MANAGER'S GUIDE
DISC PERSONALITIES

If you've had an employee take the DISC assessment and you'd like to walk them through their results, this is a guide to help you. The purpose of this exercise is for your employee to start to understand DISC personalities and see what insights they can glean from their personalized result.

THE LEADER'S JOB

1. To create a positive environment.
2. To encourage self awareness.
3. To ask questions that evoke new ways of thinking.
4. To remain curious.
5. To use DISC Personalities in a way that supports development and growth.

WHAT TO BRING TO THE MEETING

1. The subordinate should bring their DISC assessment results.

MEETING LENGTH: 45-60 MINUTES
PURPOSE OF THE SESSION: UNDERSTAND DISC PERSONALITIES AND INCREASE SELF AWARENESS

ESTABLISH THE INTENT

1. Ask what they'd like to achieve by the end of the meeting.

RESULTS ASSESSMENT

1. What did you think about your results? Were they accurate?
2. On page 5 and 6 of the assessment results, underline everything you agree with over 60%
3. Explain what each D, I, S and C is by using the wheel on the next page.

THE IMPACT

1. What stands out to you?
2. What are your biggest areas of strength?
3. What are areas you are weak in?
4. Explain the knowing and doing gap.

THE COMMITS

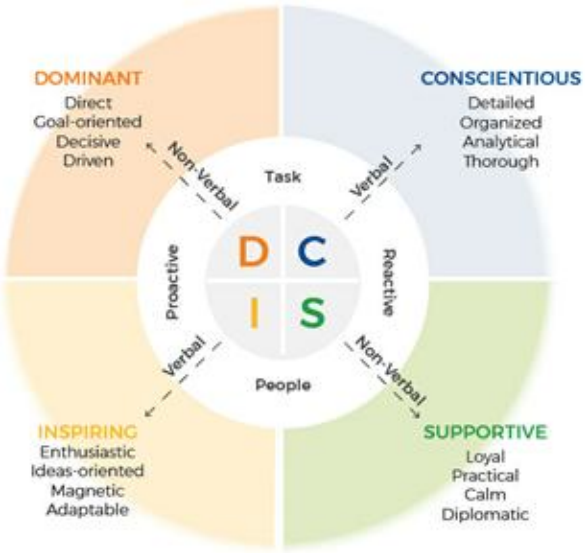
1. What can you commit to doing for the next meeting based on your insights?
2. What support do you need?

NEXT STEPS

- ✓ Schedule a follow-up meeting.

THE DISC PERSONALITIES™ WHEEL

The DISC Personalities™ wheel represents the DISC Personalities™ model in a simple picture:



Verbal vs non verbal

The I and C types are both verbal. The I type is verbal about topics of interest to them including jokes, stories, and ideas. The C person is verbal about tasks and deficiencies.

The D and S types are non-verbal. They are doers, not talkers, although the S will talk when they're in a small group of people with whom they have high levels of trust. The D prefers doing over talking.

Task vs People

The D and C types think about completing the task before they think about how it will affect the people. This doesn't mean that they don't care about people, but simply that they think first about how the task will get done.

The I and S types think first about how an action will affect the people before they think about how the task will be accomplished. This doesn't mean that they don't care about completing the task, but that they think first about how the people involved will be affected.

Proactive vs Reactive

- The D and I types are proactive. This means that they want to actively shape their external environment.
- The S and C types are reactive. They prefer work to come to them which they can complete thoroughly and well.

This is not a reflection of work ethic, but work style preference.

The Dominant person

Is task focused, non-verbal, proactive, direct, goal-oriented, decisive, and driven.

The Inspiring person

Is people focused, verbal, proactive, enthusiastic, ideas-oriented, magnetic, and adaptable.

The Supportive person

Is people focused, non-verbal, reactive, loyal, practical, calm, and diplomatic.

The Conscientious person

Is task focused, verbal, reactive, detailed, organized, analytical, and thorough.