



Ma a Per or a e A to Pla er

*DiSC® Managing
Performance
Action Planner*



**Increasing
Effectiveness
in Performance
Coaching**

**FORTUNA INTERNATIONAL
LIMITED**

LEADING PERFORMANCE IMPROVEMENT



Re o de t Na e
Mo day, Se te ber 26, 2 5

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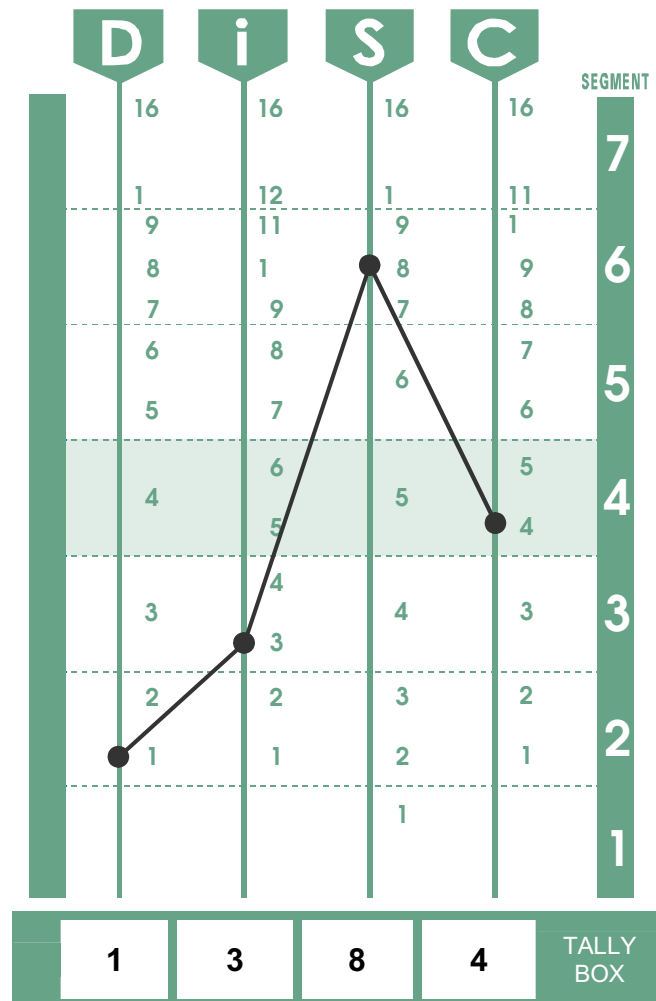
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Rebe a' DSC® Profile

Below the DSC® Graph at how Rebe a' behavioral role a you de rbed er your tuato .



PROFILE DETAILS	
First Name:	Rebe a
Last Name:	Ho ke
Gender:	Fe ale
Personal Email Address:	E oura ore el-dre to
Student ID:	

Be av oral Style Mot vat o

The art below ve you a t tot e oal a d ear o ea o t e DSC® tyle o be av or, o t at you a better u der ta d Rebe a. t al o rov de a qu k er o alzed read o er be av oral te de e your o a y or or a zato . Rebe a' e t DSC tyle ow t e aded box. Read t e tre t l ted ort at tyle o be av or a d r let e ra e you eel o ta urately de r be Rebe a a you ee er at work.

D DOM NANCE

Her GOAL Dr ve

Re ult ; o trol

Her FEAR Dr ve

Lo o trol o e vro e t; be take adva ta e o

Her STRENGTHS

Lke a a t a e, ew a tvte , a e, a d varet; qu k to a ta d reate a e e o ur e y ot er ; e oy alle e a d o etto ; a ove or eully to et re ult ; u e dre t, a to -ore ted a roa to olve roble .

NFLUENCE

Her GOAL Dr ve

Peo le volve e t; re o to

Her FEAR Dr ve

Ree to ; lo o a roval

Her STRENGTHS

Lke to tera twt a y d ere tty e o eo le; lke to ex re t ou t a d eel to ot er ; a ated a d e t u a t ex re o ; qu k to ada t to ew dea a d a e; eek way to tera t o tvely d ult tuat o .

