

## DISC Roles and Teamwork Attitudes

Don't assume everyone likes being on a team or believes you can accomplish more together than alone! The DISC assessment (which is tool that measures behavior/energy preferences not personality) offers some common mindsets that are worth exploring if you want to find more effective and rewarding ways to work together.

DISC has been around forever (thanks Carl Jung) but it seems to be making a resurgence on teams. Maybe because it's simple and helpful! The four styles are **D** (Dominance) **I** (Influence) **S** (Steadiness) **C** (Conscientious).

Check out the different perceptions of 10 roles below. The attitudes toward teamwork are not good or bad but may be living in the team system.

All D- **Changer**: "Waste of time, lots of idle talk, a means to get information from others"

All I- **Simulator**: "A means to contact with people, an important channel for giving data, a positive way to motivate"

All S- **Doer**: "An extremely important way to work, a means to ensure that everything goes right, creates safety- everybody helps everybody"

All C-**Specialist**: "Most of it is a useless waste of time, A means to calm those who rush, suppose it's good for others but not for me."

DI or ID- **Influencer**: "A means to get people's attention, a way to get a group motivated, a possibility to delegate boring routines"

IS or SI- **Participant**: "An extremely important and efficient way to work, a way to ensure everybody does what they should do, making sure that the group stays together"

SC or CS- **Assurer**: "An important means to delegate tasks correctly, getting everybody to take responsibility, a way to make the right decisions"

CD or DC-**Developer**: "Inefficient way to do things, a means to get more information for oneself, sociable people's way of avoiding work"

DS or SD- **Planner**: "A means to ensure the correct assignment of tasks, a forum to deliver information, important from the point of view of the organization"

IC or CI -**Communicator**: "A pleasant way to meet people, a place to ask and get information, a means to ensure a good atmosphere remains"

If you want to use DISC with your team to improve communication, decision making and trust, call me for a coaching series or a ½ day or full day program. I've seen immediate improvements in team productivity and positivity from this work.

*THE SCOOP, an e-letter from [www.brainstormingalamode.com](http://www.brainstormingalamode.com), provides ideas and inspiration to enhance creativity, effectiveness, and positivity at work and on teams.*