

Team Alignment Starter Kit

Great teams don't just work hard, they work *in alignment*. This guide gives you a simple way to understand two powerful lenses:

DiSC → How you communicate and collaborate

- **D:** direct, decisive, action-oriented
- **i:** energetic, relational, expressive
- **S:** steady, supportive, patient
- **C:** analytical, precise, thoughtful

KOLBE → How you take action instinctively

- **Fact Finder:** gather and clarify information
- **Follow Thru:** organize, structure, and systematize
- **Quick Start:** innovate, improvise, and initiate
- **Implementor:** build, model, and create tangible solutions

Together, these tools help teams reduce friction, increase engagement, and work better together.

DiSC

Spot your team's communication patterns using this 5 minute exercise.

Have each team member review the words below and select three words which resonate most with them:

Decisive	Enthusiastic	Patient	Detail-oriented
Bold	Outgoing	Reliable	Accurate
Assertive	Expressive	Calm	Logical
Competitive	Optimistic	Supportive	Careful
Results-focused	Social	Consistent	Systematic
Independent	Inspiring	Thoughtful	Objective
Fast-paced	Spontaneous	Cooperative	Thorough
Confident	Talkative	Loyal	Methodical
Determined	Creative	Good listener	Quality-focused
Action-oriented	Encouraging	Harmonizing	Reserved

Did you circle two or three words within the same color section? This exercise offers insight, not a formal DiSC result. As an example, a C style may have selected multiple words in the yellow column. Green indicates D, red indicates i, blue indicates S, and yellow indicates C.

Kolbe

Spot your team's instinctive strengths with this 5 minute exercise.

Have each team member review the words below and select three words which resonate most with them:

Inquisitive	Structured	Adaptable	Hands-on
Precise	Organized	Spontaneous	Practical
Research-driven	Methodical	Risk-tolerant	Builder
Curious	Consistent	Energetic	Visual
Analytical	Planner	Inventive	Spatial
Thorough	Process-oriented	Fast-moving	Craft-oriented
Questioning	Sequential	Experimental	Realistic
Detail-seeking	Reliable	Future-focused	Demonstrative
Clarifying	Systematic	Improvisational	Tactile
Information - focused	Orderly	Change - embracing	Maker - minded

Did you circle two or three words within the same color section? This is a reflective exercise, not an official Kolbe result, but it can help you notice your natural instincts. For example, an initiating quick start may have selected multiple words in the green column. **Red** indicates Fact Finding, **blue** indicates Follow Through, **green** indicates Quick Start, and **yellow** indicates implementor.

Contact Us

Interested in completing a DiSC or Kolbe assessment with your team?

Review our program offerings at www.emmacorcoran.com or get in touch via hello@emmacorcoran.com

