Charge Nurse Education: Leadership Styles

What is your leadership style

- DISC Profile Assessment
- DISC:
  - Dominance
  - Influence
  - Steadiness
  - Conscientious

Objectives

- Identify DISC behavioral type
- Identify general characteristics of behavioral type
- Identify effective communication approach for each behavioral type

Reason for behavioral assessment

In order to understand your relationships with other people, you must first understand yourself.

Complete Assessment

D - Dominance

- Competitive
- Direct
- Born leaders
- Likes being in charge
- Confident
- Task focused and results oriented
- Dominant
- Justice is important
- Blunt and to the point communication

D – Growth Opportunities

- D’s often struggle with insecurity
- Use anger or aggressive behavior to mask insecurities or regain control
- Communication can come off as arrogant and insensitive
- Needs to pay attention to and value the feelings, goals, and desires of others.

I - Influence

- Charismatic
- Likes verbal communication
- Likes freedom to create and make decisions
- Optimistic
- Idea people
- Not good at follow through
- Think out loud
- Likes to socialize and be around people
- Fear of rejection

I – Growth Opportunities

- Don’t like structure and routine
- Timeliness and follow-through are difficult
- Get distracted by people and opportunities
- When threatened, misuse their charm and charisma to manipulate others or mask reality to protect themselves from rejection
- When broken, can twist the truth or pretend to be something they are not to gain acceptance they crave.

S - Steadiness

- Creates harmony in groups
- Great follow through
- Attentive to others' needs
- Easy going, gets along with others
- Likes security and stability
- Adapts
- Prefer to work in teams
- Don't need public accolades but they want to be appreciated
- Has deep emotions, but hides it
- Thinks before they speak
- Avoids conflict

S – Growth Opportunities

- Overcome conflict avoidance
- Internalizes conflict – result in physical symptoms
- Doesn’t like change or taking a risk
- Moves at a slow pace – need time to understand reasons for change and to think through it

C – Conscientious

- Sharp, analytical mind
- Likes things done right the first time
- Detailed planners
- Acquires knowledge and expertise (internet is like a play ground)
- Thinks before acting
- Driven by rules and procedures
- Good with follow through
- Slow to change
- Constantly wanting to improve self
- Holds others to same standards
- Committed (and expects other to do the same)

C – Growth Opportunities

- Perfectionist – paralyzed by fear of doing it wrong
- Don’t take risks, doesn’t like change
- Can be perceived as being critical or pessimistic
- Task oriented and internally focused
- Difficulty with connecting emotionally with people
- Defensive strategy is to be argumentative or defensive

Summary of DISC

- The “D”s are the ones who take charge. They’re directing, delegating, have big ideas, and tell others what to do.
- The “I”s are talking to everyone, saying what they see, expressing themselves and their ideas emotionally, having fun while randomly moving from one person to another.
- The “S”s are accommodating and brings harmony. They steadily and faithfully help others with their projects, are planning the next steps.
- The “C”s are taking in as much information as they can, paying close attention to details, asking lots of questions, while they are perfecting and finishing what they started with excellence before they move onto the next thing. They’re also the rule followers and enforcers.