

Applying your DISC Career Management Report



Refer to the DISC Coaching Card which has been made available to download (in the 'Resources' tab of your class dashboard) as a quick guide to the different behaviors related to your DISC Profile and the other styles. You can also use the 'EXAMPLE WORKSHEET' included at the end of this document to help you answer the following questions.

Remember, no one style is best in any type of role. While there may be behaviors of a particular profile that align with specific roles, the most effective people in any endeavor are those who have high levels of self-awareness and who can adapt to different situations, environments, or people.

1. Knowing your DISC Profile and reviewing the careers listed within your Career Management Report, what are some of the behaviors within your natural style that are most conducive to performing well in these types of roles?

2. Now, find a role currently listed on a job search site that you would be interested in applying for, and review the position description or information available. How do your natural behaviors listed above contribute to you performing well in this role?

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3. Using the same role description, identify potential areas that you may need to adapt your behaviors in order to meet the demands of the role.

4. What are some strategies you can use to make these adaptations?

We encourage you to refer back to this worksheet when applying for future working roles and repeat the process as it can help you prepare for your interview, refer to your strengths and what you bring to the role, and demonstrate a high level of self-awareness to your potential employer.

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EXAMPLE WORKSHEET

This example is based off a student that has a natural DISC style with high levels of Conscientious (C).

1. Knowing your DISC Profile and reviewing the careers listed within your Career Management Report, what are some of the behaviors within your natural style that are most conducive to performing well in these types of roles?

The roles in my Career Management Report include: analyst, software developer, and engineer. Therefore the behaviors of my style that are most conducive to the roles could include attention to detail, following processes, and task-orientation.

2. Now, find a role currently listed on a job search site that you would be interested in applying for, and review the position description or information available. How do your natural behaviors listed above contribute to you performing well in this role?

The role I am interested in applying for is 'Marketing Assistant'. My natural behaviors of attention to detail, following processes, and task-orientation may help me to:

- *Provide exceptional support to the Marketing Manager,*
- *Work autonomously and systematically to complete tasks,*
- *Review and report on data and market research,*
- *Proofread promotional materials prior to public release,*
- *Document new processes as they are developed.*

3. Using the same role description, identify potential areas that you may need to adapt your behaviors in order to meet the demands of the role.

I may need to adapt my behaviors to meet the following demands of the Marketing Assistant role:

- *Operate in a fast-paced environment,*
- *Work collaboratively on projects,*
- *Contribute to group brainstorming sessions.*

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EXAMPLE WORKSHEET

4. What are some strategies you can use to make these adaptations?

I may adapt by doing the following:

- *Adapt to operating in a fast-paced environment by ensuring processes are correct and able to be executed efficiently.*
- *Work collaboratively on projects, by offering to take notes, create agendas, and follow up with action items for those working on the project.*
- *Contribute to group brainstorming sessions by taking the time to prepare ideas in advance, or keep a running list of ideas I generate independently to present at the appropriate time.*