

Frank's User Manual

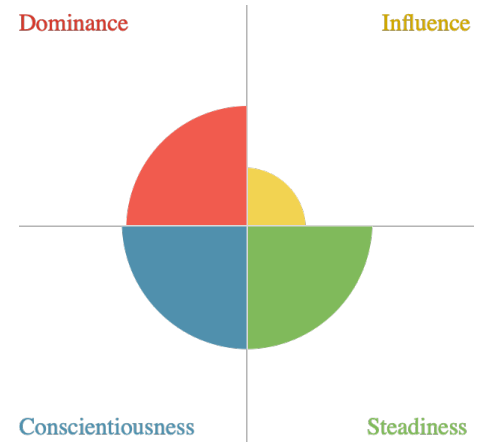
A guide to Frank's management style

Your DISC style is

SC (Steadiness + Conscientiousness)

You are a patient and thorough individual who values stability and consistency. You have a methodical approach to tasks and are known for your attention to detail. You excel at organizing and planning, and you are dependable in meeting deadlines and commitments.

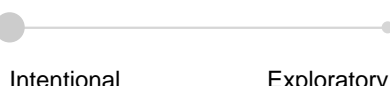
As a boss, you are known for your practicality and your supremely even keel. You are good at setting realistic goals with your team and holding people accountable to their commitments.



Management Insights

Use this analysis to help your team understand your management tendencies.

SCALE



INSIGHT

As someone about evenly balanced between introvert and extrovert tendencies, you value working independently and collaborating with others. You are comfortable in social settings and can connect with colleagues of all types. You lead your team with a balance of independence and collaboration to achieve your goals.

You are a thoughtful and deliberate manager who values reflection and analysis. You're not afraid to take a step back and consider your options before making decisions. You balance your desire for careful consideration with a willingness to take action when necessary, and you value the input of your colleagues.

As a manager, you balance your desire for growth and innovation with a careful consideration of risks and rewards. You value stability and recognize the importance of following a clear process, but you also encourage your team to think creatively and pursue new opportunities. You lead with a measured approach that inspires your team to embrace new challenges and take calculated risks.

You balance your emotional intelligence with a rational approach to problem-solving. You understand the importance of connecting with your team on a personal level and are able to pick up on nonverbal cues. At the same time, you base your decisions on objective data and are able to think critically about complex issues.

You have a strong vision and are comfortable making decisions quickly. You expect your team to respect your position as the leader, but you also take their perspectives into account when making decisions. You strike a balance between asserting your authority and being open to feedback from others.

You work well without supervision and prefer to complete tasks on your own. You value autonomy and prefer not to have too much discussion or interference when completing projects. When faced with challenges, you can persevere and find solutions on your own.

You tend to be straightforward in your interactions with others, although you do hold back when you feel your words could cause offense. Generally, you are comfortable giving feedback and expressing your opinions.

You value being part of a team and are supportive of your colleagues and their goals. Though you can bring your influence to bear on others, you are willing to take direction and are skilled at following through on tasks assigned to you.

When you start something, you already have the end in mind. You keep the team's goals and objectives in mind and keep your eye on the ultimate purpose of activities. You thrive in structured environments and are often seen as a reliable and organized team member.

More About Frank

Frank's preferences and expectations

My Preferred Communication Mode: Text/IM me, Schedule a video call

The Best Time to Connect with Me: Mid-afternoon

My Standard Work Schedule: Standard business hours

My After Hours Expectations: I sometimes work irregular hours, but I don't expect it of you. If you get an after-hours email or instant message

My Productivity Peak: I'm a morning person

My Decision Making Style: Analytical - I like to carefully consider all the options before moving forward

I Give Feedback: Sparingly. I mainly give you feedback when it's needed.

I Think Best: Solo, such as when I'm writing out my thoughts

My Meeting Approach: Shorter and fewer is usually better

My Camera Preference in Calls: Could go either way depending on the context

I Like Updates Via: Let me know if you have an issue, otherwise I trust you're on top of it

