



DiSC PERSONALITY STYLES OVERVIEW QUICK REFERENCE GUIDE



DiSC Personality Styles Overview

Understanding the DiSC Behavioral Styles will help you interact more effectively with others.

Here's an overview of the DiSC Behavioral Styles:

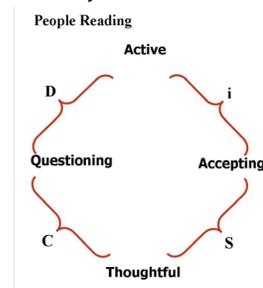
- The high **D or Dominant** style is very decisive, likes action and is task oriented. Provide this person with solid information without getting "in the weeds" or bogged down with too much detail.
- The high **i (lowercase because i's like to be different) or Influencing** style is very outgoing and friendly, likes to take the time to talk things through and is people oriented. Allow him or her time to verbalize thoughts.
- The high **S or Steady** style is laid back, steady and a team player. The S doesn't like conflict and is people oriented. Allow this person to adjust and feel comfortable with new processes.
- The high **C or Conscientious** style is very analytical and likes to weigh the pros and cons of a decision. Like the high Ds, Cs are task oriented. Provide this person details, give the person time to ask questions and be prepared for them to challenge data or facts.

DiSC is a great communication tool because there are no good or bad styles and we all have a little of each style. Every style is needed for a successful organization, but for different reasons. For example, **the high Ds and Cs are both task oriented**. However, some D styles may get aggravated with the questioning nature of the high Cs who can play the devil's advocate, resulting in a well thought-out solution. On the other hand, some Cs may need the Ds to push for action to avoid over analyzing and missing opportunities.

The high i and S styles are both people oriented. The i tends to be vocal and enjoys lots of interaction. They are good at influencing others, selling ideas and dealing with change. The S on the other hand, tends to be more reserved, is more comfortable listening to others than talking a lot, and prefers stability over change. The i can help the S better deal with change and the S can help the i stay focused and listen to others.

Knowing these differences and being willing to flex your style to help draw others out or meet the needs of others will result in better relationships, more teamwork, and more overall organizational effectiveness.

There is a tool that can help you "read" people and determine if they are in the D, i, S, or C mode when communicating with you. Here's what you do:



- First ask yourself: Is this person Active (fast paced, assertive, dynamic, bold) or Thoughtful (moderate paced, calm, methodical, careful)?
- Next ask: Is this person Questioning (logic focused, objective, skeptical, challenging) or Accepting (people focused, empathizing, receptive, agreeable)?

With these two questions answered, you can identify which of the DiSC modes the person is operating from. The high D is questioning and active, the i is active and accepting, the S is accepting and thoughtful and the C is thoughtful and questioning.

Armed with this information, you can better adjust your style to meet the needs of the individual you are interacting with.
