



# Style Matrix for the DiSC Profile

**As you review the behavioral matrix, determine where you fit in?**

	<b>D – Dominant</b>	<b>i - influence</b>	<b>S- Steadiness</b>	<b>C-Conscientiousness</b>
<b>Behavior Pattern</b>	Self Contained / Direct	Open / Direct	Open / Indirect	Self contained / Indirect
<b>Appearance</b>	Formal / Functional	Fashionable / Stylish	Casual / Conforming	Formal / Conservative
<b>Work Space</b>	Busy / Formal / Efficient/Structured	Stimulating/Friendly Personal / Cluttered	Personal / Relaxed Friendly / Informal	Organized / Structured Functional / Formal
<b>Pace</b>	Fast/Decisive	Fast/Spontaneous	Slow / Easy	Slow / Systematic
<b>Priority</b>	The Task and Results	Relationships and Interacting	Maintaining relationships	The task and the process
<b>Fears</b>	Loss of Control	Loss of Prestige	Confrontation	Embarrassment
<b>Under Tension They Will:</b>	Dictate / Assert	Attack / Sarcastic	Submit / Acquiesce	Withdraw / Avoid
<b>Seeks</b>	Productivity	Recognition	Attention	Accuracy
<b>Needs to Know:</b>	WHAT it does, by when, what it costs	WHO else uses it - how it enhances their status	HOW it will affect their personal circumstances	Logically WHY would they justify the purchase
<b>Gains Security By:</b>	Control	Flexibility	Close Relationships	Preparation
<b>Wants to Maintain</b>	Success	Status	Relationships	Credibility
<b>Support Their:</b>	Goals	Ideas	Feelings	Thoughts
<b>Achieves Acceptance by:</b>	Leadership / Competition	Playfulness / Stimulating Environ Environment	Conformity and Loyalty	Correctness and Thoroughness
<b>Likes you to be:</b>	To the point	Stimulating	Pleasant	Precise
<b>Wants to Be:</b>	In charge	Admired	Liked	Correct
<b>Is Irritated By:</b>	Inefficiency and Indecision	Boredom and Routine	Insensitivity and Impatience	Surprises and Unpredictability
<b>Measures Personal Worth By:</b>	Results, Track Record	Acknowledgement, Recognition, and Compliments	Compatibility with others, Depth of Relationships	Precision, Accuracy, Activity
<b>Decisions Are:</b>	Decisive	Spontaneous	Considered	Deliberate