

Applying DiSC® in these unprecedented times.

You can use what you have learned about DiSC® to help navigate how you manage people and adapt to new, virtual ways of working.

DiSC® is a tool that can help you **predict** how a person will act within certain environments, **reinforce** their strengths, and **gain insight** into how they operate under pressure.

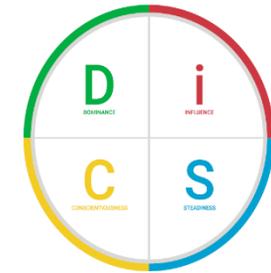
GUIDANCE: Use the chart below to consider the traits, potential signs of stress, and actions to take that may help to optimize your group and maintain high engagement. *For more traits, behaviors, and actions, review your MyEverything DiSC profile, and log into www.MyEverythingdisc.com to reference the style comparison reports.*

Dominance

- Direct
- Firm
- Strong-willed
- Forceful
- Results-oriented

Conscientiousness

- Analytical
- Reserved
- Precise
- Private
- Systematic



Influence

- Outgoing
- Enthusiastic
- Optimistic
- High-spirited
- Lively

Steadiness

- Even-tempered
- Accommodating
- Patient
- Humble
- Tactful

“NORMAL” KEY TRAITS	POTENTIAL STRESS BEHAVIORS	SUPPORTIVE ACTIONS TO TAKE
<p><u>DOMINANCE</u></p> <ul style="list-style-type: none"> • Strong emphasis on achieving goals. • Straightforward and blunt. • Accepting of challenging situations • Competitive and confident. • Self-care = Physical Activity 	<ul style="list-style-type: none"> • Lack empathy. Impatience, more strong-willed or blunt. • Desire to control and prioritize action. • Irritated with prolonged analysis, discussion, slow/deliberate decisions, or indecisiveness. • More likely to challenge. Less likely to accept things they are unsure about or disagree. 	<ul style="list-style-type: none"> • Solicit questions and healthy skepticism. • Make efficient use of time. Provide structure, clear expectations and timelines. • Engage in big picture conversations. • Invite to help address emerging challenges.
<p><u>INFLUENCE</u></p> <ul style="list-style-type: none"> • Thrive in high-energy settings. • Generates enthusiasm • Relationship oriented • Very collaborative and see the brighter picture in any situation. • Self-care = Interaction w/others 	<ul style="list-style-type: none"> • Cabin-fever - “Shelter in place” may feel exceptionally stifling and isolating. • More vocal about feelings and missing socialization, very engaged during virtual meetings. • Uncertainty and stress may result in a less upbeat attitude. • Possible increased anxiety due to working remotely. 	<ul style="list-style-type: none"> • Make a personal connection by checking in via skype chat or a call. • Initiate collaborative and interactive opportunities with time to give input. • Stay calm, acknowledge their feelings, engage regularly, ask them about themselves and how they are doing.
<p><u>STEADINESS</u></p> <ul style="list-style-type: none"> • Even-tempered, accommodating. • Adaptable. Patient, happy to help. • Prefer not to be rushed or pushed beyond limits. • Self care = ‘Nothing’ (garden, read) 	<ul style="list-style-type: none"> • Often the source of support for everyone-this can result in feeling overwhelmed, not taking care of self. • Strive to help keep a stable environment; prolonged uncertainty can cause anxiety. • Increasingly cautious. Display frustration, lack of clarity or focus when feeling rushed. • May “snap” due to built-up stress. 	<ul style="list-style-type: none"> • Patiently communicate using facts. • Respect their caution, acknowledge people’s needs, and set a timeline. • Take things a little slower, confirming understanding of tasks and priorities. • Enable sharing of ideas and opinions. • Show appreciation for alternative views.
<p><u>CONSCIENTIOUSNESS</u></p> <ul style="list-style-type: none"> • Systematic with a focus on accuracy. • Take pride in quality of work • Thoughtful, detail-oriented, with sound reasoning and expertise. • Tend to be introverted and private. • Self-care = Thinking time 	<ul style="list-style-type: none"> • Hyper focus: perfectionism and getting things right. • Display unsettledness - Prefer a greater sense of control and stability. Take more time to process. • More thoughtful, less talkative in virtual meetings. • Can be avoidant, disagreeable and hostile. • May be frustrated with logic and facts aren’t clear or are perceived to be ignored. 	<ul style="list-style-type: none"> • Focus on the facts. Help to prioritize work and enable preparedness. • Share information in a clear, straightforward way. • Give time to process, time to “get used to” video meetings, and subtly encourage participation. Express confidence in them.