UNDERSTANDING EMPLOYEE NEEDS

**ONGOING TRAINING/DEVELOPMENT**
I am able to develop my skills through training and professional development.

**POSITIVE/TRUSTING RELATIONSHIP**
My boss cares about me and I can trust him/her.

**USE OF STRENGTHS**
I have opportunity to use my strengths on the job.

**CLEAR EXPECTATIONS / DIRECTIONS**
I know what is expected of me on the job.

**COACHING AND FEEDBACK**
Someone at work has recently talked to me about my progress.

**PRAISE AND RECOGNITION**
I receive recognition and praise for doing good work.
## Motivating and The Four DiSC Styles

<table>
<thead>
<tr>
<th>MOTIVATES</th>
<th>DE-MOTIVATES</th>
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| **DOMINANCE** | • Setting results-focused goals  
• Independence in how to accomplish a task (when possible)  
• Opportunities for competition when appropriate  
• Variety in tasks | • Routine tasks  
• Tight supervision  
• Too much detail work  
• Having their authority or control threatened  
• Overlystructured processes |
| **INFLUENCING** | • Opportunities to work in teams  
• Minimal routine and structure  
• Feelings and concerns listened to  
• Provide encouragement | • Conflict-ridden environments  
• Too much isolation from others in their job  
• Too much detail  
• Too much routine |
| **STEADINESS** | • Time to achieve their goals  
• Time to think through a problem or change  
• The opportunity to discuss concerns  
• Structure and routine  
• Not rushed | • Competitive environments  
• Too much change without ample warning  
• Being rushed in their decision-making or work  
• Argumentative people  
• Having to be confrontational |
| **CONSCIENTIOUSNESS** | • Clear directions with deadlines  
• Clear explanation of why a job needs to be done a certain way  
• Detailed information and explanations  
• Opportunity to work independently | • Too much people interaction or collaboration  
• Thers expressing strong emotions  
• Unclear expectations or directions  
• Sloppy work standards |