OVERVIEW OF THE DiSC® STYLES

The graphic below provides a snapshot of the four basic DiSC® styles.

DOMINANCE
- Priorities: getting immediate results, taking action, challenging self and others
- Motivated by: power and authority, competition, winning, success
- Fears: loss of control, being taken advantage of, vulnerability
- You will notice: self-confidence, directness, forcefulness, risk-taking
- Limitations: lack of concern for others, impatience, insensitivity

INFLUENCE
- Priorities: expressing enthusiasm, taking action, encouraging collaboration
- Motivated by: social recognition, group activities, friendly relationships
- Fears: social rejection, disapproval, loss of influence, being ignored
- You will notice: charm, enthusiasm, sociability, optimism, talkativeness
- Limitations: impulsiveness, disorganization, lack of follow-through

CONSCIENTIOUSNESS
- Priorities: ensuring accuracy, maintaining stability, challenging assumptions
- Motivated by: opportunities to use expertise or gain knowledge, attention to quality
- Fears: criticism, slipshod methods, being wrong
- You will notice: precision, analysis, skepticism, reserve, quiet
- Limitations: overly critical, tendency to overanalyze, isolates self

STEADINESS
- Priorities: giving support, maintaining stability, enjoying collaboration
- Motivated by: stable environments, sincere appreciation, cooperation, opportunities to help
- Fears: loss of stability, change, loss of harmony, offending others
- You will notice: patience, team player, calm approach, good listener, humility
- Limitations: overly accommodating, tendency to avoid change, indecisiveness
People Reading

Principles
• People reading isn’t meant to label people. Instead, it’s a way to help us understand their needs.
• There are no good or bad styles.
• All styles have strengths and limitations.
• Everyone is a blend of all four styles, so it may be difficult to read people correctly.

Observable Behaviors
• Body language, such as posture, use of hands, facial expressions, etc.
• Tone of voice and expression, such as pace, inflection, volume, etc.
• Words chosen to deliver the actual messages.

1 Consider whether this person tends to be more:

2 Then, consider whether this person also tends to be more:

3 Now, combine this person’s tendencies to determine his or her DiSC® behavioral style.

People read someone you work with and write down that person’s style: