



DISC Debrief & Coaching Worksheet Session Guide



Assessments 24x7
GLOBAL LEADER IN ASSESSMENT TECHNOLOGY

DISC Debrief & Coaching Worksheet

45 or 60-Minute Session Guide

You are welcome to use as much or as little of this guide as you wish. We encourage you to make the debrief conversation your own and use your own style, skills, and experience to engage with your client and build rapport.

- **Yellow Highlights** - identify where you may enter information to guide you
- **Red Words** – show suggested scripting
- **Black Words** – give suggestions for you, as the coach, to help navigate the debrief session

Coach's Name:

Client's Name:

Natural Style:

Date:

As you begin, it is always a good idea to seek permission for coaching and conversation. Rather than asking as you go, we recommend asking up front if the person is open to your questions and feedback along the way.

Seeking Permission

I am happy to be a part of this conversation with you. As we go through your results, I have some questions that I would like to explore and some points of discussion I would like to engage in, but I want to be sure you are comfortable with that and are open to my observations and feedback. May I ask you questions and provide my perspective along the way?

Introduction

The DISC assessment is a simple, practical, memorable & highly accurate tool that measures observable behavior and emotions. This report and debrief will act as a tool for not only your own development and support, but in building stronger communication in your relationships.

First, it helps us to understand our own behavior and communication styles, and then, equally as important, how to enhance communication with others for mutual benefit. It does not measure intelligence, values, or performance, but encourages us to explore our behavioral style blend, and appreciate how others may be different.

*It is important to remember that DISC assesses our communication and behavioral preferences. There are 4 core styles, each with a different area of focus: **Dominance focuses on Problems/Challenges, Influence focuses on People/Contacts, Steadiness focuses on Pace/Consistency & Conscientiousness focuses on Procedures/Constraints.** No one style is better than another.*

Notice the structure of the report. Part 1 gives insight into the DISC model, including descriptors, pace and priority information, and important insights into the behaviors and emotions of each style. Part 2 is all about you, and where we will be spending the majority of our time on this call. Part 3 dives into the resources for adaptability, identification, and modifying your own communication and behavior with others to communicate as effectively as possible.

We will not be talking about all of the pages in detail, but we will cover several pieces in our time today and talk about how to use this information to make a difference for you starting now.

Natural Graph II

(On DISC Report Pg. 13 - Natural Graph is on the right side)

Please turn to page 13, and note the bold statement at the top of the page about Natural Style.

- *The **Natural Style** indicates the intensity of your instinctive behaviors and emotions. This is the real you – without the influence of any other person or circumstance. Most people DO NOT operate in their natural style as frequently as they adapt.*

Someone can have scores anywhere in the range between 1 and 100. The location of the point indicates one's style preference.

That horizontal, bold line at 50 in the middle is called the Energy Line. The energy line shows the difference between expressed behaviors and concealed behaviors. Anything that scores above the line is an openly expressed behavior, and anything below the line is a behavior that will not be readily seen.

These scores are also an indicator of energy use. The scores above 50 show a natural tendency to focus on that area and engage that behavior – it comes naturally for you. A score below 50 shows that in order to engage the energy and focus of that style, it will take more energy and effort for you to behave like that style.

- *The points above the Energy Line make up what we call our Natural DISC Style.*
- *We can tell the pace and priority based on what points are above the energy line:*
 - *D and I are faster paced, direct, and quick, while S and C style are slower-paced, indirect, and reflective.*
 - *I and S are more people-focused and open, and D and C are more task-focused and guarded.*

- We can also see the emotions likely to be expressed by each style: Anger, Optimism, Non-Expression or Fear.
- Lastly, we can examine the scores that are over 90 or under 10 to see what behavioral needs are present.

Start with the D – Dominant Style

Someone with a high “D”	is energized by solving problems quickly.
Someone with a low “D”	prefers caution when it comes to problem-solving.
“D” near Energy Line	likes to solve problems but takes calculated risks, depending on situation.

Your Natural “D” is _____

When problem solving, your score indicates you are more likely to be:

Does that sound like you? Does this make sense to you? Do you see times when that might be more like you and others times when it might be less like you?

If “Yes,” discuss or move onto next DISC Style explanation.

If “No”, ask questions to uncover reasoning:

For example - Low D: “I am quick at problem-solving!”

