



DISC TIPS



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"I's" During Change

I... Interact

Quick Tip . . . Will champion the change...if they believe in it.

How an "I" often reacts to CHANGE:

- Energized and excited -- if change sounds like "fun"
- Starts brainstorming more changes
- Asks few questions
- Wants "just enough info" and then quick to action
- Volunteers to lead others to change

Script Example:

Speaker: "We are promoting Elsa to Senior Advisor; she will be joining you on working the Acme project."

I: "Great! Elsa has the kind of enthusiasm that will help us totally win over Acme!"

Does the CHANGE motivate the "I" by:

1. Utilizing their creativity?
2. Giving opportunities to collaborate?
3. Capitalize on their ability to inspire others?
4. Publicly recognizing their contributions?

Script Example:

Speaker: "You've been wanting quicker turnaround, how about you and your team generate some vendor options?"

I: "Sure. I'll talk with my team tomorrow, during our working lunch. They know all the key players in town."

Prep for CHANGE conversation with a "I":

1. Plan for an informal/conversational discussion
2. Anticipate extra time to "just talk"
3. Bring the "I" into the process early
4. Include them in choosing options
5. Invite them to give their opinion about the change
6. Ask them for their input regarding people and their specific assignments

Script Example:

Speaker: "Congratulations! ...Looks like your business unit has grown so fast, you need more space! Any ideas?"

I: "Any ideas? You bet I do! It would be great to move my whole team to the new building, 5th floor...twice the space we have now...and the sooner the better!"



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D	PRIORITY: Solve Problem	BE: Bottom Line
I	PRIORITY: People	BE: Engaged
S	PRIORITY: Plan	BE: Organized
C	PRIORITY: Procedures	BE: Accurate

Dominant **I**nteractive
Steady **C**ompliant



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