

**Table 6.9 Statements Used to Measure the Management Priorities from an Employee's Perspective**  
**表格 6.9 用于测量 Everything DiSC Management 优先性的陈述 - 下属的角度**

Action 行动	Maintaining forward momentum on our team 保持我们团队前进的势头 Creating goals for the team that are inspiring 为团队创建鼓舞人心的目标 Encouraging the team to maintain an energetic pace 鼓励团队保持精力充沛的步调 Encouraging me to take risks 鼓励我承担风险
Encouragement 激励	Celebrating group victories 庆祝团体的胜利 Letting me know that he/she is optimistic about my progress 让我知道他/她对我的进步持乐观态度 Creating enthusiasm in the team 在团队中激发热情
Collaboration 协作	Providing feedback in a way that's warm and understanding 以温和和理解的方式提供反馈 Building a sense of collaboration 建立协作的意识 Encouraging teamwork 鼓励团队合作 Making sure that everyone's getting along 确保每个人都相处融洽
Support 支持	Letting me know that he/she is there to help me out whenever I need it 让我知道只要我需要，他/她就会帮助我 Checking in with me to make sure I'm doing okay 会和我确认，以确保我很好 Taking time to listen to my concerns and fears 花时间倾听我的担忧和害怕 Letting me know that he/she is patient with my mistakes 让我知道他/她对我的错误有耐心
Reliability 可靠性	Creating a stable work environment 创建一个稳定的工作环境 Being consistent in his/her management 在他/她的管理工作中保持一致 Checking to make sure I have the resources I need 询问以确保我有需要的资源 Giving me time to adjust to changes 给我时间来适应变化 Providing me with clear guidelines for doing my work 为我提供我开展工作的明确的指导方针

Objectivity 客观性	<p>Emphasizing the need for quality work 强调对高质量工作的需要</p> <p>Ensuring that decisions are based on logical analysis 确保决策是基于逻辑分析的</p> <p>Maintaining objectivity in his/her management decisions 在他/她的管理决策中保持客观性</p> <p>Making accuracy a top priority 把准确性作为首要任务</p> <p>Separating out emotions from facts when making decisions 在做决策时将事实和情绪分开</p>
Challenge 挑战	<p>Challenging ideas that don't make sense to him/her 挑战那些在他/她看来不合理的主意</p> <p>Questioning employee's actions when they don't seem logical 当下属的行动看起来不合逻辑时提出质疑</p> <p>Questioning procedures or practices that aren't efficient 质疑没有成效的程序或做法</p> <p>Providing me with new challenges 为我提供新的挑战</p>
Drive 紧迫性	<p>Setting high expectations 设立高的期望</p> <p>Creating a sense of urgency in the team 在团队中营造紧迫的感觉</p> <p>Getting quick results 获得快速结果</p> <p>Constantly pushing himself/herself and others toward results 持续推动他/她自己和其他人取得结果</p>

\*\* 节选自 Everything DiSC Manual

\*\* 中文内容仅供参考，以英文原文为准