

Having the DiSC Debrief Conversation Tips to Keep It Engaging

Preparation:

1. You read through report (focus on pages 1 – 6) Highlight items you find stand out and will be important to discuss based upon your knowledge of the person, and their role.
2. Ask the participant to prepare for the conversation by reading and highlighting - what stands out to them - what they relate to, agree with, disagree with, have questions on, etc.

Open the Conversation:

What did you think of the assessment?

Did you find it "fit" for you?

What parts did you relate to the most?

Share the background of DiSC. What is DiSC?

State objective of the conversation; what you want them to take away from the conversation.

Dig into the Details of the Report:

Start with "the maps"

Page 3 map: tells style and inclination/intensity

page 5 map: comfort zone & priorities

First look at map on page 3:

So from what you read and understood - your style is ____, and you have a _____ intensity?

Discuss intensity/inclination briefly

Page 4 - Tells quite a bit about your style.

What stood out in what you read?

Move through different points asking:

How do you think that impacts others that you work with/lead?

How well do you think that fits with the environment/culture here?

Here are a couple of things I noted that I think are worth considering....what do you think?

I think the impact of this could be....

Page 5

The shading represents your comfort zone - Can you see how some of these areas are more "comfortable" for you than others? Any examples? Here's an example I thought of for you....what do you think?

If person pushes back at all....note: it doesn't mean these other things are not important to you - or that you can't do them - likely they just require more energy.

Page 6: Motivators and Stressors

Ask the person to read through the list and check the items they find particularly motivating - and then to do the same with stressors.

Question: Are you getting enough motivators in your work? Remember to work on keeping more motivators in your work. How can you increase?

What is a stressor you identified? Is there a current situation or task that connects to that? How are you managing the stress?

Depending on time, highlight the rest of the report and how to use it.

Last area to discuss or point out: think of someone, and their style and review tips on how to adapt.