

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 优先性的表述 - 下属的角度

Action 行动	<p>Maintaining forward momentum on our team 保持我们团队前进的势头</p> <p>Creating goals for the team that are inspiring 为团队创建鼓舞人心的目标</p> <p>Encouraging the team to maintain an energetic pace 鼓励团队保持精力充沛的步调</p> <p>Encouraging me to take risks 鼓励我承担风险</p>
Encouragement 激励	<p>Celebrating group victories 庆祝团体的胜利</p> <p>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</p> <p>Creating enthusiasm in the team 在团队中激发热情</p>
Collaboration 协作	<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>Building a sense of collaboration 建立协作的意识</p> <p>Encouraging teamwork 鼓励团队合作</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 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</p> <p>Checking in with me to make sure I'm doing okay 会和我确认，以确保我很好</p> <p>Taking time to listen to my concerns and fears 花时间倾听我的担忧和害怕</p> <p>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</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 his/her management 在他/她的管理工作中保持一致</p> <p>Checking to make sure I have the resources I need 询问以确保我有需要的资源</p> <p>Giving me time to adjust to changes 给我时间来适应变化</p> <p>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</p>

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