HOW TO GET ONBOARDING RIGHT WITH THE DISC MODEL OF PERSONALITY AND BEHAVIOUR

Customer Inspiration

Thomas International's namesake Thomas Hendrickson developed William Marston's 'DISC' model of human behaviour to reveal how an individual typically behaves in a work context.

The grid below is your cheat sheet to successful onboarding and ongoing engagement for every behavioural preference. Behavioural assessments (including Thomas' Behaviour assessment) often contain more detailed onboarding guides to help managers motivate new recruits.

HOW TO:	DOMINANCE	INFLUENCE	STEADINESS	COMPLIANCE
ONBOARD	Challenge: • Assign tough projects • Encourage healthy competition • Apply time pressure	Recognise: • Praise success • Assign tasks that involve other people • Facilitate collaboration	Appreciate: • Provide stability • Assign methodical tasks • Encourage teamwork	Protect: • Define clear objectives • Assign logical, analytical tasks • Check understanding
ENGAGE	Focus on targets – Negotiate	Focus on people – Facilitate social cohesion	Focus on listening – Maintain open communication	Focus on facts – Be systematic
MANAGE	Be direct • Keep them challenged	Be democratic • Recognise achievements	Be approachable • Offer sincere praise	Be supportive • Discuss improvements