

Everything DiSC® Management to Reduce Stress and Decrease Employee Turnover



During times of rapid internal growth and increasing demands on employees, stress levels increase and workers feel less appreciated and less valued. Using the **Everything DiSC® Management Profile** helps managers to understand the needs of their staff whilst providing ways to **improve morale** and **retain employees**.

Company

- A publicly-traded service company to the oil and gas industry with worldwide locations
- Over 2,000 employees

Products Used

- Everything DiSC® Management
- Everything DiSC Workplace® Profile

Challenge

In recent years, the company experienced rapid growth. **Stress levels were high** as people worked long hours to keep up with demand. **Employee turnover** was very high. At the many exit interviews, the representatives of the Human Resources Department kept hearing the same reason for leaving: **the way the managers and supervisors treated them**.

Solution

Recently, the company decided that leadership training was needed to help combat the issues with morale and high staff turnover. DiSC became a key component of all training and DiSC training for managers and supervisors was introduced and implemented using **Everything DiSC® Management**.

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Results

Although several aspects of the overall program received excellent reviews, the DiSC component has been the piece that **everyone could easily understand**, see the **value**, and **use on a day-to-day basis**, regardless of their responsibilities.

The original intent of the leadership program was to train managers and supervisors, but the feedback received was that **everyone should learn DiSC**. This led to a company-wide initiative: every employee who had been with the company for more than one year would have DiSC training. For this, the Everything DiSC Workplace® Profile was selected.

Once the DiSC training was implemented at all levels, everyone's input was asked on standards for **how everyone should treat each other**. These standards would be applied to all staff across the organisation. Subsequently, the feedback was compiled, reviewed and edited into a one-page set of standards for use in all subsequent training.

As a result of their DiSC training, many employees have asked for DiSC profiles for their significant others and family members. This request was supported.

The International Training Manager says: *"What happens at home impacts relationships and productivity and work. And by talking about DiSC with their spouses, they internalise the information even more. It's a win-win in my book."*

Find out more about the solutions used:

Everything DiSC® Management Profile <https://applydisc.com/which-disc/everything-disc-management>

Everything DiSC® Workplace Profile <https://applydisc.com/which-disc/everything-disc-workplace/>

For further information about the full range of Everything DiSC® solutions, please contact **applyDISC.com** (Authorized Partner) on **(+356) 2702 7286**, via email on info@applyDISC.com or visit www.applyDISC.com for the latest information (live chat box available).

Disclaimer: This Case Study has been adapted from existing case studies for the sole purpose of presenting actual opportunities to achieve organisational improvements through a guided use of selected Everything DiSC® products.