

Everything DiSC – 1:1 Goal-Setting Conversation Guide

This document is designed to help managers hold meaningful, motivating 1:1 conversations with their employees to set clear goals for the year ahead, using Everything DiSC as the foundation.

The intention is to:

- Align goals with individual strengths and motivations
 - Anticipate potential challenges based on DiSC style
 - Agree practical, realistic actions and support
 - Strengthen the manager–employee relationship
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1. Preparing for the Conversation (Manager)

Before the 1:1, take a few moments to reflect on:

- The employee's DiSC style and what tends to motivate them
- How they prefer to communicate, make decisions, and approach work
- What support, stretch, or structure they are likely to value

Go into the conversation curious rather than prescriptive.

2. Opening the Conversation

Suggested framing:

“Today is about looking ahead and agreeing goals that feel motivating and achievable for you. We'll use your DiSC style to make sure the goals and support we agree really work for you.”

3. Reflecting on Strengths (DiSC-Based)

Manager questions

- What parts of your work energise you most?
- Where do you feel you do your best work?
- Which of your strengths would you like to use more this year?

DiSC reflection

Discuss how their DiSC style shows up at work. For example:

- What strengths does your style naturally bring?
- In what situations does your style really shine?

Note key strengths to intentionally build goals around.

4. Looking Back Briefly

Reflection questions

- What are you most proud of from the past year?
- What felt challenging or draining?
- Where did you feel stretched in a good way?

Use this to identify patterns linked to DiSC preferences (pace, autonomy, collaboration, detail, influence, etc.).

5. Setting Goals for the Year Ahead

Work together to set **2–4 clear goals**.

For each goal, explore:

- What does success look like?
- Why is this goal important to you?
- How does this goal play to your strengths?

DiSC lens

Discuss:

- What about this goal will feel motivating given your style?
- What parts might feel less natural or more effortful?

Write goals in clear, plain language.

6. Anticipating Challenges (Using DiSC)

Every style has potential blind spots under pressure.

Explore:

- What might get in the way of this goal?
- Under pressure, how might your DiSC style show up?
- What early warning signs should we look out for?

This keeps the conversation supportive rather than judgemental.

7. Agreeing Support and Ways of Working

Manager and employee discuss:

- What support will help you succeed?
- How do you prefer feedback and check-ins?
- What does helpful communication from me look like?

DiSC alignment

Agree:

- Frequency and style of check-ins
 - Level of structure vs flexibility
 - How progress will be reviewed
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8. Action Planning

For each goal, agree:

- First 1–2 actions
- Any resources or development needed
- How progress will be measured

Keep actions realistic and aligned to the employee's working style.

9. Closing the Conversation

End by summarising:

- The agreed goals
- The support in place
- How you'll work together

Suggested close:

“We’ll review how this is working for you and adjust if needed. The goal is progress, not perfection.”

10. Ongoing Use

This document should be revisited regularly in 1:1s:

- Are the goals still motivating?
- Is the support working for this DiSC style?
- What needs to be adjusted?

DiSC is a guide, not a label. Use it to stay curious, flexible, and focused on strengths.