



Leadership Style 'Quick Guide'

Adapt Your Approach for Maximum Team Impact
The 4 DiSC Leadership Styles at a Glance

D Style (Dominant): Results-Driven

Strengths: Clear direction, quick decisions, high standards

Watch For: Can be too blunt or intimidating to quieter team members

Quick Win: Pause for input before making decisions

i Style (Influence): People-Oriented

Strengths: Team spirit, motivation, innovation

Watch For: May avoid difficult conversations or miss execution details

Quick Win: Use agendas and action items to maintain focus

S Style (Steady): Supportive

Strengths: Team cohesion, trust-building, consistency

Watch For: Might resist change or delay tough decisions

Quick Win: Set clear deadlines to prevent decision paralysis

C Style (Conscientious): Analytical

Strengths: High-quality work, careful planning, thorough analysis

Watch For: Can get bogged down in details or struggle with delegation

Quick Win: Define what "good enough" looks like to prevent perfectionism

Leadership Flexibility Assessment - Signs Your Style Might Need Adjusting:

1. The team hesitates to speak up or challenge ideas
2. Constantly having to "chase" people for updates
3. Inconsistent performance and low morale
4. Lack of accountability or direction

Signs Your Style Is Working Well:

1. Strong collaboration and open communication
2. Clear ownership of goals and responsibilities
3. Effective problem-solving with minimal conflict
4. High motivation and team cohesion



Style Adaptation Quick Tips When Leading D Styles:

- Be direct and to the point
- Focus on results and the bottom line
- Provide challenges and opportunities for control

When Leading i Styles:

- Allow time for socialising and relationship building
- Recognise their contributions publicly
- Present big picture ideas and exciting possibilities

When Leading S Styles:

- Provide reassurance and clear expectations
- Allow time to adjust to changes
- Show appreciation for their steady contributions

When Leading C Styles:

- Provide details and facts
- Allow time for analysis before decisions
- Recognise their expertise and accuracy

Remember: Adapting your communication style shows respect for others' preferences and strengthens team relationships.

Want more tools to build stronger team communication?

🚀 Visit www.jonbritain.co.uk to get in touch today!

