

TIPS FOR COMMUNICATING WITH THE FOUR STYLES...

HIGH 'D' - DOMINANCE	HIGH 'I' - INFLUENCE
Communicating With a High 'D' <ul style="list-style-type: none"> • Make communication brief and to the point • Respect their need for autonomy • Be clear about rules and expectations • Show your competence • Give them the 'big picture' • Demonstrate a sense of urgency 	Communicating With a High 'I' <ul style="list-style-type: none"> • Approach them informally • Let them verbalize thoughts and feelings • Keep the conversation light • Follow up with written details • Use humour • Be relaxed and sociable
HIGH 'C' - CONSCIENTIOUSNESS	HIGH 'S' - STEADINESS
Communicating With a High 'C' <ul style="list-style-type: none"> • Tell them what you need from them • Give clear expectations and deadlines • Be tactful and emotionally reserved • Be precise and focused • Allow them time to think and ask questions 	Communicating With a High 'S' <ul style="list-style-type: none"> • Be logical and systematic in your approach • Let them know how things will be done • Give them time for decision making • Explain the process and next steps • Help them adapt to change

GENERAL CHARACTERISTICS OF THE FOUR DISC STYLES

D DOMINANCE <ul style="list-style-type: none"> • Sees the big picture • Driven • Action-oriented • Change agent • Natural leader • Risk taker • Competitive • Adventurous • Decisive • Confident 	i INFLUENCE <ul style="list-style-type: none"> • Expressive • Collaborative • Enthusiastic • Impulsive • Optimistic • People-focused • Generous • Influential • Persuasive • Trusting
C CONSCIENTIOUSNESS <ul style="list-style-type: none"> • Analytical • Detail-oriented • Logical thinker • Perfectionist • Cautious • Accurate • Conscientious • Courteous • Diplomatic • High Standards 	S STEADINESS <ul style="list-style-type: none"> • Reliable • Patient • Diplomatic • Objective • Good listener • Team player • Optimistic • Risk averse • Loyal • Respectful