

MOTIVATING AND ENGAGING QUICK REFERENCE

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 opportunities to use my strengths on the job.

CLEAR EXPECTATIONS / DIRECTIONS

I know what is expected of me on the job.



EMPLOYEE NEEDS for ENGAGEMENT

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.

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MOTIVATION AND THE FOUR DiSC STYLES

	DOMINANCE	INFLUENCING	STEADINESS	CONSCIENTIOUSNESS
MOTIVATES	<ul style="list-style-type: none"> Setting results-focused goals Independence in how to accomplish a task (when possible) Opportunities for competition when appropriate Variety in tasks 	<ul style="list-style-type: none"> Opportunities to work in teams Minimal routine and structure Feelings and concerns listened to Provide encouragement 	<ul style="list-style-type: none"> Time to achieve goals Time to think through a problem or change The opportunity to discuss concerns Structure and routine Not rushed 	<ul style="list-style-type: none"> Clear direction with deadlines Clear explanation of why a job needs to be done a certain way Detailed information and explanations Opportunity to work independently
DE-MOTIVATES	<ul style="list-style-type: none"> Routine tasks Tight supervision Too much detailed work Having authority or control threatened Overly structured processes 	<ul style="list-style-type: none"> Conflict-ridden environments Too much isolation from others in their job Too much detail Too much routine 	<ul style="list-style-type: none"> Competitive environments Too much change without ample warning Being rushed in decision-making or work Argumentative people Having to be confrontational 	<ul style="list-style-type: none"> Too much interaction or collaboration with people Others expressing strong emotions Unclear expectations or directions Sloppy work standards