

Creating an Environment that Engages Your Team

One well-noted Gallup study indicates that 71% of the American workforce goes to work each day uninterested in their job. They do just enough to get by and contribute little positive energy to their workplaces. Some are so disinterested, what Gallup calls “actively disengaged”, that they are miserable and spread their negativity to others, lower productivity, and sometimes negate results the organization achieves. Gallup indicates that employees who love their jobs are more emotionally engaged than their less passionate colleagues and are energized by their work. To keep people from just going through the motions at work, it's up to you to give them what they need to perform. Since DISC is an ENERGY MODEL, you can engage your team by creating a positive work environment for EACH team member.

High Compliance Style Needs

- Technical, task-oriented work, using an expertise or specialty
- Assignments followed through to completion
- Noise and people at a minimum; private office or work area
- Environment where quality, accuracy, and standards are important
- Practical work procedures and routines
- Instructions and reassurance that one is doing what is expected
- Clearly defined performance expectations
- Opportunity to ask questions and time to think about the answers
- Precise information and logic
- Freedom from pressures

High Dominance Style Needs

- Freedom from supervision, details, routine, and mundane tasks
- Evaluation based on results, not process or method
- Innovative, futuristic focus; ability to think big and take on projects
- Task work with new challenges and problems to solve
- Power and authority to take risks
- Forum to express ideas and viewpoints
- Changing, variety-filled environment
- Opportunities for advancement, prestige, and responsibility
- Quick, direct answers
- Immediate accomplishments and results

High Steadiness Style Needs

- Standard operating procedures
- Environment where long standing relationships can be developed
- Personal attention and recognition for tasks completed well
- Stable and predictable environment that allows time for change
- Environment where people are treated in a personal, cordial way
- Ability to work in a team with little conflict between people
- Tasks that can be completed one at a time without pressure
- Little or no interruptions
- Ability to counsel and coach others
- Rewards for loyalty to an organization

High Influencing Style Needs

- High degree of people contact with few arguments among group
- Tasks motivating people and establishing a network of contacts
- Democratic supervisor with whom they can associate or relate
- Freedom from detail work
- Varied work with people interaction and little restrictions
- Ability to verbalize thoughts and ideas
- Public recognition of accomplishments
- Acceptance by the group for their optimistic, can-do attitude
- Personal belongings in their office or on their desk
- Versatile, fun workplace

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