



DISCIPLINE™

PEOPLE EXCEPTIONALLY TALENTED IN THE DISCIPLINE THEME ENJOY ROUTINE AND STRUCTURE. THEIR WORLD IS BEST DESCRIBED BY THE ORDER THEY CREATE.

People with strong Discipline talents thrive in an organized and orderly environment. They like their days to be predictable and planned, so they instinctively find ways to organize their lives. They set up routines. They focus on timelines and deadlines. They break long-term projects into a series of specific, short-term steps, and follow their plan diligently. They are not necessarily neat and tidy, but they do need precision. They create order and structure where needed. Some people may label the highly disciplined as compulsive, meticulous, or control freaks, but these attributes make them productive — often more so than their critics.

ITS 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.

IF DISCIPLINE IS A DOMINANT THEME FOR YOU:

Direct your energy to build structure and keep things organized.

- 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.

IF DISCIPLINE IS A LESSER THEME FOR YOU:

Words like “structure,” “rigor,” and “order” may seem foreign to you, but that doesn't mean you don't get things done. Your accomplishments and successes in your life and career provide clues to your best means of planning and meeting your goals.

- Among your top themes, find those that can help you make each day count, even if you don't know what that day might bring. Focus, Consistency, Achiever, or Arranger talents may help you get things done.
- You might be bored with the same schedule every day; however, your daily wellbeing or efficiency might improve by creating a few routines. Identify the most important priorities in your life and schedule recurring time each day or week to devote to these.
- Lean on trusted advisers to help you identify needs and build routines. Schedule time to discuss tasks or issues that need attention. Analyze the situation to determine if the issue could be enhanced by creating routines or procedures to make it more efficient or effective.