DISC Styles Stages and Support Strategies

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| Stage | Focus | Management Support Strategy |
| Ending | D –”Bring on the change- don’t overthink it!”  I – “Let’s go!”  S – “I’m not ready!”  C – “Why is this change necessary?” | **D – Give them smaller tasks to achieve during change.**  **I – Ask them to spearhead the change and encourage others.**  **S – Give consistent detailed information.**  **C – Involve them in created a detailed plan.** |
| Neutral | D - ”I need an early win to keep going.”  I – “I am getting distracted…” S – “I need constant and consistent information.”  C- “I see a lot of errors and problems.” | **D – Remind them that progress is being made.**  **I – Ask them to continue to lend support to others.**  **S – Continue to provide detailed information.**  **C – Check in frequently to assess concerns.** |
| New  Beginnings | D – “We are finally here!”  I – “We are so happy!”  S – “I am finally clear again!” C – “All those detailed steps paid off!” | **D – Reinforce the importance maintaining the changes.**  **I – Reinforce the importance of celebrating success.**  **S – Reinforce the importance of taking risks and overcoming challenges.**  **C – Reinforce the importance of appreciating the changes made despite the fact that everything is not perfect.** |