

BOOST TEAM PERFORMANCE.

Unlocking the Power of Workstyles

June 2026

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Agenda

- Learning about DiSC
- Using DiSC to Strengthen Communication and Teamwork
- The value of using DiSC
- Next Steps





Why Workstyles Matter

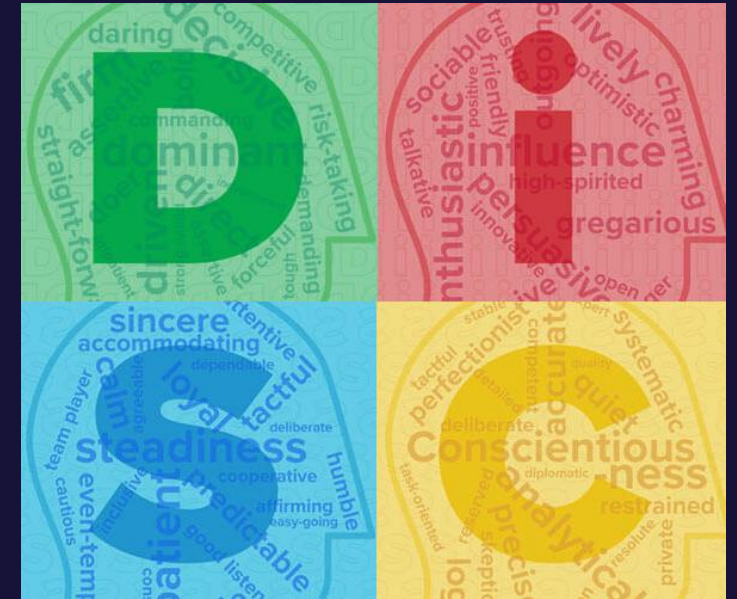
- Improves communication across shifts and departments
- Reduces conflict and misunderstandings
- Strengthens leadership consistency
- Supports onboarding and team development
- Helps teams work safer and more efficiently

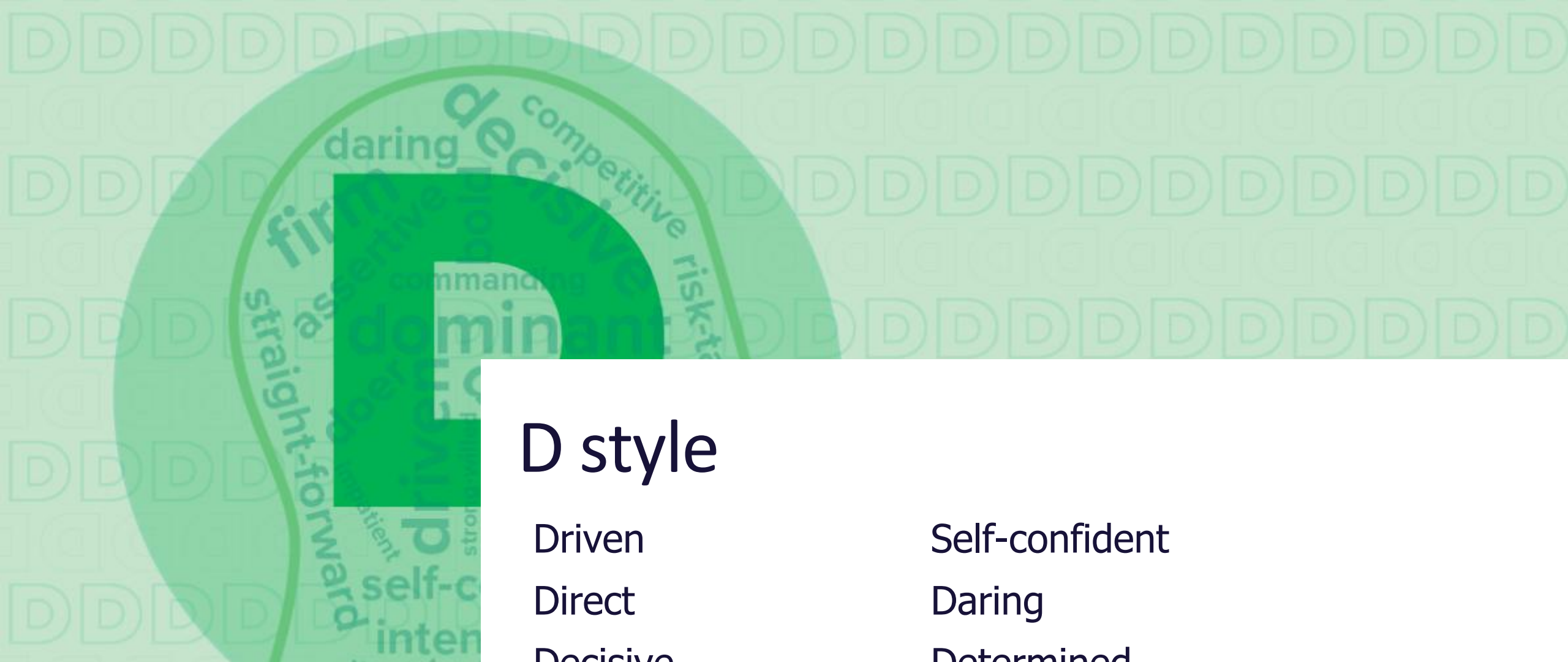
What Is DiSC?



