

DiSC® Elements of Constructive Feedback

While your DiSC® style may naturally favor one approach, effective feedback is a blend of all the elements—creating transformative conversations that resonate and drive meaningful growth. Here are feedback tips for each style:

Direct

- Addressing issues promptly
- Communicating concerns clearly without sugarcoating
- Standing firm despite pushback

Encouraging

- Showing you value their contributions
- Letting them know you believe in them
- Highlighting the positive outcomes of change

Objective

- Specifying needed changes and action steps
- Supporting feedback with concrete examples
- Offering clear reasoning behind feedback

Receptive

- Encouraging a two-way dialogue
- Staying receptive to their viewpoint
- Maintaining a non-judgmental tone

