

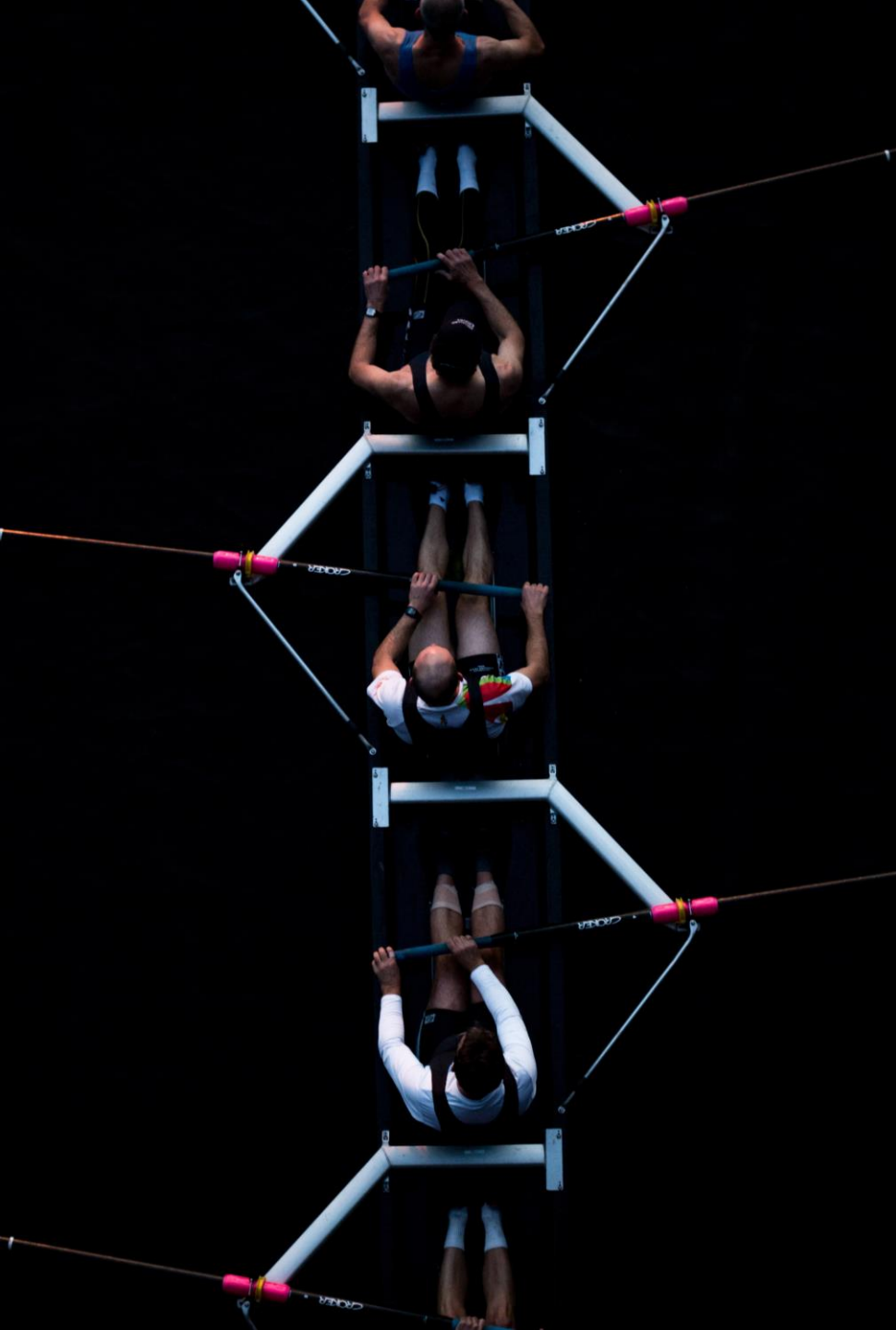
Temperament and Teamwork

Maximizing your team

Jan Brauer RN BSN MA
Rhonda Fischer RN BSN CEN

4 Truths we believe about teams





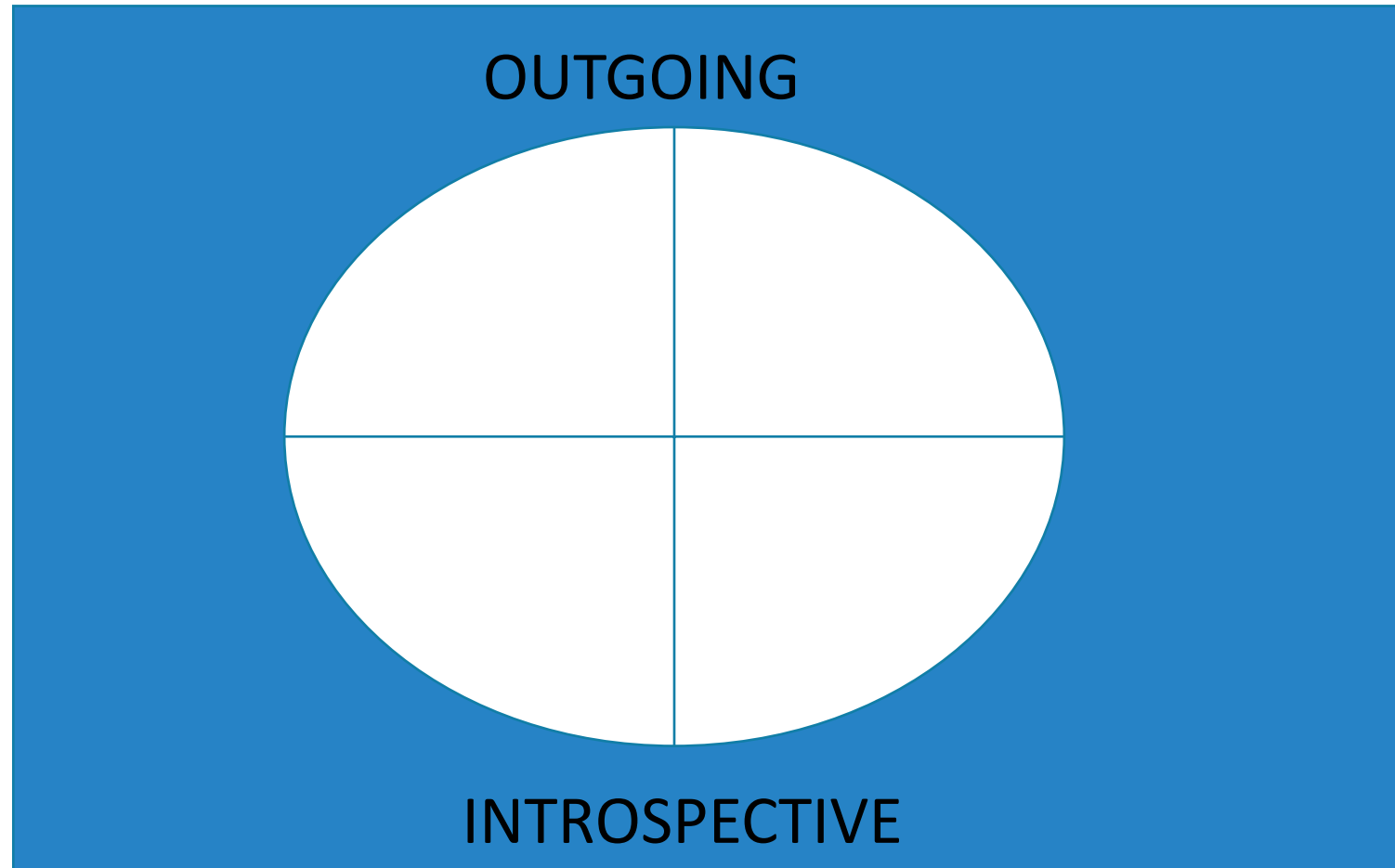
It takes all of us

- STRENGTH LIES IN DIFFERENCES, NOT IN SIMILARITIES
