WORKING-STYLE REFLECTION AND TEAM DIALOGUE

Vega Behaviour

Provides a vocabulary for discussing how people approach decisions, relationships, pace and precision at work.

DEVELOPMENT USE

How do I tend to work, and how can I work more effectively with others?

Four behavioural dimensions

The 24-item self-report form covers drive and decisiveness, influence and expressiveness, steadiness and consistency, and precision and structure. Reverse-worded statements reduce the effect of agreeing with every item.

Describe a working style

Dimension responses are combined and interpreted against fixed band boundaries. The classification can identify a primary and, where supported, secondary style. It describes reported preference, not a level of ability.

Add context through facets

Facet descriptions give practical language for the wider style. With only a small number of statements beneath each facet, subtle differences should not be treated as separately measured traits.

Compare with an observer view

A shorter observer form can support discussion of how behaviour is seen by colleagues. Team material offers prompts about the strengths and possible friction of style combinations, rather than predictions about a team's performance.

METHOD FIRST. INTERPRETATION AND EVIDENCE LIMITS ON PAGE 2.

READING THE RESULT

What the evidence supports

Use the profile as a conversation starter

Ask which descriptions fit the person's experience, which depend on context and where colleagues see something different. A label should not become a fixed identity or a reason to limit opportunities.

Treat small differences cautiously

The source paper describes short scales and weak internal consistency. A closely separated style or facet does not justify a precise claim. A confidence indicator cannot compensate for missing instrument-level validation.

Discuss situations rather than stereotypes

A useful team conversation identifies concrete habits: how decisions are made, how disagreement is handled, or what information someone needs. Style-pair guidance is facilitator material, not an observed fact about two people.

Evidence limits

At the source paper's date, no norm group, test-retest study or comparison against an established instrument had been completed. Reported internal consistency was below the paper's stated standard. Scores and confidence cues should therefore not be read as precise individual measurements.

Appropriate use

Use for self-reflection, communication coaching and facilitated team development. It is not a clinical instrument, an ability test or a basis for hiring, promotion, termination or a judgement of individual suitability.

A practical next step

Agree one observable communication or collaboration experiment, then discuss what changed. Vega Behaviour is independently constructed; it is not affiliated with or endorsed by the Wiley DiSC instrument.

Source: Vega Behaviour methodology white paper, 11 September 2026. This concise adaptation preserves the source's evidence limitations. It is not a fresh validation study or a change to an assessment release. Product availability and programme direction should be confirmed before a deployment.