

# USING Everything DiSC<sup>®</sup>

## TO CONNECT VIRTUALLY

FOR ALL STYLES, Listen for what's not being said.  
 Connect the dots of their work to the larger goal today.  
 Honor where everyone is during this transition.

**To Connect:** Be real. Be on purpose. Stay on topic.

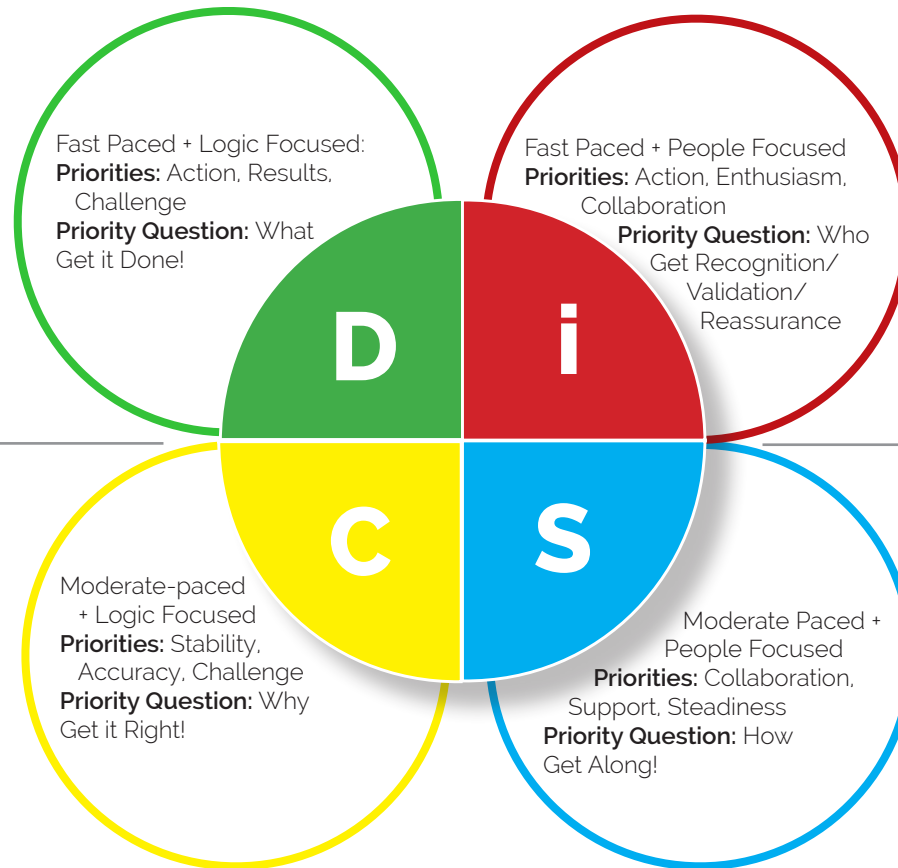
**What they Need:** Challenging Opportunities, a sense of urgency from you, an opportunity to win. Give them opportunities to control.

**Their Struggle:** Independent work style may deviate into other "exciting challenges". Need to feel like they can win and control. Not getting results fast enough. Not being in control.

**To Connect:** Ask more than tell. Give time to process out loud. Connect with feelings & emotions.

**What they Need:** Frequency of check-ins, opportunities to collaborate, feeling heard & understood, timelines

**Their Struggle:** not being with their people, lack of daily energy exchange/ connection, feeling disconnected



**To Connect:** Come prepared with a plan/agenda. Have proof of concept vs an idea. Be matter-of-fact and make room to listen when they are ready to share.

**What they Need:** Invitation to speak and offer up their thoughts, permission to work independently and problems to solve + problem-solving conversations. Provide recognition for their logic.

**Their Struggle:** Not being seen or heard as the expert. Lack of on spontaneous opportunities to provide data or proof. Too much interaction via Zoom vs enough quiet time for deep work.

**To Connect:** Make time for dialogue and questions. Provide topics for check-in's ahead of time. Acknowledge their need to feel that they need to take care of everyone right now.

**What they need:** Feeling appreciated for over extending, structure, specifics, timelines, deadlines, process, context, reassurance

**Their Struggle:** not having the opportunity to provide emotional support (nurturing others), not having certainty, knowing when to "interrupt" on Zoom meetings/waiting their turn vs natural interactions.