If you could have your preference when solving a problem, would you rather gather information or just decide?

(99%, the response will be “gather information.”)

*That makes a lot of sense because your “D” is below the Energy Line indicating a preference for gathering information to make well-informed decisions. It sounds like you **can** solve problems quickly if needed, which tells us that you have developed this skill, despite your natural preference to gather more information.*

Next, the I – Influence Style

Someone with a high "I"	is energized by expressing their ideas openly with people.
Someone with a low "I"	prefers to be understated and observe others.
"I" near Energy Line	wants to express their opinion, but does it in a poised manner.

Your Natural "I" is at _____

When interacting with people, your score indicates you are more likely to be:

Does that sound like you? Does this make sense to you? Do you see times when that might be more like you and others times when it might be less like you?

If "Yes," discuss or move onto next DISC Style explanation.

If "No", ask questions to uncover reasoning:

"No" Example - Low I: "I present my ideas very well to others."

Would you prefer to present to a large group or to someone in a one-on-one meeting?

(99%, the response will be "one on one.")

*That makes sense because your "I" is below the Energy Line indicating a preference for a more moderate approach when influencing others. It sounds like you **can** present to others, which tells me you have developed the skill of presenting, even though it is not your natural style behavior, and while you can present effectively, it may take more energy for you to do so.*

Now, the S – Steadiness Style

Someone with a high "S"	is energized by working with methodical plans and keeping things balanced and predictable.
Someone with a low "S"	prefers to be more unstructured and unrestricted.
"S" near Energy Line	is fine with some planning and/or changes occurring.

Your Natural "S" is a _____

When dealing with pace, planning, and consistency, your score indicates you are more likely to be:

Does that sound like you? Does this make sense to you? Do you see times when that might be more like you and others times when it might be less like you?

If "Yes," discuss or move onto next DISC Style explanation.

If "No", ask questions to uncover reasoning:

"No" Example - Low S: "I'm very organized!"

Would you rather spend your time on structuring plans, managing timelines or working with a variety of projects at all different development levels?

(99%, the response will be "variety of projects.")

*That is because your "S" is below the Energy Line indicating a preference for a more spontaneous approach when planning. It sounds like you **can** organize a plan if needed, which shows that you have developed the skill to be organized even though it is not necessarily a natural tendency for you.*

And finally, the C – Conscientious Style

Someone with a high "C"	is energized by following procedures and doing what is right.
Someone with a low "C"	prefers to experiment and be flexible – rules are just guidelines.
"C" near Energy Line	will pay attention to rules & needed procedures, when it makes sense.

Your Natural "C" is at _____

When working with procedures and constraints, your score indicates you are more likely to be:

Does that sound like you? Does this make sense to you? Do you see times when that might be more like you and others times when it might be less like you?

If "Yes," discuss or move onto next DISC Style explanation.

If "No", ask questions to uncover reasoning:

"No" Example - Low C: "My paperwork is always done correctly."

If you could have an expert come in and do your paperwork, would you let them or would you still want to do it yourself?

(99%, the response will be "Let the expert do it.")

*When a "C" is below the Energy Line, most would prefer to spend more time on exploring options than on details. It sounds like you **can** be successful with your paperwork, which shows you have developed the skill to work with procedures.*

*****NOTE: If individual is insistent that the DISC Report descriptions are completely wrong, you can use this as a way to discuss*****

It's helpful to remember, DISC is not one-size-fits-all, but based on tendencies of our behavioral style group. You may do things slightly differently than others in your style, and that is ok. There also may be times when you do this or do not do this, and that information may be useful to understand. Lastly, we all have blind-spots, so this can help reveal those as well, which helps us to better understand ourselves.

- Would you be willing to run this by a colleague or friend who knows you well & see what they say?*
- And, if the other person agrees with you, then just scratch it out. However, your colleague may say they agree with the DISC Report and that is worth looking into more.*

What are Your Natural & Adapted Graphs Telling You?

Now we are going to add the Adapted Graph. It represents how you think you need to do things, depending on environment, situation, or relationship. For example, it may show what you needed to do at work to get the job done the actual day you took the DISC Assessment.

Your Adapted Graph is a snapshot of a moment in time – revealing the role you played, who you related to, and what responsibilities you performed on the day you took the Assessment. As a result, the Adapted Graph can change based on your need to adjust your style, and may include how you stretch out of your comfort zone.

