC assessment is a behavioral analysis tool designed to evaluate and categorize individuals into four primary personality styles:

- Dominance (D)
- Influence (I)
- Steadiness (S)
- Compliance (C)

DISC helps employees understand their own behavior and how they interact with others in a workplace setting.

The DISC assessment's main purpose is to understand and appreciate an individual's unique strengths, not to label them. By leveraging differences, you are able to create a well-rounded team. Understanding someone's preferred behaviors and what motivates them can help you make informed decisions about your people's emotional satisfaction and effectiveness in the workforce. DISC does not measure intelligence, values, or skills but instead helps individuals and teams better understand communication preferences, decision-making tendencies, and interpersonal dynamics.

History of DISC

The DISC model traces its roots to psychologist Dr. William Moulton Marston, who introduced it in his 1928 book, *Emotions of Normal People*. Marston's research focused on understanding human emotions and behaviors within social contexts. However, he did not create the assessment tool itself.

It was industrial psychologist Walter Clarke who developed the first DISC-based behavioral assessment in the 1940s. Over the decades, the model has been refined and adapted by various organizations, making it a widely-used tool in leadership development, team-building, and recruitment processes.

How is DISC used?

The DISC assessment is used to improve the workplace by identifying individual strengths and preferences. It is versatile and can be applied in numerous professional settings, including:

- Enhancing Communication
- Building Teams
- Conflict Resolution
- Recruitment and Onboarding

How HR Avatar scores this assessment.

Participants respond to a series of questions and indicate which statement, word, or scenario they agree with most. The scores for each of the four DISC dimensions are then tallied to determine the dominant traits.

Reference: *Marston, W. M. (2013). Emotions of normal people. Random House.*
Clarke, W. V. (1965). Self description and personality measurement. Journal of Clinical Psychology, 21(1)

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Collaborating with Dominance

On a team

- D-style teammates enjoy challenges. They tend to help teammates focus on the big picture and achieve results.

When working with Dominance style individuals

- Be brief: Focus on the most important part, avoid generalization, think of your discussion as a summary. Do not waste their time. In meetings, think to make an agenda and make sure you stick to it. Address any problems directly and focus on the solutions.
- Be confident: speak up. D styles respond well to bold ideas. They appreciate when others are direct.

How D-styles can work best with other D-styles

When working with other D-styles, a D-style has to be able to find times to allow the other D-styles to take charge. Take turns being the leader. Work together on your goals, make sure they align and support each other. Be sure you both don't push your other teammates too hard.

How I-styles can work best with D-styles

When working with D-styles, keep in mind that they like things brief. Take the time to summarize all of your creativity and ideas before presenting it to them. Allow them to ask questions and be prepared to answer them. D-styles struggle with empathy, use your strengths to help the D-style teammates build connections and energize the team.

How S-styles can work best with D-styles

When working with D-styles, a S-style teammate should try to establish a communication style that works for both of them. S-style teammates are naturally loyal and supportive of leaders, which works well with D-style teammates. However, D-style teammates can be impatient and may come across as cold or unsympathetic. S-style teammates can help D-style teammates understand how their actions affect others and can provide a calming, empathetic presence for the team.

How C-styles can work best with D-styles

When working with D-styles, C-style teammates should be sure to always speak up about potential risks, pitfalls, or challenges that D-style teammates may be overlooking. D-styles also tend to have difficulty admitting faults, so C-styles should be sure to stand strong if they notice something that needs to be corrected. Understand that D-style teammates work at a faster pace and expect work to be done on time.

Collaborating with Influence

On a team

- I-style teammates are positive, enthusiastic, action-oriented, and eager to celebrate the accomplishments of their teammates and the team.

When working with Influence style individuals

- Focus on the positives: share positive experiences, respect their high energy and optimism, remain optimistic during challenges or problem solving, match their enthusiasm. When in a disagreement, reassure them that your relationship will remain strong.
- Be open to communication: Provide them with a safe place to ask questions and share ideas/personal opinions, don't overload them with details or interrupt them, make time for social connections, have open discussions, show them you are open to their solutions.

How D-styles can work best with I-styles

When working with I-styles, D-style teammates need to prioritize patience. Allow I-styles to explain their ideas fully, leave them time to be creative, and provide positive attention. I-styles have a tendency to get distracted, D-styles can help by being assertive about deadlines and goals.