 - STEPHEN COVEY

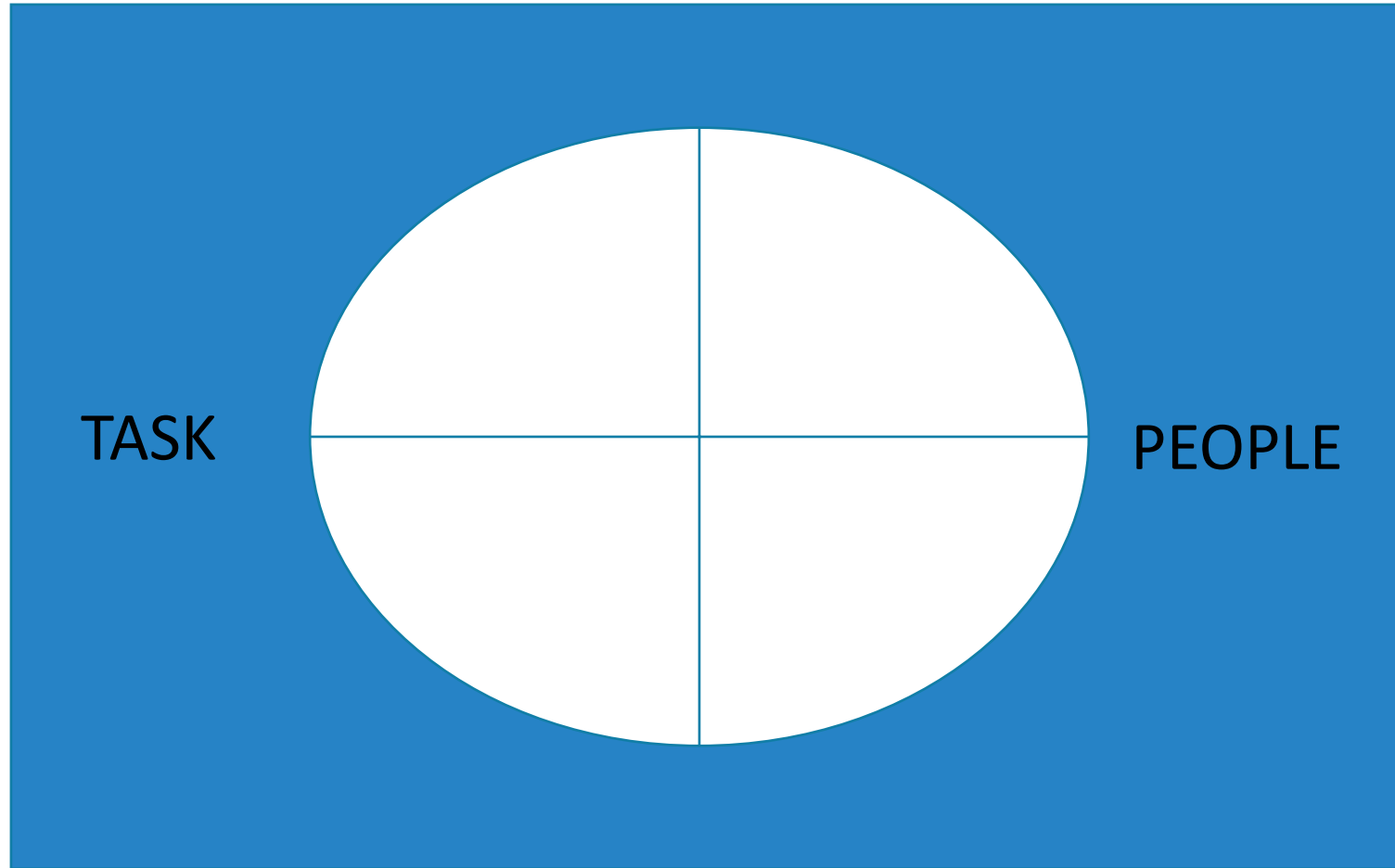
A stylized face graphic composed of blue and green geometric shapes. The face is formed by two large blue semi-circles on the left and right sides, a blue semi-circle at the top, and a blue semi-circle at the bottom. A green semi-circle is at the top left, and a green semi-circle is at the bottom center. A green triangle is at the top right, and a green square is at the bottom left. The text "Temperament Survey" is written in white on a dark gray rectangular background to the right of the face.

