

How To Use The DISC To Be More Effective Every Day

High D's - Dominance

Well Known High D's

Vince Lombardi, Margaret Thatcher, George Patton, Norman Schwarzkopf

How You Can Spot Them:

How They Talk:

- Ask What Questions
- Tells vs. Asks
- Talks More Than Listens
- Go Right to The Issue
- May Be Pushy, Even Rude
- Fast Speech
- Authoritative Tone of Control
- Use Acronyms, Short Sentences
- Open w/ Opinions

What They Do:

- Task Focus, Results Oriented
- Impatient
- Direct, Forceful
- Willing to Get in Trouble
- Time Conscious
- Good Eye Contact
- History of Achievement
- Can Rely on Gut Feelings
- Maverick

What They Want From Others:

High D's like others to be direct, straightforward, and open to their need for results

You Should Try To:

- Communicate briefly/to the point
- Respect their need for autonomy
- Be clear about rules/expectations
- Let them take the lead
- Show your competence
- Stick to the topic
- Show independence

Be Ready For:

- Blunt/demanding approach
- Lack of empathy
- Lack of sensitivity
- Little social interaction

How To Manage Your High D's

You Can Help Them Learn:

- Identifying with others
- Empathy for others
- More logic, less gut
- Listening skills
- To "soften" body language

- Ways to pace themselves
- Relaxing
- To be approachable
- Complimenting others
- To ask more questions

They May Want From You/ Your Organization:

- Power and authority
- A promotion
- Prestige
- Big challenges
- Authority to make changes

- Results
- To know the bottom line
- Freedom from details
- Direct answers
- Flexibility

High I's - Influence

Well Known High I's

Willard Scott, Muhammed Ali, Bill Clinton, Katie Couric, Magic Johnson

How You Can Spot Them:

How They Talk:

- Ask who questions
- Tell vs. ask
- Make small talk
- Go off on tangents
- Use stories or anecdotes
- Faster speech
- Express their feelings
- Share personal emotions
- Exaggerate

What They Do:

- Animated
- Lots of facial expression
- Spontaneous
- Laugh out loud
- Stylish dress
- Shorter attention span
- Warm
- May approach you closely

What They Want From Others:

High I's like others to be friendly, emotionally honest, and recognize the I's contributions

You Should Try To:

- Approach them informally
- Be relaxed and sociable
- Let them tell you how they feel
- Keep the conversation light
- Provide written details
- Give public recognition
- Use humor

Be Ready For:

- Attempts to persuade/influence
- Need for the spotlight
- Over-estimates self/others
- Over-selling ideas
- Vulnerable to feeling rejected

How To Manage Your High I's

You Can Help Them Learn:

- More control of time
- Objectivity
- Emphasis on clear results
- Emotional control

- Organization
- Sense of urgency
- Analysis of data
- Value of procedures

They May Want From You/ Your Organization:

- Popularity
- Visible rewards
- Public recognition
- People to talk to

- Casual warm relationships
- Freedom from details
- Approval And friendliness
- Identification w/ others

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High S's – Steadiness

Other Well Known High S's:

Mother Teresa, Mr. Rogers, Pope John Paul, John Denver, Charlie Gibson

How You Can Spot Them:

How They Talk:

- Make small talk
- Ask how questions
- Ask vs. Tell
- Listen more than talk
- Slow, steady delivery
- Reserved w/ opinions
- Lower volume
- Warmth in voice
- Use first names

What They Do:

- Photos of relationships out
- Consult others
- Friendly functional work area
- Casual relaxed walk
- Patient, tolerant
- Service oriented
- Embarrassed by recognition
- Subdued clothing

What They Want From Others:

High S's like others to be relaxed, agreeable, and cooperative, and to show appreciation

You Should Try To:

- Be logical and systematic
- Provide a secure environment
- Tell them about change early
- Use sincere appreciation
- Show how they're important
- Let them go slow into change

Be Ready For:

- Friendly approach to others
- Resistance to change
- Difficulty prioritizing
- Difficulty with deadlines

How To Manage Your High S's

You Can Help Them Learn:

- Openness to change
- Self-affirmation
- How to make their accomplishments known

- Short cut methods
- Effective presentation
- Believing their successes are worthwhile

They May Want From You/ Your Organization:

- Status quo
- Private appreciation
- Happy, calm relationships
- Standard procedures
- Security
- Time to adjust to changes
- Listening
- Sincerity

High C's – Conscientious

Other High C's:

Mr. Spock, Joe Friday, Joyce Brothers, Meryl Streep, Dustin Hoffman

How You Can Spot Them:

How They Talk:

- Ask Why questions
- Ask vs. tell
- Listen more than talk
- Not a lot of reaction
- Slower speech
- Lower volume
- Prefer to talk vs. writing
- Get to point but like to talk
- Precise, detailed speech

What They Do:

- Focus on task and process
- Orderly
- Meticulous
- Precise, accurate
- "Sterile" work area
- Time conscious
- Hard to read
- Diplomatic
- Want to be right

What They Want From Others:

High C's like others to minimize socializing, and give details; they value accuracy and attention to detail

You Should Try To:

- Give clear expectations/deadlines
- Show dependability
- Show loyalty
- Be tactful and reserved
- Honor precedents
- Be precise and focused
- Value high standards

Be Ready For:

- Discomfort with ambiguity
- Resistance to vague information
- Desire to double check
- Little need to be w/ others

How To Manage Your High C's

You Can Help Them Learn:

- Tolerance of conflict
- To ask for support
- Group participation skills

- Acceptance of others' ideas
- Tolerance of ambiguity
- Acceptance of their limits

They May Want From You/ Your Organization:

- Clear expectations
- Limited exposure
- Business-like environment
- References & verification
- No sudden changes
- Personal autonomy
- Chance to show expertise
- Attention to their objectives