



Discipline®

THEME DESCRIPTION

Your world needs to be predictable. It needs to be ordered and planned. So you instinctively impose structure on your world. You set up routines. You focus on timelines and deadlines. You break long-term projects into a series of specific short-term plans, and you work through each plan diligently. You are not necessarily neat and clean, but you do need precision. Faced with the inherent messiness of life, you want to feel in control. The routines, the timelines, the structure, all of these help create this feeling of control. Lacking this theme of Discipline, others may sometimes resent your need for order, but there need not be conflict. You must understand that not everyone feels your urge for predictability; they have other ways of getting things done. Likewise, you can help them understand and even appreciate your need for structure. Your dislike of surprises, your impatience with errors, your routines and your detail orientation don't need to be misinterpreted as controlling behaviors that box people in. Rather, these behaviors can be understood as your instinctive method for maintaining your progress and your productivity in the face of life's many distractions.

POWER AND EDGE

People with strong Discipline talents love things that are organized and orderly. They meet deadlines. And they can efficiently manage limited resources. They bring a high level of organization, order and stability to the projects and groups in which they work.

DISCIPLINE IN ACTION

Words that might describe a person with dominant Discipline talents:

predictable
 detail-oriented
 organized
 efficient
 meticulous
 structured
 neat
 orderly
 timely
 rehearsed
 planned
 exact

ACTION ITEMS

- Seek out roles and responsibilities where structure exists.
- Don't hesitate to check as often as necessary to ensure that tasks and projects are completed in the right way and on time. You feel an urge to do it anyway, and soon enough, others will begin to expect it of you.
- Learn how to use a time-management system. It will make you even more efficient and give you more confidence.
- Create routines that help you follow through systematically. Share your detailed lists of tasks, goals and timelines with your colleagues. It will help the entire group become more efficient.
- Help others add order to their lives. If you do it in a gentle and respectful way — the right way — they will appreciate it.
- Recognize that not many people are as disciplined as you. More than likely, their clumsy processes will frustrate you. Try to assess them on their results, not on their methods.
- Explain your Discipline theme to your colleagues. Initially, they might resent your perfectionism, but once you have explained how it works for you, do not be afraid to let your perfectionism show. Others will want to see it in action.
- Recognize that mistakes might depress you. Precision is a core part of who you are; however, you must find ways to move through these moments of annoyance to prevent becoming dragged down.