

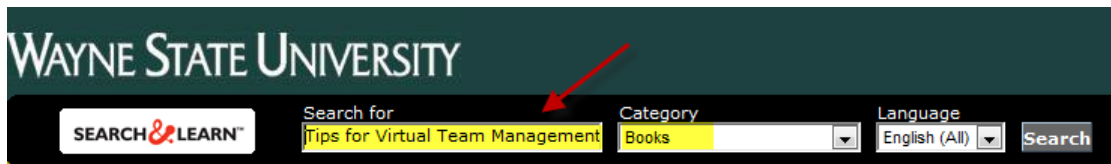
Enhancing Team Relationships – One Member at a Time *Pre-Requisite*

A Hot Topic Workshop from Organization & Employee Development

Before discussing the concept of flexing to adapt to team member preferences, please invest approximately 15 minutes to complete a self-assessment entitled DiSC.

To do this:

1. Logon to Pipeline at www.pipeline.wayne.edu
2. Click on the Employee tab
3. Click on the Accelerate icon (right side of the screen)
4. Search for a book entitled Tips for Virtual Team Management.



5. Click on the Table of Contents.



Tips for Virtual Team Management: Using the DiSC Behavioural Profile to Better Manage Distributed Teams, First Edition

by Claire Sookman and Susan Garms ISBN: 9781895186307
Multi-Media Publications Inc. Copyright Multi-Media Publications Inc. © 2009 (64 pages)

Guiding you through a step-by-step approach to identifying and adapting to the people on your team, this book will help you create a strong, cohesive virtual team that meets its objectives--whether you use email, IMs, teleconferences, or web conferencing.

Best Section Hits

[Tips for Virtual Team Management—Using the DiSC Behavioural Profile to Better Manage Distributed Teams, First Edition](#)

Relevant Chapters in the [Table of Contents](#).

6. Select Chapter 2.

Table of Contents

[Tips for Virtual Team Management—Using the DiSC Behavioural Profile to Better Manage Distributed Teams, First Edition](#)

[Chapter 1](#) - Introduction

[Chapter 2](#) - Behavioural Profiles

[Chapter 3](#) - DiSC Style Characteristics

[Chapter 4](#) - Dominance Behavioural Style

[Chapter 5](#) - Influence Behavioural Style

[Chapter 6](#) - Steadiness Behavioural Style

[Chapter 7](#) - Conscientiousness Behavioural Style

[Chapter 8](#) - DiSC Activities

Enhancing Team Relationships – One Member at a Time *Pre-Requisite*

A Hot Topic Workshop from Organization & Employee Development

7. Use the “Next” feature to proceed through the self-assessment instructions and to access the instrument.

Chapter 2: Behavioural Profiles

Overview

This chapter gives you a simple, step-by-step process to help you determine your DISC style.

In the following pages you will find phrases. How well does each one describe how you are feeling and behaving in a work situation on which you are focusing?

Select the number from 1 to 5 that best indicates how accurately or inaccurately each phrase describes your feelings, thoughts and behaviours in this situation. Write the number in the box following the phrase. Be sure to respond to every phrase.

It is very important to use the full range of numbers: 1, 2, 3, 4 or 5. The value of your responses is directly related to how precisely you can weight each response.

Your first response to the phrase will be the most accurate one. Go with your gut response. This is a case in which first impressions are best.

You may think at first that some statements don't apply, but the instrument is designed so that the phrases are related in some way to almost every situation. Be sure to respond to each one.

[<< Previous](#)

[Top of page](#)

[Next >>](#)

8. Be prepared to discuss your results in class as identified from the “Scoring Directions” page.

Scoring Directions

Add up the scores in each column and adjust the scores by adding or subtracting as shown on page 13. You now have your scores for each dimension.

Total column 1 _____ = Steadiness

Total column 2 _____ = Dominance

Total column 3 _____ = Conscientiousness

Total column 4 _____ = Influence