

Recommendations for Processing the DiSC Assessment with a Client

1. Overview of DiSC

- a. DiSC Measures tendencies and priorities.
- b. DiSC does not measure skills or abilities or personality.
- c. DiSC is based on a theory to explain why people do what they do by William Moulton Marston.
- d. Everything DiSC demonstrates good to excellent internal consistency.
- e. The farther toward the outside of the circle the participants dot is, the stronger the preference for that style.

2. Page 2 – Introduction to DiSC

- a. Ensure they understand the 4 styles.
- b. Emphasize the all styles are equally valuable.
- c. Goal: to understand yourself and others better.

3. Page 3 – Your DiSC Overview

- a. Ask the client to confirm that their style.
- b. Explain the closer to the edge means more included to that style.
- c. Talk about blended styles if applicable.

4. Page 4 – Most Important Page – Your DiSC Style & DOT

- a. Review the page, underline important points.
- b. Ask if these traits apply to the client, don't assume they all do.
- c. Be gentle with the traits that might be more sensitive.
- d. Acknowledge the client for the strengths identified
- e. Create questions to help the client:
 - i. Learn from the traits, weaknesses, and strengths identified

- ii. Create actions to capitalize on strengths
- iii. Create actions to mitigate weaknesses

- f. If they've been given Coaching Objectives, help the client create links, where applicable, between the traits described on this page and their objectives
- g. Ask: What are you learning about yourself

5. Page 5 – Your DiSC Priorities & Shading

- a. Talk about shading and how the shading shows that they may have other preferences in play.
- b. Highlight the “What Priorities Shape Your Workplace Experience? Section

6. Page 6 – Your Motivators & Stressors

- a. Motivators –
 - i. Ask the client to highlight which motivators resonate for them most
 - ii. Ask how they can leverage those motivators to become more productive or achieve their goals
 - iii. Ask how they can delegate, negotiate with their boss to eliminate, hire for areas of their job that create stress for them
 - iv. Ask what they could volunteer to do that would align with what motivates them
- b. Stressors –
 - i. Ask the client to highlight the Stressors that apply to them
 - ii. Ask how these stressors may impact the effectiveness of their workplace behavior
 - iii. Ask how these stressors may impact their leadership effectiveness
 - iv. Ask how they might mitigate some of these stressors
 - v. Ask how they can identify when these stressors are at play and regulate their reaction to them

- vi. Ask how they can delegate, negotiate with their boss to eliminate, hire for areas of their job that create stress for them

7. Page 7 – Overview of DiSC Styles (More Detailed)

- a. Review the more detailed description of their style or styles and ask the client to mark words that describe them
- b. Ask the client to list people they work with or in their personal life that they think fall into the different categories
- c. Ask whether understanding their co-worker's style will shift how they approach that individual
- d. Ask the client if this understanding identifies actions they need to take to improve working relationships with any of their co-workers

8. Page 16 – Second Most Important Page - Increasing Your Effectiveness in the Workplace

- a. Support the client in creating awareness to shift behavior that does not serve them well
- b. Support the client in identifying actions for improvement
- c. Acknowledge their strengths
- d. If they've been given Coaching Objectives, help the client create links, where applicable, between the traits described on this page and their objectives

9. Pages 17-20 – Personalized Style Index

- a. Use their selected style to reinforce the learning in a brief way
- b. Ask what the most important thing was that they learned from the DiSC Assessment.

10. Page - 12- 15 (Strategies to Increase Your Effectiveness with Styles)

- a. You will need examples of specific people who demonstrate each style to discuss this section
- b. I use this one more often than above pages and use sometimes in tandem for each type.
- c. I especially like the section on: “When Things Get Tense” – Helps the client understand how to increase their effectiveness with the different styles when in conflict.

11. Page 8 – 11 - Understanding How You React to Styles

- a. You will need examples of specific people who demonstrate each style to discuss this section
- b. Helps the client understand how they react to people who fall into the different styles. This is best used with specific examples of people, especially those they believe they could interact with more effectively.