Temperament Survey

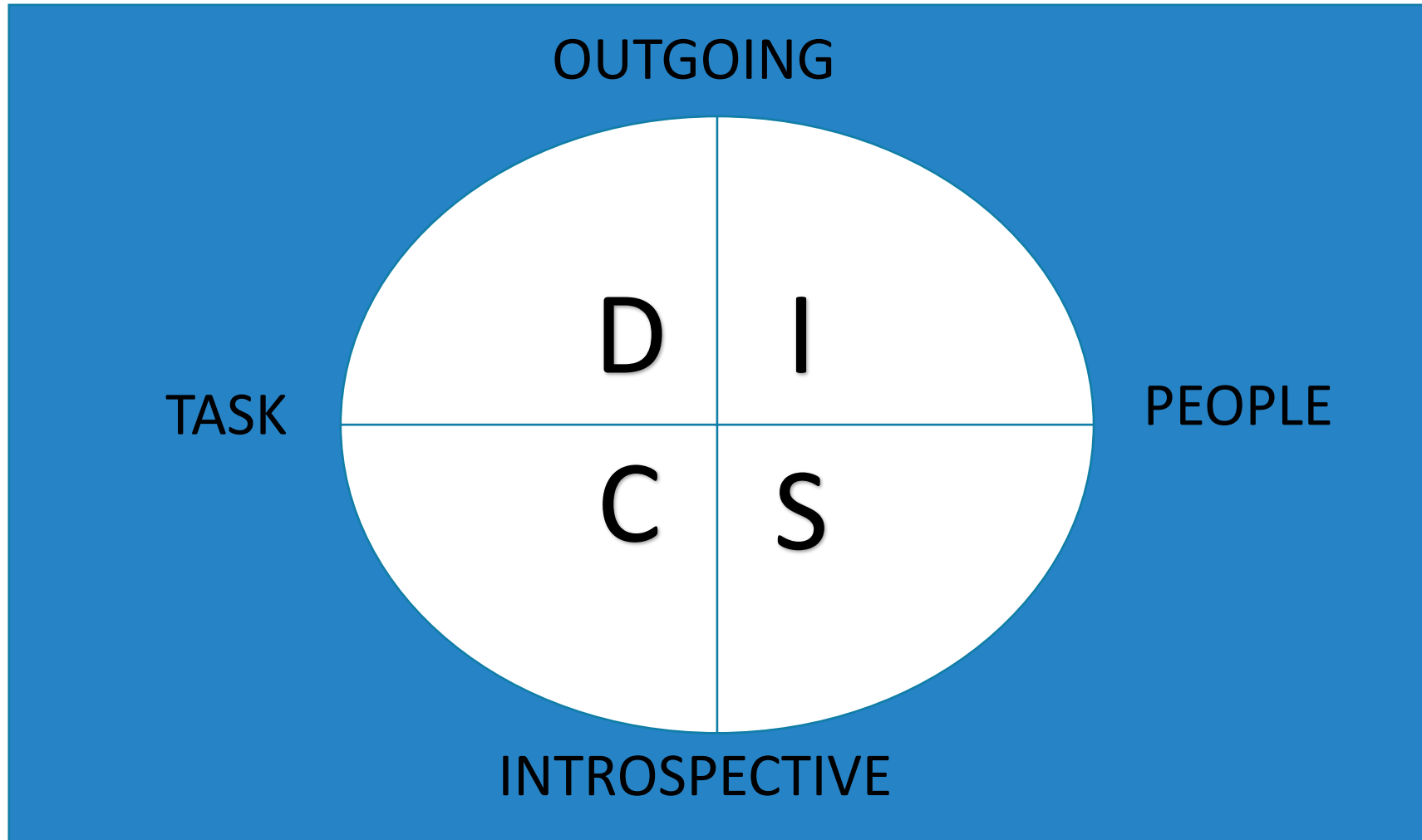
HOW DO YOU SEE YOURSELF?