The Four DiSC Styles

- **D** — Dominance
- **i** — Influence
- **S** — Steadiness
- **C** — Conscientiousness





D style

Driven

Direct

Decisive

Strong-willed

Self-confident

Daring

Determined

Fast-paced

D style

- Motivated by power and authority, winning, competition, and success.
- Values competency, concrete results, and personal freedom.
- Fears loss of control, being taken advantage of, and vulnerability.



D styles and their priorities

DC

- Challenge
- Results
- Accuracy

D

- Results
- Action
- Challenge

Di

- Action
- Results
- Enthusiasm

D style quote



What's the point of playing if winning isn't the goal?

– J.D. Robb, author



i style

Charming

Collaborative

Energizing

Trusting

Enthusiastic

Impulsive

Optimistic

Persuasive

i style

- Motivated by social recognition, group activities, and relationships.
- Values coaching and counseling, freedom of expression, and individuality.
- Fears social rejection, disapproval, loss of influence, and being ignored.



i styles and their priorities

iD

- Action
- Enthusiasm
- Results

i

- Enthusiasm
- Action
- Collaboration

iS

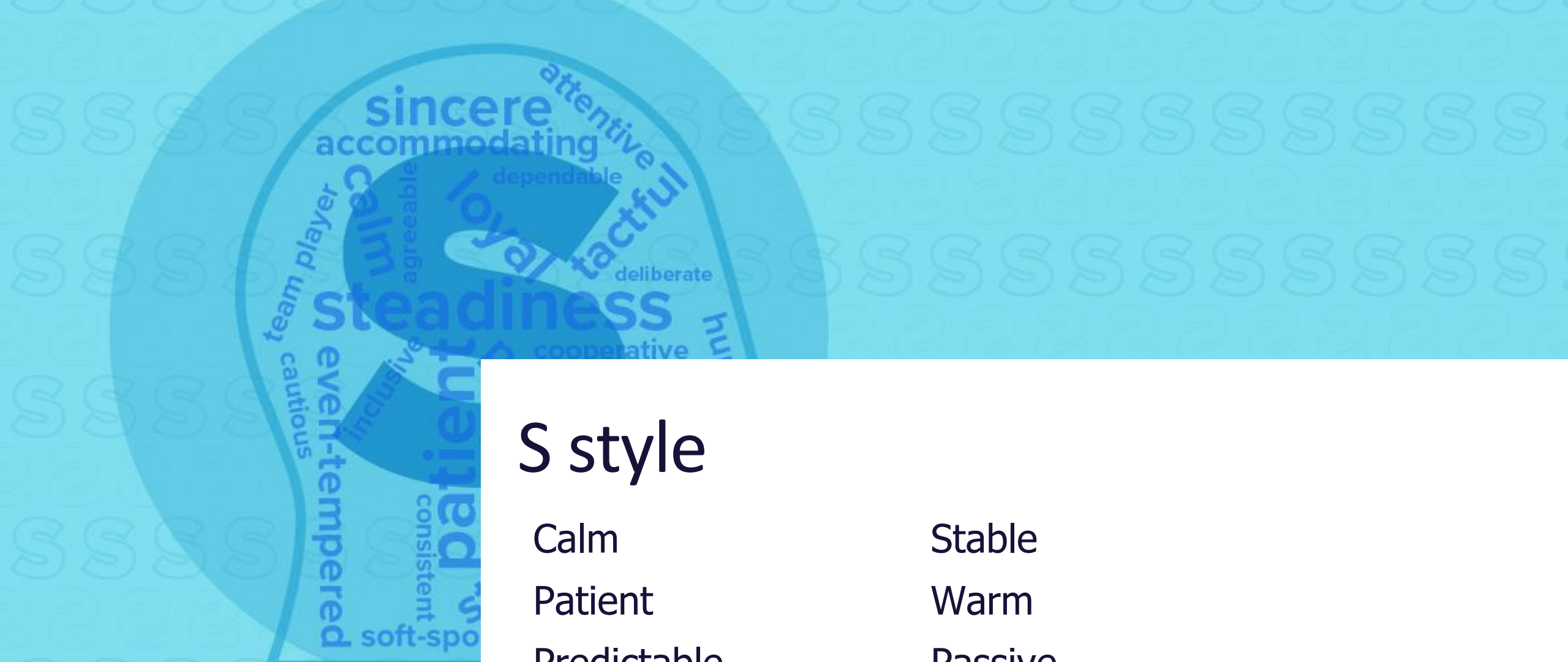
- Collaboration
- Enthusiasm
- Support

i style quote



Whoever is happy will make
others happy too.

