



Manager Tools

Abridged Sample MTDISC

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High S



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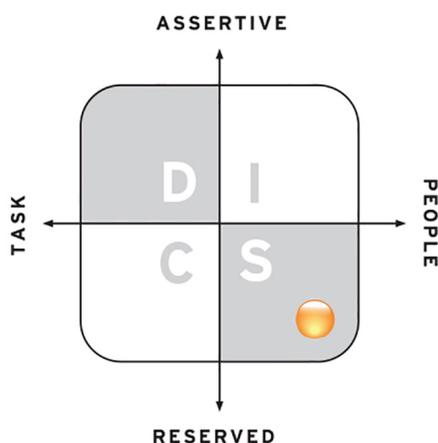
Your responses to the MTDISC instrument suggest that your behavioral tendencies are best described as a High S – Steadiness. That means you tend to be reserved and people focused.

You will see your behavioral tendency mapped as a orange circle on the MTDISC squared circle nearby.

As a High S, you believe that being a supportive part of a team is the best way to serve others and succeed. You're a natural team player. You always smile a little bit when a colleague (usually a High D) wonders what another colleague is thinking or feeling. You can tell them. You pay attention to others, because you care.

You're known to everyone as someone who is kind and considerate. You're empathetic and sensitive to the needs of others. You seek out others' opinions and make sure to consider them carefully as you consider your plans, or changes to your work. This helps you keep your team together even in times of stress. Your close friends know they can trust you and count on you to be there for them.

You're a loyal teammate. You respect others' viewpoints, and enjoy hearing what they're feeling and how they're doing. You're patient with colleagues who are learning new things. You're willing to make yourself available to listen even when you yourself are swamped with work. You're the first person to congratulate your colleagues when they succeed.



You approach change carefully and slowly. You're methodical, practical, and consistent. Others can count on you to go about your business in a quiet and professional way. You generally like to follow processes and procedures. You like hearing about changes well before they happen, and being able to consider them, and discuss them with others. You're willing to speak up for others when you and they feel that a change is ill-considered.

If Your Boss is a High D



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Work Product

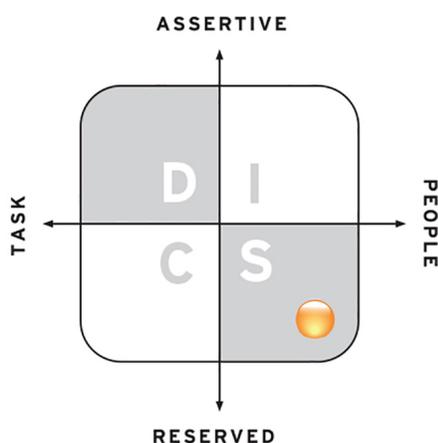
The challenge of High S working for a High D boss is the **inevitable tension between speed and comfort, between carefulness and results, between decisions and consensus.** Time will seem to always be a point of contention between you and your boss.

Your High D boss wants results fast without a lot of fuss or dithering or details or chatting or people issues. She doesn't want to be bothered with "a thousand questions about every little thing! Just make a decision already. It's easy to focus on the speed and the apparent lack of concern for care, correctness, or people. But the important word there is results. High D bosses want to achieve success. They know there will be roadblocks, and they want you to behave as they do: analyze them, make adjustments, and go over, around or through them.

High D bosses are not ignorant of, nor uncaring of, details or plans or other people. They just believe them less important than the decisions and goals and efforts that happen around them.

High D's are tolerant of mistakes and errors, believe it or not. Sure, like all bosses they'd just as soon have perfection. But they don't see the absence of perfection as failure.

Most directs find High D bosses' work product standards high. They're seen as demanding. This is highlighted by their directness of their communications, and their lack of behaviors around "concern for people."



You will want to spend more time on work than your boss will want to give you. You will find yourself wanting to negotiate more time on assignments. Your High D boss will probably seem cavalier to you about the work you have to do to present her with work that meets your standards.

When you are given an assignment, expect a short deadline. High D bosses want it faster than you're thinking it will take because they're thinking about doing more yet after that, and time, tide and formation wait for no man. Speed is an advantage.

If Your Direct is a High I



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What Your Direct Wants From You As a Manager

Your direct wants to know he's awesome. They like to be admired and praised, especially in public. I's measure their value by the amount of acknowledgement they get.

Your direct wants to be spontaneous. (And they'd like work to be fun.). She bounces from project to project happily. She wants lots of change – doing one thing for any period of time is tedious to her.

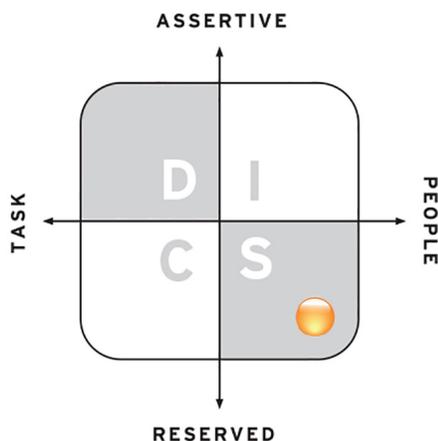
Your direct wants to talk to you. I's think out loud. They work best when they can bounce ideas off of someone. He wants your attention and he wants to feel like he's working WITH you.

What Your Direct Doesn't Want From You as a Manager

High I's don't want you to micromanage them. They don't want their failings to be pointed out – they brushed past them and went back to believing they're fabulous. They don't want talk about problems or other negatives.

High I's don't want you to talk about detail. Broad brush strokes are better for High I's. Though there are certainly times where details are necessary, they think that less often than you do.

How Your Direct Works With Others And What To Do About It



High I's love to work with others. She gets energy from the group and their feedback.

She spends as much time talking about non-task related matters as she does the task at hand. High I's distracted nature means that, in a group, they can lead the whole group astray.

Your direct's focus on people means you have a common way of communicating. When you need others to be persuaded or inspired, ask this direct to be involved.