

DISC Personality Types

The following are descriptions of the 4 different personality types. Read through them and make a note of what describes you the best.

D

- I am able to make decisions quickly.
- When I start a project I finish it.
- I have a lot of confidence in my skills.
- I like to get right to the point when I talk with people, and I get impatient with people who like to tell long stories.
- I like to set goals and work to achieve them.
- I'm more interested in getting the job done than in making people like me.
- I enjoy leading a project.
- I get bored when I don't have something to keep me challenged.
- I don't like anyone looking over my shoulder. I like the freedom to do my job *my way*.
- I become aggressive and determined under pressure.
- I tend to have a low amount of tolerance for the feelings and opinions of others.
- I feel energized by a problem that needs to be solved.
- I dislike the petty details when I'm working on a project. I'd rather delegate those to someone else while I look at the big picture.
- I often project a cool, aloof style.
- I love to compete, and I hate to lose.

I

- I like to talk. I'm never at a loss for words.
- I feel comfortable at large parties.
- I usually have no problem talking with new people.
- I like being involved in a project as long as I'm doing it with someone else.
- I'm able to persuade others to join me in different activities and projects.
- Being with other people energizes me. I dislike being alone for too long.
- I always seem to be able to jump into activities with great enthusiasm.
- I generally like to look at the positive side of things.
- People have little problem guessing how I'm feeling.
- I have little trouble expressing what I think about things.
- I enjoy being up front in a large group; I like the recognition.
- I have a lot of friends.
- I'm not always as organized as I should be.
- Sometimes I have a problem completing a project; I tend to jump from one activity to another.
- I like doing things differently. I'm able to come up with creative and imaginative ideas.

S

I like to help people when I see they need something.
I'm a good listener, and I'm able to calm people who are upset.
It takes me a while to adjust to change; I prefer things to stay the same.
I'm generally an easygoing person.
If I'm upset, I usually hold my emotions inside.
I like to build solid, lasting friendships.
I'm good at short-term planning.
People see me as patient and uncomplaining.
I usually find ways to avoid conflict and maintain peace.
Fast-paced people get frustrated with me because of my slower pace.
I don't like projects where I'm expected to figure out how something is to be done; show me how to do it, and I'll do it well.
People generally feel relaxed around me.
Sometimes I'm too soft-hearted.
I'll lead if I need to, but generally I'm more of a follower.
I enjoy being part of a team.
I like sincere praise, but I may get embarrassed if too much attention is focused on me.
I'm a dependable worker; I take my job seriously.
I often have a difficult time making quick decisions.

C

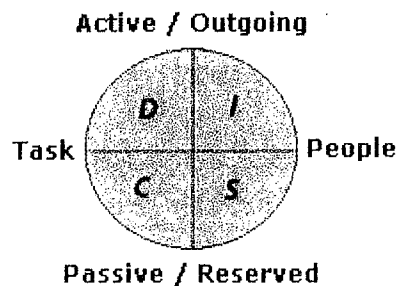
I like to focus on doing things right.
I'm good at organizing my affairs.
Accuracy is important to me.
I have a strong respect for rules and authority.
I have high standards for myself-sometimes too high.
People see me as formal, reserved, and serious.
Sometimes I'm hard to please.
I need all the facts and information I can gather before making a decision.
I don't like to make mistakes.
I'm a good planner; I'm able to break down big projects into small parts.
I analyze things thoroughly in my mind.
Under pressure, I tend to avoid confrontation.
Some people see me as slow; I prefer to use the word "methodical".
I hold my emotions inside and only let them out in situations where I feel comfortable.
Generally I'm tactful, diplomatic, and courteous.

	Lion <u>D</u> Fast-paced Task-oriented	Otter <u>I</u> Fast-paced People-oriented	Golden Retriever <u>S</u> Slower-paced People-oriented	Beaver <u>C</u> Slower-paced Task-oriented
Basic Tendencies				
Greatest Strengths	<i>Outgoing</i> Decisive action Takes charge Gets results Self-confident Independent Risk-Taker <i>Competitive</i>	<i>Entertaining</i> Fun-loving Involved with others Enthusiastic Emotional Optimistic Good communicator <i>Spontaneous</i> <i>Popular</i>	<i>Observant</i> Patient Easygoing Team player Calming influence Steady, stable Good follow-through <i>Quiet</i>	<i>Conscientious</i> Accurate Analytical Attentive to key details High standards Intuitive Controlled <i>Enjoys routines + schedules</i>
Natural Limitations	Impatient Stubborn Harsh or blunt <i>Self-sufficient</i> <i>Challenges authority</i>	Disorganized Not detail-oriented Unrealistic <i>Impulsive</i> <i>Emotional</i> <i>Talks too much</i> <i>Undisciplined</i>	Indecisive Over accommodating <i>Smothering</i> Too passive sensitive <i>Keeps emotions hidden</i> <i>Easily manipulated</i>	Too critical Perfectionistic Overly sarcastic <i>Worrier</i> <i>Unsociable</i> <i>Suspicious</i> <i>Easily hurt by criticism</i>
Communications	One way Direct "Bottom line"	Positive Inspiring Persuasive	Two way Best listener Empathetic Feedback	Diplomatic Keen observer Provides details
Fears	Being taken advantage of	Loss of social approval	Loss of stability	Irrational acts Criticism of their work
Decision Making	Quick: result-focused Very few facts	Impulsive Whether it "feels" right	Relational: trusts in others	Reluctant, needs a lot of information
Under Pressure	Autocratic Aggressive Demanding	Emotional Attack Avoids Public confrontation	Acquiesces Tolerates Complies	Avoids, Withdraws, plans strategy to get even
Recharge	Physical Activity	Social Time	"Nothing Time"	Private Time
Money Viewed as	Power	Freedom	Showing Love	Insuring Security
Leadership	During times of change and growth	During times of change and growth	During times of stability and maintenance	During times of stability and maintenance

DISC Temperament/Personality Model

Active/Task -oriented
"D" - Dominating,
Directing, Demanding,
Determined, Decisive, Doing.