How I-styles can work best with other I-styles

When working with other I-styles, feed off of each other's positive/inspiring energy. By doing this you both could produce better ideas and more creative plans. Be sure to provide them with emotional support whenever they have to have negative interactions with others on the team. You both have a tendency to get distracted and struggle with organization, when working one on one, try to make lists and stick to them as best you can.

How S-styles can work best with I-styles

When working with I-styles, S-style teammates need to understand that I-styles provide high energy, they naturally try to motivate and inspire others. S-styles should try their best to give I-styles room to produce and expel that energy. S-styles can utilize their strengths to help I-styles focus on details and maintain a consistent approach ensuring tasks are completed smoothly and efficiently. Together S-styles and I-styles provide a harmonious environment for their team.

How C-styles can work best with I-styles

When working with I-styles, C-style teammates should try to be open to new ideas and allow room for I-styles to show their enthusiasm and creativity. I-styles can struggle with organization and follow-through, C-styles can help by providing detailed plans and timelines. C-styles can strengthen their relationship with I-styles by asking for their feedback on projects and providing clear explanations when I-styles have questions.

Collaborating with Steadiness

On a team

- S-style teammates are even-tempered and listen well. They often are seen as the peacemaker.

When working with Steadiness style individuals

- Be clear: express your expectations with them, be clear about deadlines, provide explanations and details when presenting a big shift or change
- Be personal: Leave space for them to speak, notice/celebrate their work, create an amiable/polite environment, express your interest in their work, avoid unnecessary confrontation, be understanding when they get stressed over big changes, check in regularly to make sure they aren't creating too big of a workload or overcommitting.

How D-styles can work best with S-styles

When working with S-styles, D-style teammates need to provide guidance through big changes, lead by example and work through change with other S-styles. D-styles need to be understanding when S-styles ask questions or need further explanations. D-style's delegation skills will come in handy working with S-styles.

How I-styles can work best with S-styles

When working with S-styles, I-style teammates need to hone in on their ability to bring energy and enthusiasm to their interactions. I-styles should recognize that S-styles need more time to process information. I-styles should focus their natural high energy and enthusiasm on encouraging S-styles to step outside their comfort zone. S-styles struggle to assert their personal needs or ideas. I-styles can utilize their strengths to make sure S-styles feel seen and heard.

How S-styles can work best with other S-styles

When working with other S-styles, recognize that you both are overly accommodating, use each other to bounce ideas and address personal needs. Work together to promote your voices to the team instead of being overly accommodating. You both will have a similar work pace and need for stability, in some ways this will allow for a harmonious work environment. However, try to push each other to complete goals quickly and support each other when major changes occur.

How C-styles can work best with S-styles

When working with S-styles, C-style teammates should seek guidance from S-styles on building relationships and providing a positive dynamic. Both styles value stability and predictability, leading to a well-organized work environment. They should work together to ensure they complete their tasks in a timely manner. S-styles tend to be overly accommodating, avoiding conflict or difficult decisions, C-styles can help by using their strengths to provide insight.

Collaborating with Compliance

On a team

- C-style teammates do not leave a task half-finished, they are reliable and detail-oriented, they strive for superior results, and may point out flaws that others may have missed.

When working with Compliance style individuals

- Focus on facts: describe details but don't waste their time on emotional language, focus on the task at hand, support any opinions with logic, look for the root cause of a problem, and don't take their bluntness personally.
- Be patient: avoid pressuring them to make a quick decision, give them space to consider the problem at hand, keep quick changes to a minimum, and be persistent.

How D-styles can work best with C-styles

When working with C-styles, D-style teammates need to allow C-styles the time to solve their problems and complete tasks to their liking. However, C-styles tend to overanalyze situations, D-styles should always check in and utilize their decision making skills to prevent this.

How I-styles can work best with C-styles

When working with C-styles, I-style teammates need to rely on and trust C-styles' decisions. I-style teammates often get enthusiastic about a project and are ready to go go go. C-style teammates, on the other hand, provide a grounded analysis, taking their time to plan, fact-check, and ensure quality. C-styles are often overly critical of themselves, but I-style teammates can use their strengths to ensure C-styles that they are doing a good job.

