

Everything DiSC – Employee Goal-Setting Reflection

This reflection is designed to help you prepare for a meaningful 1:1 conversation with your manager about your goals for the year ahead.

It uses Everything DiSC to help you think about:

- What motivates you
- How you do your best work
- What support helps you perform at your best

There are no right or wrong answers. Be honest and focus on what will help you succeed.

1. Looking at the Year Ahead

Before thinking about specific goals, take a moment to reflect:

- What do you want this year to feel like at work?
 - What would make this year a successful one for you?
 - What do you want more of (or less of) in your role?
-

2. Your Strengths at Work (DiSC-Based)

Think about how your DiSC style shows up day to day.

- What parts of your work play most to your strengths?
- When do you feel most energised and engaged?
- What do colleagues often rely on you for?

Note any strengths you would like to intentionally use more this year.

3. Reflecting on the Past Year

Briefly look back:

- What are you most proud of?
- What felt challenging or draining?
- When did you feel stretched in a positive way?

Consider whether pace, structure, collaboration, autonomy, or detail played a part in these experiences.

4. Goals for the Year Ahead

Identify **2–4 goals** you would like to focus on this year.

For each goal, reflect on:

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

Write your goals in clear, practical terms.

5. Anticipating Challenges

Every working style has strengths and potential challenges, especially under pressure.

Reflect on:

- What might get in the way of achieving these goals?
- When under stress, how might your DiSC style show up?
- What situations tend to drain your energy?

This will help you and your manager plan support in advance.

6. Support and Ways of Working

Think about what helps you do your best work:

- What kind of support do you find most helpful?
- How do you prefer to receive feedback?
- How often do check-ins work best for you?

Be ready to share what ‘good support’ looks like for you.

7. Action Thinking

For each goal, consider:

- One or two actions you could take early on
 - Any skills, learning, or resources you may need
 - How you will know you are making progress
-

8. DiSC Style–Specific Prompts

Use the section below that best fits your DiSC style as an extra reflection tool. These are prompts, not labels – use what feels helpful.

If your style leans towards D (Dominance)

- Which goals give you a sense of challenge and achievement?
- Where might slowing down or involving others help you succeed?
- How will you balance speed with quality and collaboration?

If your style leans towards i (Influence)

- Which goals allow you to connect, influence, or generate ideas?
- Where might focus and follow-through require extra attention?
- What structure will help you stay on track?

If your style leans towards S (Steadiness)

- Which goals align with stability, teamwork, or supporting others?
- Where might change or ambiguity feel challenging?
- What reassurance or clarity would help you move forward confidently?

If your style leans towards C (Conscientiousness)

- Which goals allow you to use your expertise and attention to detail?
 - Where might perfectionism slow progress?
 - What does ‘good enough’ look like for this goal?
-

9. Bringing This to Your 1:1

Bring this reflection to your 1:1 conversation.

Be open about:

- What motivates you

- What might challenge you
- How your manager can best support you

The aim is to agree goals and ways of working that help you perform at your best.

Remember: DiSC is a guide to understanding yourself better, not a box to fit into.