Appreciating Others

Understanding your DISC behavioral style can help you maximize YOUR personal effectiveness, but someone with a different behavioral style may not do things the same way you do. There are some things YOU can do to increase the effectiveness of OTHERS. Remember that high performing teams are made up of individuals with complementary skill sets, and each person may impact the team and the business differently. A person's value may be measured as WHAT they do for the team, but their natural strengths can be identified as HOW they do it. You can maximize the contribution of each team member by identifying some ways you can help them achieve their potential.

High Compliance Style

Value to the team: Defining, analyzing, and clarifying; collecting information; objective thinking; organizing

Strengths: Detail-oriented; high quality standards; well-disciplined; precision and perfectionism; conscientiousness

Help increase their effectiveness by: Recognizing their expertise and accomplishments; dealing with the details; providing explanations and feedback; expecting their doubt; answering their "why" questions; being factual; discussing the pros and cons; giving realistic assurances; allowing time for careful planning; minimizing risks; avoiding criticism of their work and not over-reacting to their criticism

High Dominance Style

Value to the team: Innovative problem-solving; futuristic thinking; initiating action or change; firm decision-making

Strengths: Results-oriented; self-starter; aggressiveness; strong ego; challenge-oriented; competitiveness

Help increase their effectiveness by: Expressing respect for their personal accomplishments; striving for a win-win when answering their "what" questions; being brief and direct in conversation; giving them control/authority to be in charge of getting results; speaking in terms of goals and objectives; challenging them; expecting them to make changes; anticipating their quick or high risk decisions

High Steadiness Style

Value to the team: Logical thinking; planning; creating systems or processes; building long-term relationships

Strengths: Process/team-oriented; listening skills; patience; consistency; loyalty; dependability; service-oriented

Help increase their effectiveness by: Expressing sincere appreciation for their efforts; providing support and encouragement; minimizing conflict; letting them respond at their own pace; answering their "how" questions; asking for their help; being patient and not pushing them; minimizing interruptions; providing standardized procedures; helping maintain a stable environment

High Influencing Style

Value to the team: Persuading and motivating others; negotiating conflict; networking; promoting/endorsing

Strengths: People-oriented; high trust level; persuasive skills; optimism and enthusiasm; verbally articulate

Help increase their effectiveness by: Expressing praise for their efforts; listening earnestly to their thoughts; enjoying their humor; providing objectivity in decision-making; answering their "who" questions; providing opportunities for them to be recognized; having fun with them; showing appreciation for their ideas; sharing their enthusiasm; expecting their spontaneity

Contact us at 770.319.0310 to learn more about our computerized Managing For Success® Assessments