

Unlocking Personal and Professional Success: The DISC Assessment for Physicians



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Have you ever considered why working with some people comes so naturally while others take much more effort? Have you worked on teams that were incredibly efficient and others where completing a

single task was mentally taxing? You may benefit from completing the DISC assessment through the LifeBridge Nebraska physician coaching program.

The life of a physician is marked by an unrelenting commitment to patient care, constant learning, and effective teamwork. In the medical field, understanding oneself and one’s colleagues on a deeper level can make a significant difference in delivering high-quality healthcare. The DISC assessment is a widely recognized tool designed to evaluate an individual’s behavior and communication preferences. It’s based on the work of psychologist William Marston, who identified four primary personality traits:

- **Dominance (D):** People with dominant traits are assertive, results-driven, and focused on achieving their goals. They are often seen as confident and decisive.
- **Influence (I):** Individuals with influential traits are social, outgoing, and persuasive. They thrive in social situations and are skilled at motivating and inspiring others.
- **Steadiness (S):** People with steady traits are calm, patient, and reliable. They are great team players, known for their loyalty and ability to maintain stability in challenging situations.

- **Compliance (C):** Those with compliance traits are detail-oriented, organized, and analytical. They excel at problem-solving and are often seen as careful and systematic.

The DISC assessment assigns individuals a combination of these traits, such as D/I, I/S, S/C, or D/C, to describe their dominant characteristics. Everyone exhibits some level of behavior within each category. Behaviors that are most apparent or natural will identify your “type” or preferences for communication. Understanding one’s DISC profile can offer valuable insights into communication styles, strengths, and areas for improvement.

Coaching surrounding the DISC includes learning more about your own style, preferences in how you like to be communicated with, and insights into how others may perceive you in stressful situations. Coaching also includes learning to identify others’ styles and how you can “flex” your own communication with others to create more effective and efficient relationships.



Benefits for Physicians:

1. **Enhanced Self-Awareness:** Physicians who complete the DISC assessment gain a deeper understanding of their communication style, work preferences, and natural strengths. This insight can help them navigate challenging situations, manage stress, and make informed decisions.
2. **Improved Team Dynamics:** Healthcare is a team effort, and effective collaboration is crucial. When physicians understand their DISC profiles, they can tailor their communication and interaction to build stronger working relationships. Understanding the DISC profiles of team members can lead to more effective communication, reduced conflicts, and better problem-solving.

3. Better Patient Care: By recognizing their patients' DISC profiles, physicians can adapt their communication to meet individual needs and preferences. This can lead to improved patient satisfaction and outcomes. Physicians can use their knowledge of the DISC system to adapt their communication style to each patient's preferences. For example, a physician with a high 'D' score (Dominance) may need to be more direct and assertive with a 'D' patient, while using a more empathetic approach with an 'S' patient.

4. Enhanced Leadership: Self-awareness allows physicians to understand how they lead and interact with their teams. This insight can make them more effective leaders, resulting in higher team performance and job satisfaction. Effective leadership is the understanding that not all individuals are motivated the same way.

The DISC assessment is a powerful tool that can

empower physicians, their teams, and their families to enhance communication, reduce stress, and improve relationships. Through the LifeBridge Nebraska program, physicians can access this valuable assessment and contribute to their personal and professional success. Embracing the DISC assessment can ultimately lead to better patient care, stronger team dynamics, and more harmonious family life for physicians. Self-awareness is the key to personal and professional growth, and the DISC assessment can be the first step on that transformative journey.

LifeBridge is committed to supporting the well-being of physicians. As part of this mission, the program offers the DISC assessment at no cost to physicians in Nebraska, regardless of NMA membership status, through their coaching program. You can learn more by visiting the LifeBridge Nebraska website (www.lifebridgenebraska.org) or call the confidential line (888-569-2036) to get paired with a coach and start your DISC assessment. □

WHAT DOES THIS MEAN FOR YOU?

- **Confidentiality of participation** in the LifeBridge Nebraska physician wellness program. No reporting to employer, insurance, credentialing board, payers, or licensure.
- **Protection from disclosure of participation.** You are not obligated to report you are participating in LifeBridge.



1-888-569-2036

Confidential Line to get paired with a coach

