

RELATIONSHIP RECKONING EPISODE 03

WILMA
COLLEAGUES



Wilma

Colleague

High D Dominance

High S Steadiness

DISC Behavior Style Similarities

Reluctant to talk about their feelings

DISC Behavior Style Differences

Task-oriented /
Getting things done

People-oriented /
Connecting with people

Under stress:
Quick to anger
Dictates action

Under stress:
Submits
Gives in

Pace:
Fast & decisive

Pace:
Slow & easy

DISC Behavior Style Needs To Satisfy

Being a leader

Being a follower

Making decisions quickly

Making decisions slowly

Knowing what

Knowing how



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Paula's Insights On DISC Behavior Style Similarities & Differences

Maintaining a good working relationship cannot start with talking about feelings. Wilma would feel she was making herself look vulnerable and weak. Colleague expresses their feelings only to people they trust completely.

Wilma needs to apologize when she gets angry quickly. She should never assume that silence from Colleague means agreement.

In some collaborations, Wilma leading and Colleague following could be beneficial for both. It will work out best in the long run under these conditions:

Wilma respects Colleague's right to make decisions slowly about their own work.

Wilma asks Colleague what they like and don't like about how Wilma wants to lead.

Wilma focuses more on the task part of the collaboration while Colleague focuses more on the people part of the collaboration.

Colleague should look for as much loyalty from Wilma as they give to Wilma. They'll find loyalty if Wilma includes their likes and dislikes in any collaboration.

Always explaining what and how would smooth collaborations.



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Wilma

Usefulness
Highest Returns

Colleague

Harmony
Inner Peace

Spranger Guiding Value Similarities

Task-oriented / Getting things done

Desire for comfort

Power from focusing on self

See value in relationships based on the satisfaction they offer

Spranger Guiding Value Differences

Desire for external comfort

Sees value in people who contribute
to her systems

Desire for internal comfort

Sees value in people who relieve
workplace stress

Spranger Guiding Value Passions To Satisfy

Efficient systems for getting
workplace benefits

Feels comfort and power from
creating efficient workplace systems
that increase career benefits

Workplace spaces that allow
for satisfying experiences

Feels comfort and power from
creating fulfilling workplace spaces
that reduce workplace stress



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Paula's Insights On Spranger Guiding Value Similarities & Differences

Wilma and Colleague have guiding values focused on getting what matters to them done. This is good for collaboration as long as they can find a match for what they want to get done.

Wilma and Colleague understand the desire for comfort and should be able to respect the other's different comforts.

For workplace collaboration, they each have to accept the other's view about who brings value to the collaboration.

Wilma could ask Colleague how to respect their stress relief space.

Colleague could ask Wilma how to respect her efficient systems.

