

# RELATIONSHIP RECKONING S02 E01

RACHEL  
BOSS / SUBORDINATE



Rachel

Subordinate

High C Conscientiousness

High S Steadiness

## DISC Behavior Style Similarities

Reserved

Slow paced

## DISC Behavior Style Differences

Task-oriented / Gets things done

People-oriented / Connects with people

Under stress:

Avoids people  
Withdraws

Under stress:

Submits  
Gives in

Stress relief:

Alone activity

Stress relief:

Quiet activity

## DISC Behavior Style Needs To Satisfy

Credibility

Routines

Respect for procedures

Respect for relationships

Explanations about why

Explanations about how



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## Paula's Commentary On DISC Behavior Style Similarities & Differences

Rachel and Subordinate can be comfortable working together because they are both reserved. Neither one will feel pressured to conform to an outgoing behavior style.

Their shared slow pace also will make their workplace collaboration comfortable.

Subordinate could give Rachel credibility by telling other coworkers about Rachel's successes.

Rachel could ask Subordinate what she needs for her routines.

Rachel should respect Subordinate's workplace relationships as long as those relationships support Subordinate's effectiveness.

2 situations could create difficulties.

1st, stressful situations that require quick responses.

Neither one copes directly with stress, and Subordinate needs patience. As boss, Rachel could create rules for stressful times to improve response time.

Subordinate would react to those rules best if they helped them feel appreciated. Subordinate could make stressful work times easier if she responded with predictability for Rachel.

2nd, situations that require difficult conversations.

Difficulties could arise if one of them needs to communicate something that the other one might not like. Rachel avoids stressful situations and Subordinate gives in.

As boss, Rachel could provide a simple written format for Subordinate and coworkers to follow in reporting difficulties or making requests.

Explanations about why and how will help the workplace relationship stay smooth.

# RELATIONSHIP RECKONING S02 E01

RACHEL  
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Rachel

Subordinate

Knowledge

Belief

## Spranger Guiding Value Similarities

Task-oriented / Gets things done

## Spranger Guiding Value Differences

Bases decisions on outer evidence

Bases decisions on inner feelings

Questions the past when new evidence emerges

Accepts belief tradition as continuing

## Spranger Guiding Value Passions To Satisfy

Respecting her passion for knowledge

Respecting their passion for belief

Expects to be the workplace authority on information

Wants to follow an authority in their belief



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## Paula's Commentary On Spranger Guiding Value Similarities & Differences

Both values are task-oriented, but the guiding value differences are opposite.

Both will have to keep their values to their personal lives and follow the values of the company they work for. If they can't do that, they should switch jobs.

Rachel should use whatever written material the company provides as guidelines for herself and Subordinate.

However, Rachel and Subordinate could look for sincere ways to bring values into difficult workplace discussions. Rachel could look for a way to ease a difficult discussion by looking for a way to satisfy Subordinate's belief.

Subordinate could look for evidence to ease a difficult conversation for Rachel.