– Anne Frank



S style

- Calm
- Stable
- Patient
- Warm
- Predictable
- Passive
- Deliberate
- Loyal

S style

- Motivated by cooperation, opportunities to help, and sincere appreciation.
- Values loyalty, helping others, and security.
- Fears loss of stability, change, loss of harmony, and offending others.



S styles and their priorities

Si

- Collaboration
- Support
- Enthusiasm

S

- Support
- Stability
- Collaboration

SC

- Stability
- Support
- Accuracy

S style quote



The invariable mark of wisdom is to see the miraculous in the common.

– Ralph Waldo Emerson



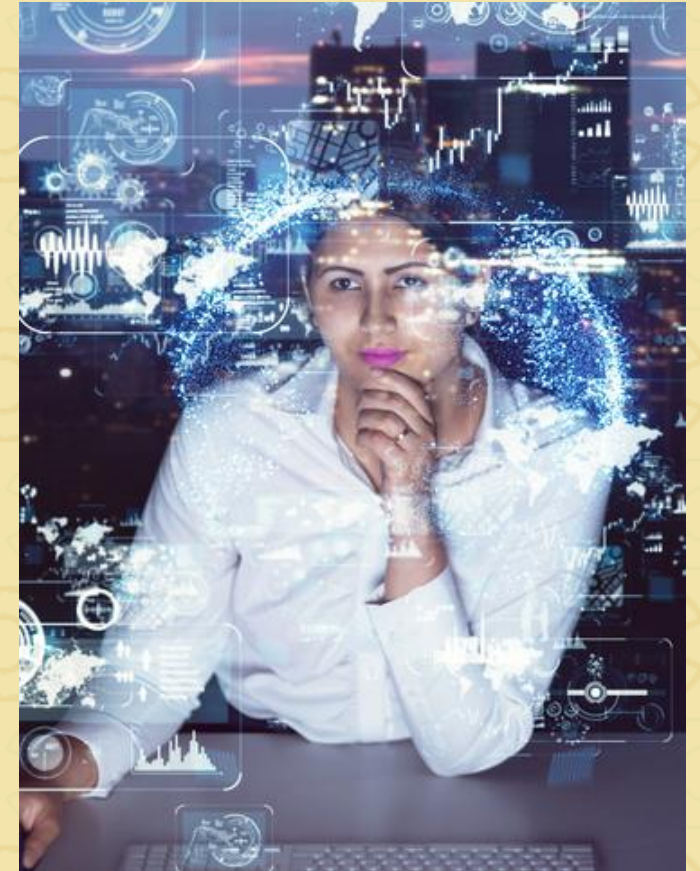
C style

Cautious
Systematic
Private
Objective

Analytical
Diplomatic
Accurate
Reserved

C style

- Motivated by opportunities to gain knowledge, showing their expertise, and quality work.
- Values quality, accuracy, and challenge.
- Fears criticism, slipshod methods, and being wrong.



C styles and their priorities

CS

- Stability
- Accuracy
- Support

C

- Accuracy
- Stability
- Challenge

CD

- Challenge
- Accuracy
- Results

C style quote



It takes less time to do a thing right than to explain why you did it wrong.

– Henry Wadsworth Longfellow

Reminders

All DiSC styles are equally valuable.

Everyone is a blend of all four styles.

People can adapt their styles to fit particular situations or environments.





Why This Matters

Different styles = different needs

Different needs = different communication approaches



Flexing Your Style

Flexing = adjusting your approach to meet others where they are

To work more effectively with others, we sometimes have to bridge differences in style preferences and priorities.

Sometimes building more effective relationships in the workplace requires adapting your approach to accommodate the preference of the other person.

Communicating with D styles

Give them the bottom line.

Be brief and speak up.

Focus your discussion narrowly.

Avoid generalizations.

Refrain from repeating yourself.

Focus on solutions rather than problems.



Communicating with i styles

Share your experiences.

Allow them time to ask questions and talk.

Focus on the positives.

Avoid overloading them with details.

Don't interrupt them.

Show respect for their spontaneity, high energy, and optimism.



