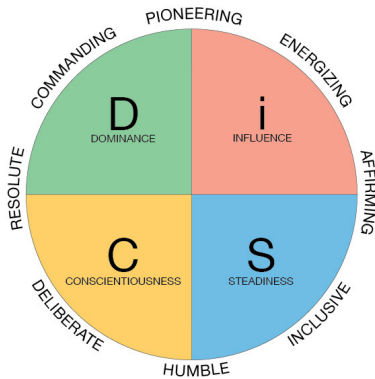




## Work of Leaders

### What Differentiates *Work of Leaders* from Other Everything DiSC® Profiles?



Unlike Everything DiSC Management, which focuses on one-to-one relationships (i.e., manager to employee), Everything DiSC Work of Leaders defines leadership as a one-to-many relationship. It takes participants through the tangible steps required to be effective leaders of groups or organizations. This model begins with creating a vision, followed by building alignment around that vision, and finally championing the execution of the vision.

The Work of Leaders profile is broken down into the following sections:

- Your DiSC Leadership Style
- Work of Leaders: Overview
- Work of Leaders: Vision
- Work of Leaders: Alignment
- Work of Leaders: Execution
- Your Action Steps

So the Work of Leaders profile begins by helping participants understand their own DiSC® leadership style, including their specific leadership priorities (shown around the DiSC map above). The program then takes them through the Vision–Alignment–Execution (VAE) model (shown below), including how their natural inclinations may influence their approach to each of the leadership practices. Finally, the Profile provides personalized tips and examples to guide participants through creating an action plan to improve their leadership approach.

Crafting a VISION	Building ALIGNMENT	Championing EXECUTION
<b>Exploration</b> <ul style="list-style-type: none"> <li>Remaining Open</li> <li>Prioritizing the Big Picture</li> </ul>	<b>Clarity</b> <ul style="list-style-type: none"> <li>Explaining Rationale</li> <li>Structuring Messages</li> </ul>	<b>Momentum</b> <ul style="list-style-type: none"> <li>Being Driven</li> <li>Initiating Action</li> </ul>
<b>Boldness</b> <ul style="list-style-type: none"> <li>Being Adventurous</li> <li>Speaking Out</li> </ul>	<b>Dialogue</b> <ul style="list-style-type: none"> <li>Exchanging Perspectives</li> <li>Being Receptive</li> </ul>	<b>Structure</b> <ul style="list-style-type: none"> <li>Providing a Plan</li> <li>Analyzing In-Depth</li> </ul>
<b>Testing Assumptions</b> <ul style="list-style-type: none"> <li>Seeking Counsel</li> <li>Exploring Implications</li> </ul>	<b>Inspiration</b> <ul style="list-style-type: none"> <li>Being Expressive</li> <li>Being Encouraging</li> </ul>	<b>Feedback</b> <ul style="list-style-type: none"> <li>Addressing Problems</li> <li>Offering Praise</li> </ul>

### Supplemental and Support Reports

Like Everything DiSC Workplace, Management, and Sales, the Work of Leaders program has its own Supplement for Facilitators Report, which features the Work of Leaders priorities (shown around the map above).

But unlike the other programs in the Everything DiSC family, Work of Leaders also has a unique Group Report and Facilitator Report. The Work of Leaders Group and Facilitator Reports feature information about the group's results as they relate to the VAE model, instead of the group's DiSC information. However, the DiSC information is still available through the Everything DiSC Group and Facilitator Reports. (Remember, samples of the Everything DiSC Group and Facilitator Reports were provided earlier in this module, and you'll get a chance to explore those reports further during the live collaborative session.)

### Sample Reports

To review a sample Profile, Supplement for Facilitators Report, Group Report, and Facilitator Report, click on the links below:

- [Work of Leaders Profile](#)
- [Work of Leaders Supplement for Facilitators Report](#)
- [Work of Leaders Group Report](#)
- [Work of Leaders Facilitator Report](#)

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