C CONSC ENT OUSNESS

Her GOAL Dr ve

A ura y; order

Her FEAR Dr ve

Crt o er or a e; la ko ta dard

Her STRENGTHS

A alyze tuato or roble , we t e ro a d o ; value a ura y, quality, a d orre t e ; y te at er a roa to tuato or a tvte ; ta tula d d lo at tera to wt ot er ; u e ubtle or dre ta roa e to re olv o l t.

S STEAD NESS

Her GOAL Dr ve

Se urty; tab lty

Her FEAR Dr ve

Sudde a e; lo e urty

Her STRENGTHS

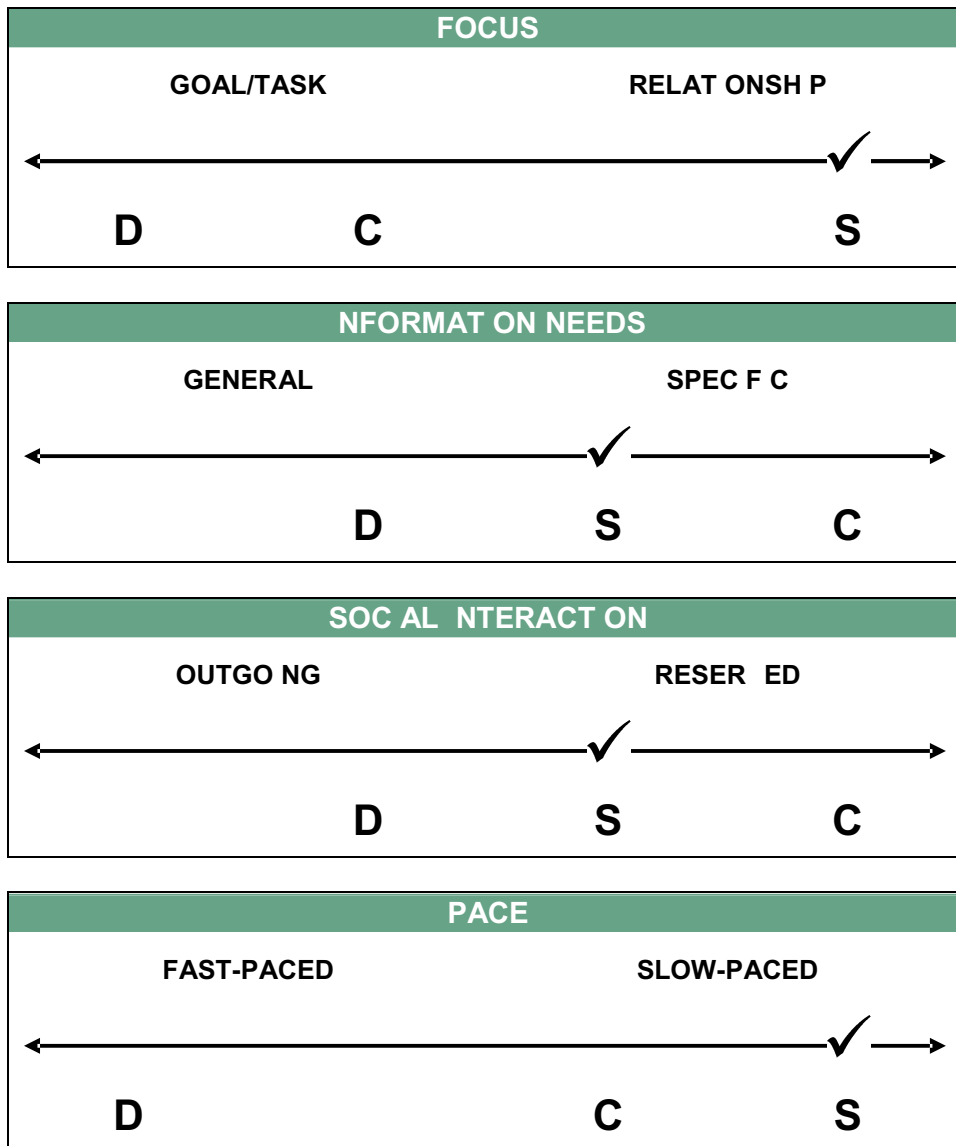
A e t o ot er eo le' dea ; lke to oo erate wt ot er to etre ult ; will to exte d er el to eet ot er eo le' eed ; work to reate a red table, table e vro e t; ood at al u et eo le.

