

DISC DEVELOPMENTAL GOALS



Dominant

- ✓ Pace themselves and relax
- ✓ Be more systematic in their approach
- ✓ See the entire movie instead of a snapshot
- ✓ Empty their heads and listen
- ✓ Manage making foregone conclusions
- ✓ Embrace other approaches that will get the same result – just as effectively
- ✓ Let go of control and let others lead
- ✓ Allow themselves to be vulnerable
- ✓ Manage multi-tasking as a distraction to connect
- ✓ Value relationships as much as getting results

Influential

- ✓ Balance subjective with objective analysis
- ✓ Listen equally to the relationship and task perspective
- ✓ Learn strategies for being more organized
- ✓ Increase their sense of task urgency
- ✓ Become more analytical around data and procedures- delete
- ✓ Make presentations more precise and detailed Manage time more effectively
- ✓ Embrace rejection and growth mindset
- ✓ Look inward for answers instead of outward for approval
- ✓ Set bottom-lines.

Steady

- ✓ Learn to embrace change
- ✓ Make their accomplishments known to others- delete
- ✓ Take short-cut methods
- ✓ Develop effective presentation and speaking skills
- ✓ Believe their accomplishments are worthwhile – and brag
- ✓ Learn to set boundaries and say no more often
- ✓ Address conflict early on

Conscientious

- ✓ Tolerance of conflict
- ✓ Ask for support when you feel under pressure
- ✓ Show appreciation of others' explanations and efforts
- ✓ Learn to actively participate in group meetings
- ✓ Increase tolerance of ambiguity
- ✓ Self-acceptance of their own limitations
- ✓ Let ideas out that may be half-baked
- ✓ Delegate when instinct says no one else but me can do this
- ✓ Move forward while in a zone of discomfort