

## DISC and MOTIVATORS

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