Passive/Task -oriented
"C" - Cautious,
Competent, Calculating,
Compliant, Careful,
Contemplative.



Active/People -oriented
"I" - Inspiring,
Influencing, Inducing,
Impressing, Interactive,
Interested in people.

Passive/People -oriented
"S" - Steady,
Stable, Shy,
Security-oriented,
Servant, Submissive,
Specialist

"D" Behavior

Basic Motivation: Challenge & Control

Desires: Freedom from Control - Authority - Varied Activities - Difficult Assignments - Opportunities for Advancement - Choices rather than ultimatums

Respond Best To Leader Who: provides direct answers - Sticks to task - Gets to the point - Provides pressure - Allows freedom for personal accomplishments

Needs to Learn: You need people - Relaxation is not a crime - Some controls are needed - Everyone has a boss - Self-control is most important - To focus on finishing well is important - Sensitivity to people's feelings is wise

"I" Behavior

Basic Motivation: Recognition & Approval

Desires: Prestige - Friendly relationships - Freedom from details - Opportunities to help others - Opportunities to motivate others - Chance to verbalize ideas

Respond Best To Leader Who: Is fair and is also a friend - Provides social involvement - Provides recognition of abilities - Offers rewards for risk-taking
Needs to Learn: Time must be managed - Deadlines are important - Too much optimism can be dangerous - Being responsible is more important than being popular - Listening better will improve one's influence

"S" Behavior

Basic Motivation: Stability & Support

Desires: Area of Specialization - Identification with a group's established work patterns - Security of situation - Consistent and familiar environment(s)

Responds Best To Leader Who: Is relaxed and friendly - Allows time to adjust to changes - Allows to work at own pace - Gives personal support

Needs to Learn: Change provides opportunity - Friendship isn't everything - Discipline is good - Boldness and taking risks is sometimes necessary

"C" Behavior

Basic Motivation: Quality & Correctness

Desires: Clearly defined tasks - Details - Limited risks - Tasks that require precision and planning - Time to think

Responds Best To Leader Who: Provides reassurance - Spells out detailed operating procedures - Provides resources to do task correctly - Listens to suggestions

Needs to Learn: Total support is not always possible - Thorough explanation is not everything - Deadlines must be met - More optimism will lead to greater success

Relating to Different Personality Types

Relating to a High “D”

➔ How to **Respond** to a High “D”

- Be firm and direct
- Focus on actions and goals
- Caring confrontation may be necessary to get his/her attention.

➔ How to **Relate** to a High “D”

- Be brief and to the point
- Explain “How to achieve goals”
- Allow him/her time to consider your ideas

➔ How to **Reinforce** the high “D”

- Have the messenger repeat the plan of action, focusing on goals, objectives, and results
- Give bottom-line instructions
- Get out of his/her way

➔ How to **Motivate** the high “D”

- Foster that person’s initiative by removing obstacles and giving the person freedom to act without interference.

Relating to a High “I”

➔ How to **Respond** to a High “I”

- Be friendly and positive
- Allow for informal dialogue
- Allow time for stimulating fun activities

➔ How to **Relate** to a High “I”

- Use friendly voice tones
- Allow time for them to verbalize
- You transfer talk to an action plan

➔ How to **Reinforce** the High “I”

- Offer positive encouragement and incentives for taking on tasks
- You organize the action plan
- Communicate positive recognition

➔ How to **Motivate** a High “I”

- Create a social environment that includes constant interaction with people. In these circumstances, a High “I” will demonstrate trust in others and spread enthusiasm.

Relating to a High "S"

- ➔ How to **Respond** to a High "S"
 - Be nonthreatening and patient
 - Allow time to process and adjust to change
 - Make allowances for family
- ➔ How to **Relate** to a High "S"
 - Use friendly tones when instructing
 - Give personal, nonverbal acceptance and assurances
 - Allow time to process information
- ➔ How to **Reinforce** the High "S"
 - Repeat any instructions
 - Provide hands-on-reinforcement
 - Be patient in allowing time to take ownership
- ➔ How to **Motivate** the High "S"
 - The supreme motivator for the High "S" is security. In this regard, repetitive tasks, established work patterns, and routine work are best.

Relating to a High "C"

- ➔ How to **Respond** to a High "C"
 - Be specific and accurate
 - Make allowance for initial responses to be cautious and/or negative
 - Allow freedom to ask questions
- ➔ How to **Relate** to a High "C"
 - Answer questions in a patient and persistent manner
 - Mix accurate information with assurances
 - Allow time to validate information
- ➔ How to **Reinforce** the High "C"
 - Provide a step-by-step approach to a goal
 - Provide reassurances of support
 - Give permission to validate data with third parties
- ➔ How to **Motivate** the High "C"
 - Detail-oriented jobs and expectations with precise instructions give this personality type the clearest road to success.