

DISC and MOTIVATORS

	DOMINANCE STYLE	INFLUENCE STYLE	STEADINESS STYLE	CONSCIENTIOUS STYLE
Aesthetic	<ul style="list-style-type: none"> • Directs others about how they should feel • Values fulfillment and expects others to value it too • Passionate about self-improvement 	<ul style="list-style-type: none"> • Enjoys assisting others • Into experiences and feelings • Notices when things are out of sync around them • Wants things to be visually interesting 	<ul style="list-style-type: none"> • Participates in community projects and committees • Hates loud noises/voices • Strives for Work/Life balance • Harmony is #1 priority 	<ul style="list-style-type: none"> • May be introspective relies on intuition which is usually right • Has conflict when rules don't align with views • Driven by creative endeavors
Economic	<ul style="list-style-type: none"> • What's in it for me? • Expects other to be accountable, keep commitments • Future focus • High energy, competitive, workaholic, adamant about results 	<ul style="list-style-type: none"> • Talking is an investment • Likes showy products but expects usefulness • Optimistic about ROI • Expects too much of self • Shares personal financial matters, great deals 	<ul style="list-style-type: none"> • Expects everyone to contribute equally • Invests self to create harmony, ROI, and security for family • Patient and loyal if perceive a desired benefit is coming 	<ul style="list-style-type: none"> • Time is money • Looks for maximum benefit – pay is reward • Practical, cost efficient • Plans financially for future • Compares data even after purchase is made
Individualistic	<ul style="list-style-type: none"> • Goal setters and achievers • Desires best quality & lots of everything • Take me or leave me, no approval needed • Manipulates for results they desire 	<ul style="list-style-type: none"> • Uses power to get their way • Needs recognition specific to contribution • It's all about who you know • Concerned about what others think of them • Unique 	<ul style="list-style-type: none"> • Sets team direction • Helps others but will want recognition of team accomplishment • May appear stronger or more confident than are • May not volunteer but may accept leadership role if asked and excel 	<ul style="list-style-type: none"> • They are right and you will follow • Efficient project management skills • May appear more directive than traditional High C • Low tolerance for underachievers
Power	<ul style="list-style-type: none"> • May be seen as a forceful leader • Controlling, authoritarian • Competitive • May appear self-interested, selfish • May be impatient 	<ul style="list-style-type: none"> • May use relationships to advance position • Needs rewards and recognition, signs of personal recognition • Creates an environment that encourages others to follow you but may be impatient 	<ul style="list-style-type: none"> • May settle for what they can get rather than fight for what they want • May be possessive • Will assist others through failures • Desire power but it may be undetected, won't fight for it 	<ul style="list-style-type: none"> • Need for control may seem extreme and forceful or resistant • May lack sense of urgency • May lack humility and diplomacy, and cause others to be put off unintentionally
Altruistic	<ul style="list-style-type: none"> • Champions for others • Wants to help others see their potential as they see it • May sacrifice self for others to win 	<ul style="list-style-type: none"> • Volunteers to be involved with others • Optimistic about helping others • Avoids conflict at all cost • May assume other's emotional needs 	<ul style="list-style-type: none"> • Donates time to others without expectation of return • Feels the pains of others • Helps others to their own detriment • Avoids conflict to a point 	<ul style="list-style-type: none"> • Will see that rules are kept, adheres to policy • Volunteers for causes • May prefer to be an individual contributor to ensure quality of project
Regulatory	<ul style="list-style-type: none"> • Will tell you how to live your life • Sees self as always right, never wrong • May be confrontational when they disagree • Tells the truth, expects the same 	<ul style="list-style-type: none"> • Tries to convert others • Trusting • Vocalizes beliefs • May seem more close-minded • Can accept others traditions, even if different 	<ul style="list-style-type: none"> • Slow to change, and needs to understand why • Sets up traditions to preserve corporate culture (or family traditions) • Believes traditions bring order, prevent chaos 	<ul style="list-style-type: none"> • Tries to impose rules on others • Follows manuals, instructions • Has established routine • Follows rules • Everything is black or white
Theoretical	<ul style="list-style-type: none"> • Know-it-all attitude • Will challenge facts • Persistent problem solver • Gives detailed instructions, but quickly • Seeks to uncover truth 	<ul style="list-style-type: none"> • Can talk about many subjects • Communicates practical application of complex ideas and models • Improves other's ideas • Learns by mistakes • Enjoys webinars, motivational speakers 	<ul style="list-style-type: none"> • May appear direct when they have correct data • Good at projects, methodical follow through • Empathetic, will research for others • Organized through spreadsheets 	<ul style="list-style-type: none"> • Knowledge is power • Analysis paralysis • Will have back up data, gathers information • Slow, methodical researcher • Likes challenging games • Asks tough questions