

Table 6.8 Statements Used to Measure the Management Priorities from the Manager's Perspective 表格 6.8 用于测量 Everything DiSC Management 优先性的陈述 - 管理者的角度

Action 行动	<p>Maintaining forward momentum on your team 保持你的团队前进的势头</p> <p>Creating goals for the team that are inspiring 为团队创建鼓舞人心的目标</p> <p>Getting new projects moving quickly 促使新项目迅速开展</p> <p>Encouraging the team to maintain an energetic pace 鼓励团队保持精力充沛的步调</p> <p>Encouraging people to take risks 鼓励大家承担风险</p>
Encouragement 激励	<p>Celebrating group victories 庆祝团体的胜利</p> <p>Praising people for good work 为他人的出色工作而称赞他们</p> <p>letting people know that you're optimistic about their progress 让他人知道你对他们的进步持乐观态度</p> <p>Creating enthusiasm in the team 在团队中激发热情</p>
Collaboration 协作	<p>Building a sense of collaboration 建立协作的意识</p> <p>Encouraging teamwork 鼓励团队合作</p> <p>Providing feedback in a way that's warm and understanding 以温和和理解的方式提供反馈</p> <p>Making sure that everyone's getting along 确保每个人都相处融洽</p>
Support 支持	<p>Letting people know that you are there to help them out whenever they need it 让他人知道只要他们需要，你就会帮助他们</p> <p>Checking in with people to make sure they are doing okay 会与他人确认，以确保他们一切正常</p> <p>Taking time to listen to people's concerns and fears 花时间倾听他人的担忧和害怕</p> <p>Letting people know that you're patient with their mistakes 让他人知道你对他们的错误有耐心</p>
Reliability 可靠性	<p>Creating a stable work environment 创建一个稳定的工作环境</p> <p>Being consistent in your management 在你的管理工作中保持一致</p> <p>Checking to make sure people have the resources they need 询问以确保大家有他们需要的资源</p> <p>Giving people time to adjust to changes 给他人适应变化的时间</p> <p>Providing people with clear guidelines for doing their work 为他人提供开展工作的明确的指导方针</p>

<p>Objectivity 客观性</p>	<p>Maintaining objectivity in your management decisions 在你的管理决策中保持客观性 Ensuring that decisions are based on logical analysis 确保决策是基于逻辑分析的 Emphasizing the need for quality work 强调对高质量工作的需要 Making accuracy a top priority 把准确性作为首要任务 Separating out emotions from facts when making decisions 在做决策时将事实和情绪分开</p>
<p>Challenge 挑战</p>	<p>Challenging ideas that don't make sense to you 挑战那些在你看来不合理的主意 Questioning employee's actions when they don't seem logical to you 当下属的行动看起来不合逻辑时提出质疑 Letting people know when they aren't performing up to your standards 当他人的表现达不到你的标准时让他们知道 Questioning procedures or practices that aren't efficient 质疑没有成效的程序或做法 Providing people with new challenges 为他人提供新的挑战</p>
<p>Drive 紧迫性</p>	<p>Constantly pushing yourself and others toward results 持续推动自己和他人取得结果 Creating a sense of urgency in the team 在团队中营造紧迫的感觉 Getting results that are practical and concrete 获得切实可行且具体的结果 Setting high expectations 设立高的期望</p>

** 节选自 Everything DiSC Manual

** 中文内容仅供参考，以英文原文为准