

VALUE TO TEAM

As a Member	D	I	S	C
Builds team...	confidence	flexibility	cohesiveness	quality and excellence
Motivates Others to...	work hard and put in long hours	make needed changes in strategies	work together	perfect their skills
Raises the level of...	competitiveness	enthusiasm	loyalty	competence
Increases team...	productivity	creativity	cooperation	efficiency
Develops team...	speed	vision	spirit	strategy

As a Leader	D	I	S	C
Is...	Confident about strategy	A creative visionary for the future	Willing to share authority	Well organized and requires it of others
Employs...	An authoritarian leadership style	A free-rein leadership style	A democratic leadership style	A tight rein leadership style
Rewards...	Initiative and courage in others	Creativity and enthusiasm	Cooperation and commitment	Accuracy and quality
Creates...	A formal atmosphere based on results	An unstructured and upbeat atmosphere	A laid-back friendly atmosphere	An atmosphere based on firm rules
Runs meetings that are...	Formal and to the point	Casual and discussions can get off track	Open and seeks input from all	Structured and follows agendas
Gets the job done by...	Asserting control to achieve goals	Delegating tasks well, but lack follow-up	Relying on others to do much of the work	Doing tasks themselves