How S-styles can work best with C-styles

When working with C-styles, S-style teammates should be more understanding when C-styles focus more on analytical thinking over focusing on people/relationships. Both styles value stability and predictability, leading to a well organized work environment. C-styles tend to isolate themselves under stress, S-styles will need to actively draw them into discussions and be sure C-style voices are heard and supported.

How C-styles can work best with other C-styles

When working with other C-styles, make sure to check in on each other and work together to create systems. Make sure the systems meet both of your needs and expectations. Communicate often about standards of projects, make sure you both are on the same page. You both are overly critical to yourself and others, be sure to ask questions before making assumptions about the other's work.

KEY ACTIONS TO TAKE AFTER A DISC ASSESSMENT

Individual Reflection

- Each team member should review their own DISC profile to understand their dominant traits, communication style, and potential areas for development.

Team Discussion

- Hold a group session where everyone participates in a team building activity or discussion.
- Identify team strengths and weaknesses.
- Analyze the team's overall DISC profile to identify areas where the team excels and areas where adjustments might be needed.

Develop Communication Strategies

- Discuss strategies for effective communication based on different DISC styles.

Role Assignment and Delegation

- Consider individual DISC profiles when assigning tasks and responsibilities to maximize team effectiveness.

Ongoing Development

- Encourage team members to continue practicing their awareness of different DISC styles and use this knowledge to build stronger relationships within the team.

TEAM BUILDING ACTIVITIES

Incorporating DISC assessments into team-building activities can enhance understanding, communication, and collaboration among team members. Here are three activities designed to leverage DISC profiles:

1. Strengths and Limitations Brainstorm

- Divide the team into groups based on their primary DISC styles. Each group discusses the strengths they bring to the team and the challenges they face. Afterward, share these insights with the entire team to gain a mutual understanding.

2. DISC Role Play

- Have your team act out hypothetical workplace situations. Divide the team into their primary DISC styles. Have each team highlight their strengths and challenges with the hypothetical situation. Afterward, share these insights with the entire team and brainstorm how the team can best work together if this situation were to happen in the future. This activity promotes empathy and adaptability by allowing team members to experience different perspectives.

Examples:

- Holiday Party
- New Hire on the Team
- Team Faced with a Demanding Deadline
- Dealing with a Difficult Client
- Adapting to a Major Organizational Change

3. Character DISC Guessing

- Make four columns on a white board or a piece of paper, one for each letter in the acronym DISC. As a group, choose a TV show or movie that everyone knows and try to identify which DISC style you think each character would have and why. Then pinpoint each character's strengths and how they help improve the team or friend group they are in.

Examples of TV Shows and Movies to Use:

- The Office
- Parks and Rec
- Game of Thrones
- Friends
- Harry Potter
- Lord of the Rings
- Star Wars
- Disney or Superhero Movies



HOW TO BUILD A TEAM USING DISC

Every DISC style has its own unique strengths and weaknesses. The most effective teams are those that leverage the strengths of all four styles together. By integrating these styles, teams can build on individual strengths and counterbalance weaknesses, fostering a harmonious and productive environment. Recognizing and utilizing the strengths of each person on the team is critical to achieving collective success.

It's also essential to consider the composition of your unique team. Search engines often identify S styles as the most commonly scored and D styles as the least; however, that may not be the case for your team. For example, teams comprised primarily of psychologists may naturally have a higher concentration of S styles, while engineering teams may lean toward more C styles. Mapping out your team's DISC profile can help you understand its current dynamics and guide your next steps. For those building a team from the ground up, striving for a balance of all DISC styles ensures a well-rounded group capable of tackling diverse goals. Remember, everyone possesses some level of each style, and understanding these nuances can help you align your team's strengths with its objectives.

AVOID STEREOTYPING

When using a DISC assessment, leaders and team members may unintentionally limit individuals by focusing excessively on their DISC style. This can hinder personal growth and reduce opportunities for advancement. Furthermore, an over-reliance on DISC profiles to address team challenges may neglect other critical factors, such as professional skills, experience, and external circumstances that influence team dynamics. (Synergogy, 2024)

NEXT STEPS

Notes

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