WHICH DO YOU PREFER?



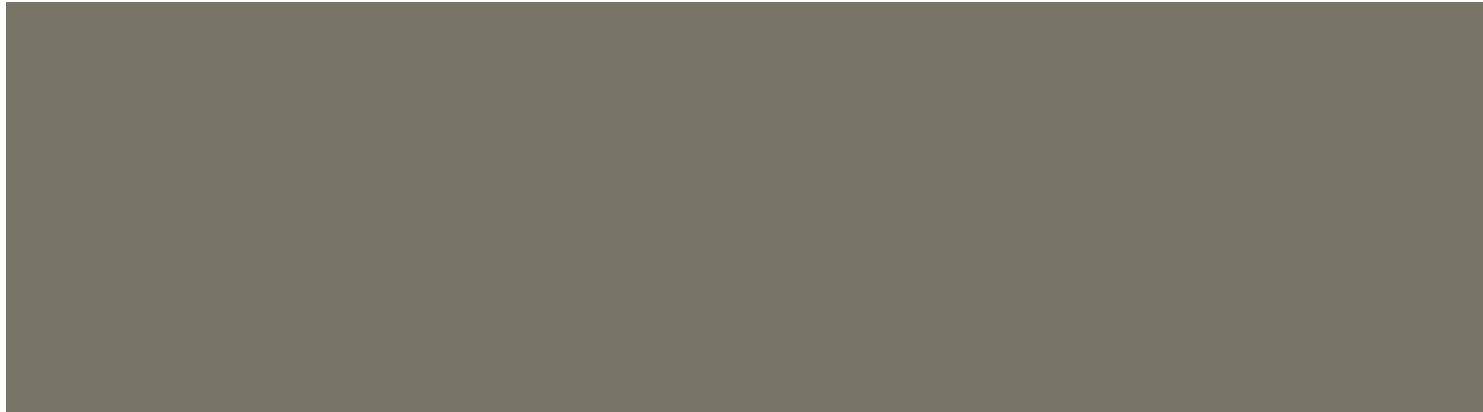
4 TEMPERAMENTS





D

- determined
 - decisive
 - directed



I

- influence
- inspiration
- impression



S

- stable
- supportive
- steady



C

- conscientious
- cautious
- correct

Even on the best teams...
conflict *will* happen





CUS with the
DISC
in mind

C- I'm CONCERNED

U – I'm UNCOMFORTABLE

S – Could I SUGGEST

Those determined D's...

Motivated by
CHALLENGE and **CONTROL**



Conflict resolution with a “D”

- Get to the point!
- Give them as much control over the process as possible
- Expect them to CUS you back!



Those inspiring I's...

Motivated by
RECOGNITION and
APPROVAL





Conflict resolution with an “I”

- Focus on people over task
- Resolve issues as quickly as possible
- Positive feedback even in conflict

Those steady S's...

Motivated by
STABILITY and **SUPPORT**



Conflict resolution with an “S”



- **Be relaxed, friendly and supportive**
- **Allow time to adjust to changes**
- **Don't expect an instant response – give them time to PROCESS**

Those conscientious C's...


Motivated by
QUALITY and
CORRECTNESS





Conflict resolution with a “C”

- Explain the why and spare no detail!
- Let them process – and then *listen* to their suggestions
- Help them see the big picture



CUS with the
DISC
in mind

C- I'm CONCERNED

U – I'm UNCOMFORTABLE

S – Could I SUGGEST



Building great teams

- Variety is critical for winning teams
- Don't be surprised by conflict
- Know your team's strengths
- Set them up for success
- Be a team that celebrates!