Adaptability to Direct Style

The four behavioral styles exist to accommodate you with each other. The four behavioral styles are illustrated to demonstrate that required or effective communication at your request to Rebeca's behavioral style.

Rebeca's direct behavioral style (i.e., direct communication) is marked with the ✓ symbol.

If you have selected your own **DSC® Profile**, let your direct DSC style of each of the four styles with a "X." The direct style is indicated now that you will need to adapt to communicate with her or her counterpart.



Supportive Approaches

Rebecca's role is to be a vocal ally (i.e., to let others know they are valued). We develop your **Active Plan** (page 6) or, alternatively, use the provided below or email a role to a peer or colleague.

	D Do as a	S Sue as a	S STRONGEST Stand as a	C Confront as a
Direct Approaches Use these when: <ul style="list-style-type: none"> will be difficult; unpleasant. 	<ul style="list-style-type: none"> Show respect, listen, and acknowledge the other's point of view. Be respectful and take responsibility for the result. Develop a relationship with the other party. 	<ul style="list-style-type: none"> Use a tactful, respectful approach. Avoid overreacting or overreacting. Request feedback to understand the other's perspective. 	<ul style="list-style-type: none"> Use a "by-stander" role or develop a relationship. Provide a "by-stander" role to a third party. Provide a "by-stander" role to a third party. 	<ul style="list-style-type: none"> Use a "by-stander" role, a third party, or a mediator. Check the other's perspective. Provide a "by-stander" role to a third party.
Supportive Approaches Use these when: <ul style="list-style-type: none"> will be difficult; unpleasant. 	<ul style="list-style-type: none"> Use a "by-stander" role, a third party, or a mediator. Provide a "by-stander" role to a third party. Develop a relationship with the other party. 	<ul style="list-style-type: none"> Use a "by-stander" role, a third party, or a mediator. Provide a "by-stander" role to a third party. Develop a relationship with the other party. 	<ul style="list-style-type: none"> Use a "by-stander" role, a third party, or a mediator. Provide a "by-stander" role to a third party. Develop a relationship with the other party. 	<ul style="list-style-type: none"> Use a "by-stander" role, a third party, or a mediator. Provide a "by-stander" role to a third party. Develop a relationship with the other party.
Combination Approaches Use these when: <ul style="list-style-type: none"> will be difficult; unpleasant. 	<ul style="list-style-type: none"> Use a "by-stander" role, a third party, or a mediator. Provide a "by-stander" role to a third party. Develop a relationship with the other party. 	<ul style="list-style-type: none"> Use a "by-stander" role, a third party, or a mediator. Provide a "by-stander" role to a third party. Develop a relationship with the other party. 	<ul style="list-style-type: none"> Use a "by-stander" role, a third party, or a mediator. Provide a "by-stander" role to a third party. Develop a relationship with the other party. 	<ul style="list-style-type: none"> Use a "by-stander" role, a third party, or a mediator. Provide a "by-stander" role to a third party. Develop a relationship with the other party.
Empowering Approaches Use these when: <ul style="list-style-type: none"> will be difficult; unpleasant. 	<ul style="list-style-type: none"> Tell the other what you need, by using a "by-stander" role. Seek help from a third party or a mediator. Allow the other to take responsibility for the result. 	<ul style="list-style-type: none"> Clarify the other's perspective. Establish a relationship with the other party. Provide a "by-stander" role to a third party. 	<ul style="list-style-type: none"> Provide a "by-stander" role to a third party. Clarify the other's perspective. Provide a "by-stander" role to a third party. 	<ul style="list-style-type: none"> Provide a "by-stander" role to a third party. Clarify the other's perspective. Provide a "by-stander" role to a third party.

Master Personal Action Plan

DEBRIEFING

Follow the template on your label, what new information do you have about Rebecca?

How will you use this information to be more effective as a future counselor?

FOLLOW-UP

What follow-up actions will you take with Rebecca and on what date:

Date	Follow-Up Action