

Recognizing DISC Styles

High C

Characteristics Detail-oriented, Careful, Thorough

Values Credibility, Accuracy

Dislikes Low standards, Non-compliance

Will Avoid Criticism of their work

Under Stress Overly critical, Fearful

Decisions Deliberate and Based on Facts

Strengths Accurate, Conscientious, Logical, Analytical, Fact-finder, Cautious, Careful, Objective, Detail-oriented, Prepared, Perfectionist, Precise, High Standards, Meticulous

Limitations-Can Be Seen As Skeptical, Critical, Afraid to make mistakes, Defensive if criticized, Bound by procedures, Fearful-not a risk taker, Reluctant to verbalize feelings

High D

Characteristics Active, Forceful, Direct

Values Challenge, Achievement

Dislikes Wasting Time, Indecision

Will Avoid Being taken advantage of

Under Stress Impatient, Argumentative

Decisions Quick and Based on Results

Strengths Problem solver, Innovative, Results-oriented, Task-focused, Takes charge, Confident, Time efficient, Urgent, Straightforward, Direct, Competitive, Aggressive, Risk taker, Decisive

Limitations-Can Be Seen As Arrogant, Impatient, Critical and blunt, Needing to win/Be right, Argumentative, Lacking follow-through, Short fuse

**Task Oriented
Challenging**

**Introverted
Slower Paced**



**Extroverted
Fast Paced**

High I

Characteristics Talkative, Emotional, Impulsive

Values Affiliations, Optimism

Dislikes Negativity, Being Left Out

Will Avoid Social rejection

Under Stress Disorganized, Self-Promoting

Decisions Spontaneous and Based on Excitement

Strengths Charming, Poised, Enthusiastic, Optimistic, Trusting, Connective, Popular, Outgoing, Spontaneous, Sense of humor, Persuasive, Convincing, Motivational, Inspiring

Limitations-Can Be Seen As Impulsive, Emotional, Talking too much, Situational listener, Having a high need to be liked, Unrealistic, Self-promoting

**People Oriented
Cooperative**

High S

Characteristics Agreeable, Cooperative, Friendly

Values Relationships, Security

Dislikes Conflict, Change

Will Avoid Loss of stability

Under Stress Possessive, Withdrawn

Decisions Thoughtful and Based on Consequences

Strengths Sincere, Great listener, Loyal, Dependable, Steady, Predictable, Patient, Empathetic, Relaxed, Calming, Humble, Modest, Systematic, Methodical

Limitations-Can Be Seen As Avoiding conflict, Resistant to change, Non-demonstrative, Holding grudges, Getting overwhelmed, Hesitant, Not urgent

High C

Take Time to Be Correct

Give Them Evidence, Details

Do

- Prepare your “case” in advance
- Be accurate and objective
- Follow rules and regulations

Don't

- Be too emotional, casual, or loud
- Push too hard or have unrealistic deadlines
- Exaggerate or “shoot from the hip”

High D

Take Time to Be Efficient

Give Them Options, Probabilities

Do

- Be clear, specific, brief, and to the point
- Stick to business and the facts
- Come with support materials and rationale

Don't

- Tell stories or share unwanted details
- Leave loopholes or cloudy issues
- Appear disorganized or scattered

Task Oriented
Challenging



People Oriented
Cooperative

High S

Take Time to Be Agreeable

Give Them Guarantees, Assurances

Do

- Show sincere interest in them
- Present case softly, non-threatening
- Ask “how” questions to draw out opinions

Don't

- Overload them with “to-dos”
- Be domineering or demanding
- Force them to respond quickly

High I

Take Time to Be Stimulating

Give Them Testimonials, Incentives

Do

- Provide a warm and friendly environment
- Put details in writing and follow up
- Ask for input and listen to ideas

Don't

- Be curt, cold, or tight-lipped
- Control the conversation
- Drive on facts, figures, and data