



Using DiSC® in the Face of Change

Change is inevitable, and how we handle it makes all the difference. People have varied reactions, and knowing what they need during transitions –like clarity, connection, control, or comfort–can help teams stay strong. The DiSC® model offers insight into those needs. Here’s a look at how different styles respond to change:



Control & Agency

- The freedom to determine their own course
- Influence in the decision-making process
- Convincing justification of the change that meets their standards



Connection & Optimism

- A compelling vision of the future benefits change could bring about
- Opportunities to connect and build energy with others
- Hands-on learning about new structures or ways of working



Stability & Support

- The comfort and security of familiar people and routines
- Reassurance that they’re not alone and things will work out
- Clarity around expectations and what’s to come



Information & Understanding

- Clarity about why changes are being made
- Time and space to process the impact of change
- Opportunities to weigh in, ask questions, and provide insight