



WILEY

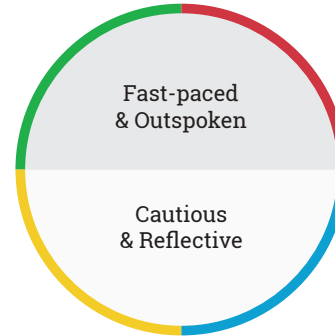
# Interaction Guide



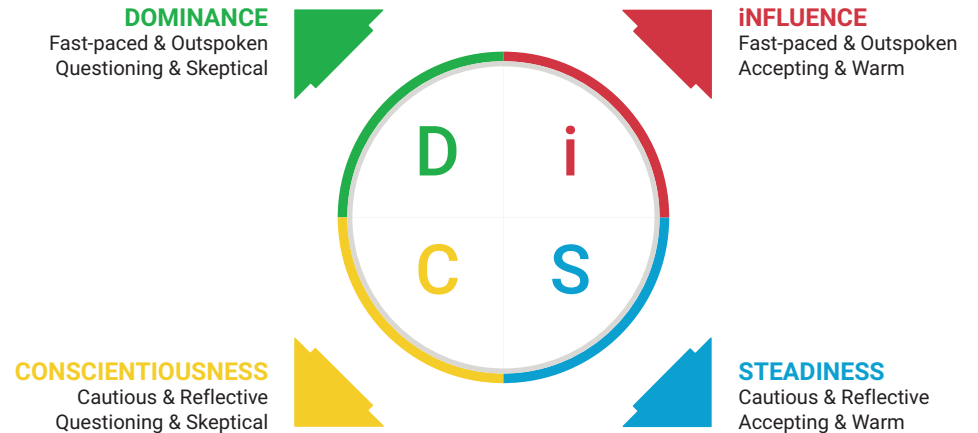
## PEOPLE READING

Think about someone you work with.

- 1 Consider whether this person tends to be more:
- 2 Then, consider whether this person also tends to be more:



- 3 Now, combine this person's tendencies to determine their DiSC® style.



## Dominance

### STRATEGIES FOR WORKING WITH THE D STYLE

#### Directing & Delegating

- Outline boundaries of authority
- Provide broad overviews
- Be direct about expectations
- Give deadlines, then autonomy

#### Creating a Motivating Environment

- Provide ambitious goals
- Let them work independently
- Give them opportunities to compete
- Give big-picture context

#### Developing

- Show how the development plan will benefit them
- Let them determine personal goals
- Use results-oriented approach
- Provide challenges

#### Working with a D Style Manager

- Show confidence in your ideas
- Be direct and to the point
- Explain the big picture
- Focus on bottom-line results

## influence

### STRATEGIES FOR WORKING WITH THE i STYLE

#### Directing & Delegating

- Allow them to lead group projects
- Let them try new solutions
- Keep them on schedule
- Don't mistake enthusiasm for understanding

#### Creating a Motivating Environment

- Let them collaborate
- Vary their tasks
- Encourage their more adventurous ideas
- Praise them publicly

#### Developing

- Encourage teamwork
- Steer toward goals that require fast action
- Provide leadership opportunities
- Be optimistic about their development

#### Working with an i Style Manager

- Show enthusiasm and passion
- Keep projects moving
- Emphasize teamwork
- Avoid focusing only on facts

### STRATEGIES FOR WORKING WITH THE C STYLE

#### Directing & Delegating

- Check in only when necessary
- Have them update you on status and decisions
- Use deadlines to ensure forward progress
- Be objective with feedback

#### Creating a Motivating Environment

- Explain tasks logically
- Let them work independently
- Provide enough time for thoughtful decisions
- Allow them to help set quality goals

#### Developing

- Avoid overly cautious development plans
- Help them to see the value of teamwork
- Suggest opportunities that require analysis
- Respect their independence

#### Working with a C Style Manager

- Support ideas with logic and facts
- Be prepared with evidence to back up your plans
- Emphasize accuracy over speed
- Allow them ample time to make decisions

### STRATEGIES FOR WORKING WITH THE S STYLE

#### Directing & Delegating

- Give clear direction
- Request their input
- Gradually give more responsibility
- Let them know you are there for support

#### Creating a Motivating Environment

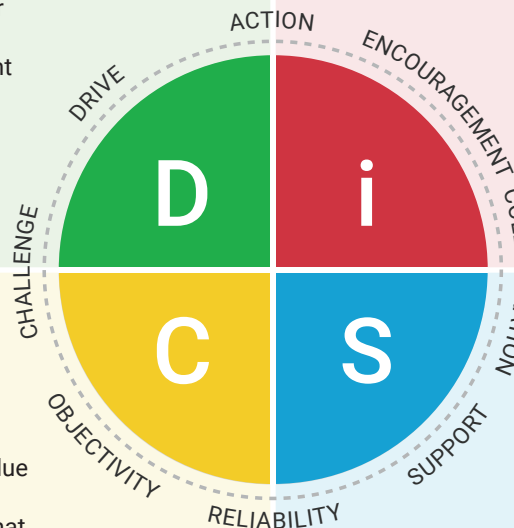
- Avoid rushing them
- Let them know you value their contributions
- Give early warning of changes
- Allow them to collaborate

#### Developing

- Let them mentor others
- Encourage them to take risks
- Ask for input on their interests and skills
- Offer reassurance

#### Working with an S Style Manager

- Use a friendly approach
- Show how your ideas positively affect others
- Plan for steady progress
- Avoid pressuring them for quick decisions



## Conscientiousness

## Steadiness