

D-SCOR

Introduction to the terminology

About the D-SCOR model

The D-SCOR model describes our talents through four different working styles and four different dialogue styles. By building teams with a balance between the different working styles you will get effective teams with high collaboration competence. The model emphasizes on creating mutual respect and increasing the recognition and understanding between the different types, and thus preventing misunderstandings.

Work styles

The work styles tell us how a person prefers to work and what kind of tasks they excel at. Some people like variation, prefer to focus on ideas and thrive in uncertainty, while others work best when the tasks are predictable and well planned. Some people are focused on building culture and relationships while others care more about finishing projects and what might go wrong while pursuing a business goal.

It is important to note that everyone has all of the work styles, even if they are not highlighted in the profile, but having roles that require these work styles over time will cause loss of motivation and energy. The D-SCOR profile highlights all work styles with an above average to strong score in the analysis.

D-SCOR operates with four equally important work styles:

S - Starter

Initiator that likes variation and to be in the driver's seat.

Motivation

- Being involved during the idea phase, focused on solutions and opportunities, motivated by variation.
- Being given the opportunity to think out loud about solutions and receiving positive confirmation on suggestions.
- Being part of the decision making process, deciding direction, laying down directives.

Frustration

- Not being involved until the implementation phase.
- Being regarded as frivolous and unrealistic because proposals cannot be documented.
- When decisions are made by others on their behalf.

C - Controller

Practical minded perfectionist concerned with completing tasks and assignments.

Motivation

- Being involved before a conclusion is reached and being able to express concerns.
- Getting the opportunity to discuss potential deviations and pitfalls before final decision.
- Taking part in deciding how and when things should be done.

Frustration

- Being regarded as negative when deviations and potential pitfalls are pointed out.
- Being regarded as noncreative due to their need for control.
- Being pressured to making decisions quickly in unfamiliar situations.

O - Organizer

Team player concerned with following up and implementing when guidelines and instructions are clear.

Motivation

- Getting clear instructions, preferably in writing, as well as having clear mandates and expectations.
- Being able to prepare and plan before decisions are made.
- Securing predictability through plans and agreements, and that rules and agendas are taken seriously.

Frustration

- Being regarded as boring and rigid due to focus on plans and frameworks.
- When agreements or plans are changed without being warned in advance or given time to prepare.
- Being pressured to make quick decisions in unpredictable situations.

R - Relationship focused

Culture builder with focus on involvement and creating team spirit.

Motivation

- Personal follow-up and support. Being seen, heard and involved as a person.
- Network building, being included in the community and that verbal agreements are taken seriously.
- Receiving positive recognition, achieve acceptance and being shown personal trust.

Frustration

- Being criticised or rejected when trust has not yet been established.
- Not getting the opportunity to explain themselves when they feel they have disappointed their surroundings or when things feel unfair.
- No willingness to have an open dialogue when it comes to personal feedback.

Dialogue styles

The dialogue style tells us how a person tends to communicate. Some are direct and unfiltered while others are more diplomatic and adaptable. Some are good at picking up signals and reading between the lines while others are more dependent on direct communication to receive a message. Some are spontaneous while others appear more pragmatic and composed.

Your D-SCOR profile highlights the dialogue style with the highest score from the analysis. This does not mean that you do not possess any of the other qualities, but it means that you will have a tendency towards this style in normal dialogue.

Knowing each others dialogue style makes it easier to communicate and cooperate effectively.

The D-SCOR model operates with four equally valued dialogue styles:

PD: Pragmatic dialogue style

People with pragmatic dialogue style are predictable and good at controlling own emotions and separating facts from feelings. They can have difficulties reading between the lines and interpreting the emotional needs and reactions of their surroundings. This can lead to them sometimes taking things too literally, thus they prefer direct and fact based communication. They tend to not adjust much to their surroundings, and can sometimes be perceived as too factual and disciplined.

ED: Engaged dialogue style

People with engaged dialogue style are honest, open and spontaneous. They are good at reading between the lines and understand and adjust to their surroundings' emotional needs and reactions. They give a lot emotionally and can sometimes react in a spontaneous way. They can have trouble separating feelings from facts and in the moment loose sight of professional goals. Not overly tactical.

DD: Direct dialogue style

People with direct dialogue style have a direct and distinct social form. They are honest and say things as they are without sugarcoating it. They prefer direct communication and can have difficulties reading between the lines and interpreting the emotional needs and reactions of their surroundings. Respond best to fact based and concrete statements. Not overly tactical and do not play games. Because of their directness they can sometimes be misunderstood as inconsiderate or negative, especially by people that are more emotionally driven.

HD: Hybrid dialogue style

People with hybrid dialogue style are good at listening and navigating based on their surroundings. They are adjust and adapt an able to handle conflict and disagreements in a diplomatic and tactical way. Can sometimes adjust *too* much and come across as fuzzy and vague. Good ability to rewrite reality.

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