



# DiSC Profile Relationship Action Planner

Based on the DiSC Classic Profile by Inscape Publishing

Think of a person with whom you would like to build trust and improve interpersonal communications. If you aren't certain of this person's style, predict their behavioral style using the DiSC People Reader. Then, using the DiSC strategy planner below, create a Relationship Action Plan for improving communications. Consider ways that you are alike and ways that you are different. In what ways would you be naturally effective and in what ways might you need to flex or adapt.

**Name the person with whom you would like to relate more positively:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**The individual's primary style:** \_\_\_\_\_ **Secondary Style:** \_\_\_\_\_

**Name the relationship and desired outcome for interacting with this person:** \_\_\_\_\_

**Your plan of Action:** Given this person's DiSC Behavioral style, what should you be sure to do and what should you avoid doing?

**Initial Contact:** How much and what kind of interaction would reduce tension and increase the comfort level between you?

**Relating Effectively:** What type of questions will you ask to confirm that you are responding to their needs and will you focus on tasks or personal issues? How? What will be the pacing of the interaction be slow or fast?

**Responding to Concerns:** What are some likely concerns (needs, goals, fears) this person may have? Should you concentrate on results, feelings, support, and evidence?

**Agreements and Commitments:** What approach is likely to be most effective for gaining commitment & cooperation?

**Strengthening:** Given this person's style, what expectations will he or she likely have and how can you effectively respond?

**Debriefing:** What have you learned from your meeting? List ways to improve your next contact with this person?

**Planning:** Do you still think this person's DiSC style is what you originally thought it was? Why? Were you able to build trust by moving from judging this person to respecting, appreciating, honoring and valuing?

**Initiating:** What was the tension/comfort level? What changes could increase the comfort for both of you?

**Interacting:** What needs were discovered? What are some other questions you might ask during your next meeting?

**Responding To Concerns:** What were this person's main concerns? How can you respond to these concerns in the future?

**Agreements & Commitments:** Did you gain the type of shared commitments you sought with this person, and what strategy will you use to further build a relationship with this person?

**Benefits:** What benefits can be derived for you, the other person, and the organization by improving your relationship?