

# Growing DISC Traits

This Guide was curated by



## *Growth for Dominance (D)*

Focus Areas: Improve interpersonal skills, develop empathy, balance results with relationships.

- Leadership Programs: Enroll in leadership development courses that focus on team building and emotional intelligence. Learning how to lead with empathy while maintaining decisiveness helps balance assertiveness with understanding.
- Coaching and Mentorship: A mentor who excels in soft skills can help those high in Dominance understand the importance of communication and emotional intelligence in driving team success.
- Team Collaboration Workshops: Workshops that focus on teamwork, collaboration, and conflict resolution will help Dominance types improve listening and collaboration skills.
- Books and Resources: Books like "Radical Candor" by Kim Scott can teach D-types how to deliver feedback effectively while fostering positive relationships.

## Growth for Influence (I)

Focus Areas: Build organizational skills, focus on task completion, and manage conflict.

- Project Management Courses: Learning project management methodologies such as Agile or Lean can help Influence types organize tasks better and improve their focus on goals and deadlines.
- Conflict Management Training: Since Influence types may avoid conflict, attending workshops on conflict resolution and assertive communication will provide tools for handling difficult situations.
- Public Speaking Clubs: Joining organizations like Toastmasters helps Influencers refine their communication and persuasion skills, learning to speak with clarity and impact.
- Mindfulness and Focus Programs: Taking mindfulness or productivity courses will help Influence types stay organized and improve their attention to detail.

## Growth for Steadiness (S)

Focus Areas: Embrace change, develop assertiveness, and take proactive initiatives.

- Change Management Courses: Enroll in change management or adaptability courses that focus on how to manage and lead through transitions. This helps Steadiness types feel more comfortable with change and fosters a proactive mindset.
- Assertiveness Training: Since Steadiness types tend to avoid confrontation, assertiveness workshops can help them learn to communicate their needs and set boundaries without fear of conflict.
- Leadership Programs: Though naturally supportive, Steadiness types can benefit from leadership programs that encourage them to step into leadership roles and take initiative while remaining supportive of their team.
- Group Activities and Volunteering: Activities that require quick decision-making in unpredictable environments (e.g., volunteering for event management or team-based challenges) can push Steadiness types out of their comfort zones.

# Growth for Compliance (C)

Focus Areas: Improve flexibility, develop decision-making speed, and embrace collaboration.

- Decision-Making Courses: Since Compliance types can be overly analytical, decision-making courses that focus on rapid problem-solving and reducing "analysis paralysis" can help them make quicker decisions.
- Collaboration Workshops: Group activities or team-building workshops that focus on building relationships and learning to rely on others help Compliance types break free from their perfectionist tendencies.
- Creative Problem-Solving: Enrolling in courses on design thinking or creative problem-solving can help develop flexibility and a more innovative approach to tasks.
- Team-Based Projects: Encouraging Compliance types to work on collaborative projects where delegation is required can help them trust others and manage tasks more efficiently.

