DISC Styles Stages and Support Strategies

|  |  |  |
| --- | --- | --- |
| 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.** |