



DISC Summary Information

Quick Reference

General Characteristics - Dominance



<h2 style="font-size: 48px; margin: 0;">D</h2> <h2 style="font-size: 24px; margin: 0;">DOMINANCE</h2>	<p>VALUE TO THE TEAM:</p> <ul style="list-style-type: none"> • Bottom-line organizer • Forward-looking • Challenge-oriented • Initiates activity • Innovative 	<p>TENDENCY UNDER STRESS:</p> <ul style="list-style-type: none"> • Demanding • Nervy • Aggressive • Egotistical
	<p>DESCRIPTORS:</p> <p>Adventuresome Competitive Daring Decisive Direct Innovative Persistent Problem Solver Result-oriented Self-starter</p>	<p>IDEAL ENVIRONMENT:</p> <ul style="list-style-type: none"> • Freedom from controls, supervision and details • An innovative and futuristic-oriented environment • Forum to express ideas and viewpoints • Non-routine work • Work with challenge and opportunity
		<p>EMOTION OF THE HIGH D: Anger</p>

General Characteristics - Influence

I INFLUENCE	VALUE TO THE TEAM: <ul style="list-style-type: none"> •Optimism and enthusiasm •Creative problem solving •Motivates others toward goals •Team player •Negotiates conflicts 	TENDENCY UNDER STRESS: <ul style="list-style-type: none"> •Self-promoting •Overly optimistic •Gabby •Unrealistic
	DESCRIPTORS: <p>Charming Confident Convincing Enthusiastic Inspiring Optimistic Persuasive Popular Sociable Trusting</p>	IDEAL ENVIRONMENT: <ul style="list-style-type: none"> •High degree of people contacts •Freedom from control and detail •Freedom of movement •Forum for ideas to be heard •Democratic supervisor with whom he can associate
		EMOTION OF THE HIGH I: optimism

General Characteristics - Steadiness



<h2 style="font-size: 2em; margin: 0;">S</h2> <h3 style="margin: 0;">STEADINESS</h3>	<p>VALUE TO THE TEAM:</p> <ul style="list-style-type: none"> • Dependable team player • Work for a leader and a cause • Patient and empathetic • Logical step-wise thinker • Service-oriented 	<p>TENDENCY UNDER STRESS:</p> <ul style="list-style-type: none"> • Non-demonstrative • Unconcerned • Hesitant • Inflexible
	<p>DESCRIPTORS:</p> <p>Amiable Friendly Good Listener Patient Relaxed Sincere Stable Steady Team Player Understanding</p>	<p>IDEAL ENVIRONMENT:</p> <ul style="list-style-type: none"> • Stable and predictable environment • Environment that allows time to change • Long-term work relationships • Little conflict between people • Freedom from restrictive rules
		<p>EMOTION OF THE HIGH S: Non-emotional</p>

General Characteristics - Compliance

<div style="background-color: blue; color: white; padding: 10px; text-align: center;"> <h2 style="margin: 0;">C</h2> <h3 style="margin: 0;">Compliance</h3> </div>	VALUE TO THE TEAM: <ul style="list-style-type: none"> •Maintains high standards •Conscientious and steady •Defines, clarifies, gets information and tests •Objective – “the anchor of reality” •Comprehensive problem solver 	TENDENCY UNDER STRESS: <ul style="list-style-type: none"> •Pessimistic •Picky •Fussy •Overly critical
	DESCRIPTORS: <p>Accurate Analytical Conscientious Courteous Diplomatic Fact-finder High Standards Mature Patient Precise</p>	IDEAL ENVIRONMENT: <ul style="list-style-type: none"> •Where critical thinking is needed •Technical work or specialized areas •Close relationship with small group •Familiar work environment •Private office or work area
		<p style="text-align: center;">EMOTION OF THE HIGH C: Fear</p>

Communication Do's & Don'ts



D

Dominance Do's

- Clear, specific, to the point
- Be prepared, stay on task
- Focus on results/outcomes

Dominance Don'ts

- Ramble & waste time
- Focus on personal stuff
- Force into a "losing" argument

I

Influence Do's

- Relate and socialize
- Discuss people and their goals
- Compliment and ask for opinion

Influence Don'ts

- Cut-off or be "cold"
- Talk down to them
- Be too task oriented

S

Steadiness Do's

- Connect personally, break ice
- Be sincere with interest
- Patient with discussing ideas

Steadiness Don'ts

- Rush (into business)
- Focus on changing or quick response
- Interrupt as they speak-listen

C

Compliance Do's

- Prepare and have the facts/data
- Be logical and stick to agenda
- Discuss all options

Compliance Don'ts

- Be disorganized
- Force a quick decision on anything
- Be try to win them with warmth