In your report, your Natural Graph is used as the benchmark or baseline of your behavior. We add your Adapted Graph to help us to determine how you adjust your style. You may need to modify certain behaviors depending on what you think is necessary to be effective.

Your D is _____ in your Natural Graph and _____ in your Adapted Graph. Difference is _____

Your I is _____ in your Natural Graph and _____ in your Adapted Graph. Difference is _____

Your S is _____ in your Natural Graph and _____ in your Adapted Graph. Difference is _____

Your C is _____ in your Natural Graph and _____ in your Adapted Graph. Difference is _____

Range	Explanation
0 – 10	Your graphs are similar, and you are likely to operate in your comfort zone and natural tendencies.
11 – 20	Your graphs are moderately different, showing some modification, and a different use of energy.
21 +	Your graphs represent a significant stretch, modification, and use of energy. This may be difficult to maintain long-term without consequences.

Most of us do run into situations where some style adaptation is needed. It may be result of different responsibilities or roles we take on or how we chose to relate to someone.

As you think about last couple of weeks, do any situations come to mind that required adapting your style? Please describe.

Looking at your Natural Style and your Adapted Style, would it make sense that you are adapting the way this reveals given the environment, situation, ore relationship? Do you think this level of adapting is needed **Occasionally** or is it required **Frequently**?

Occasionally - Since the adjustment is just occasional, it likely does not require intense, on-going effort. Knowing and accepting this ebb and flow of adapting is a perspective that can help to reduce stress and increase ability to manage change. Watch for signs that you need to build in additional recovery of energy and effort.

Frequently - When people have a significant adaptation that is required daily, it's important they address and explore some creative solutions. It may be necessary to adapt frequently, so we don't always want to change what we do. First consider if there are ways to help you recover and refocus when you have adapted for a long period of time. It may also be beneficial to look at some new opportunities or strategies that may make things a little easier for you.

Now that we have examined the scores and how they change, are there any changes to note in your Pace and Priority shifting? Any changes in your emotions? Any changes in your over or underextended scores?

It can be helpful to create an opportunity to discuss these pattern changes and the impact they may have.

Behavioral Pattern View

The wheel is useful because, though it provides the same information as the graphs, we can see it in a different kind of comparison graphic. A few things to note:

- The distance between your Circle and Star shows how much you are adapting. The more distance between them, the more adaptation.
- The letters on the wheel indicate your style blend.
- The further you are positioned to the outside of the wheel, the higher intensity your style. If you are closer to the center, you are more adaptable because you have more in common with other styles.
- If you are plotted in the very center, keep in mind this is a pace and priority conflict. You are operating from opposing styles and may feel pulled in both directions frequently.

Bullet Point Pages

For each of the Bullet Point Pages (15-19), we recommend you take a few moments to read through, and identify the important things on each page, following the directions in your assessment. We especially encourage you to pay attention to the Communication Tips for Others (15), Style Under Stress (18) and Potential Areas for Improvement (19).

12 Behavioral Tendencies

The 12 Behavioral Tendencies are 12 common workplace behaviors that are based on combinations of DISC styles. Using pages 20-24 in the report, let's examine which behaviors you use most frequently and how they are driven by your primary style blend.

- These behaviors are listed in order for you on page 20.
- They are listed in order by frequency of use.
- The behavior style influence is noted for both the Natural and Adapted style.
- If there is not a significant influence by one style, the result will show situational, meaning either style may be engaged.

Most Frequently Used	Influenced by Style
1.	
2.	
3.	
4.	
5.	
6.	

Least Frequently Used	Influenced by Style
7.	
8.	
9.	
10.	
11.	
12.	

The 12 Behavioral Tendencies

Examine the graphs following the summary (pg. 21-24):

- *In which behaviors do you show the most adjustment in your style?*
- *Do you do more things like the population or unlike the population?*
- *What can the results of that be?*
- *How can you plan for and prevent miscommunication or misunderstanding in these areas, knowing now how your style influences your behavior?*

Create your DISC Summary (DISC Report Pg. 25)

Please complete page 25 "Summary of Style," using the information from pages 15-19 and any other useful tips you have learned that you think are helpful for others to understand about you. This is a great resource to share your DISC highlights with others.