



Using DISC to Facilitate Change

D-Dominant: *Bring on the change*

Need	<i>Results...Getting it done! Movement...Action</i>
Change Approach.	<i>Now, if not sooner</i>
Change Support Needs	<i>Detail...Planning...Sensitivity... Standards...Caution...Beginnings... Slow them down, focus on steps and detail, don't forget to bring people along</i>

I-Influential: *Let's not upset anyone*

Need	<i>Harmony (keeping everyone happy)</i>
Change Approach	<i>Erratic. No bottom lines</i>
Change Support Needs	<i>Single focus...Task Steps...Standards... Help them tolerate conflict; follow-through to achieve real change</i>

S-Steady: *Wait, I need more information before I can move ahead*

Need	<i>Predictability...Status Quo...Knowing the steps</i>
Change Approach	<i>Methodical...Steady...Hesitant at first</i>
Change Support Needs	<i>Risk and innovation...Change...Timing... Provide information and urgency, help them to move from planning to action</i>

C-Conscientious: *Make sure the change is done correctly*

Need	<i>Conformity to their standard...Correctness</i>
Change Approach	<i>Endings...Critiques...Review of Standards</i>
Change Support Needs	<i>Align the change to their standards, offer time for questions, create deadlines</i>