Communicating with S styles

Be personal and amiable.

Express your interest in them.

Let them know what you expect of them.

Take time to provide clarification.

Be polite.

Avoid being confrontational or too aggressive.



Communicating with C styles

Focus on facts and details.

Minimize “pep talk” or emotional language.

Be patient, persistent, and diplomatic.

Respect their preference to work independently.

Don't be put off by their more detached approach.

Allow time to get to know each other better to avoid misunderstanding.



Real World Scenario

D-style supervisor + C-style quality tech

Different priorities → potential conflict

Flexing → faster resolution

Emotional Intelligence in Action





Why Manufacturers use DiSC

- Better communication
- Stronger leadership
- Reduced conflict
- Safer, more efficient teams

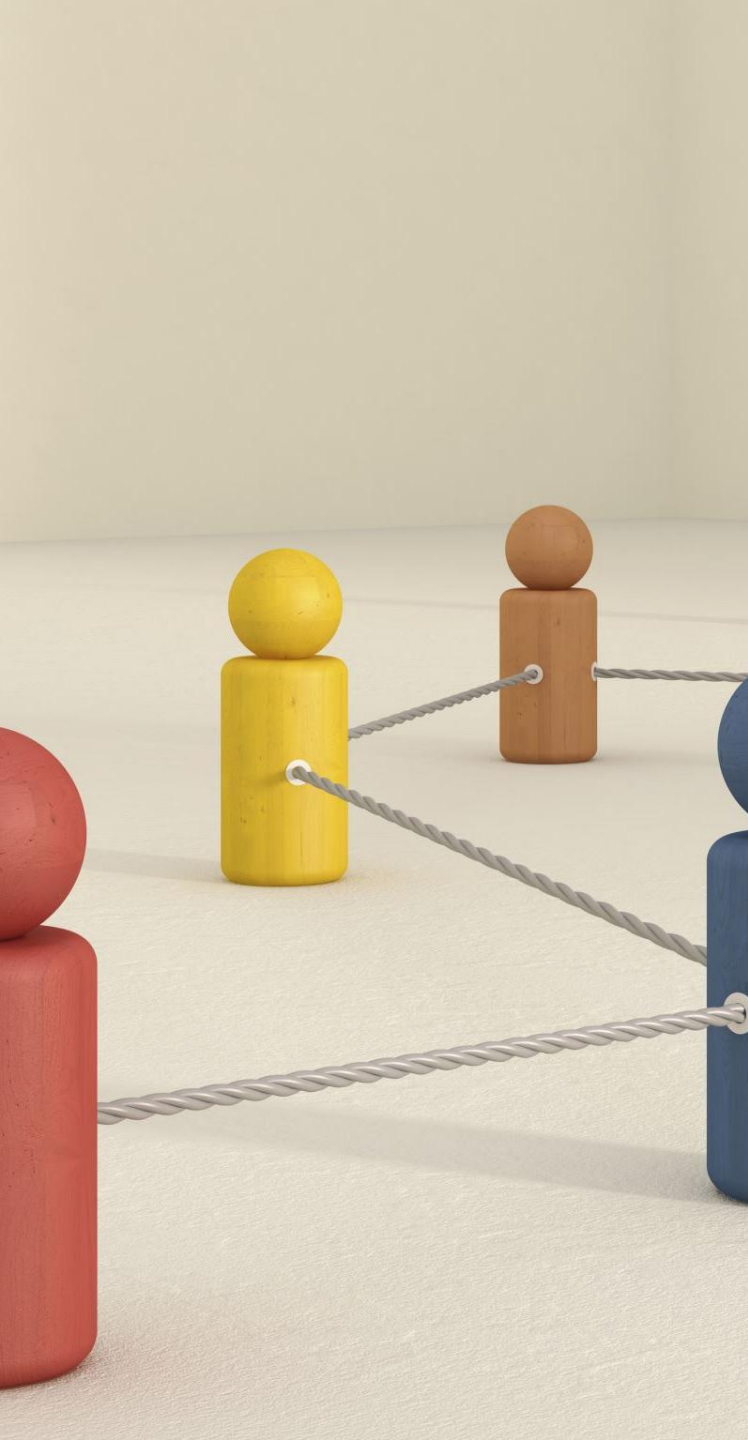
A blurred photograph of an office environment. In the foreground, a person is seated at a desk, their back to the camera. The background shows other people working at desks, with bright, out-of-focus lights creating a bokeh effect. The overall scene suggests a professional, collaborative workspace.

How You Can Use DiSC

- Team workshops
- Leadership development
- Onboarding
- Conflict resolution

Call to Action

- Explore DiSC for your team
Let's talk about next steps



Thank You!



Share your feedback

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