

DISC STYLE CHARACTERISTICS

Personality traits are informed by our driving assumptions: unconscious beliefs that direct our behavior. These are not necessarily thoughts we want to say aloud. We may not even agree with them on a conscious level. But these driving assumptions still shape our personalities and influence our decisions.

DISC D Dominance style characteristics

D style: typically have these four core psychological needs: **1) the need to be strong, 2) the need to be in control, 3) the need to be on top, and 4) the need for progress**. Various people with D style will identify with these needs to varying degrees. Here are some ways that the core needs of D-type people show up in their personalities.

When someone has a D style, you may observe behaviors such as **assertiveness, directness, skepticism, and the drive to keep things moving**.

Common D style traits include:

- determined
- outspoken
- fast-paced
- ambitious

D-style people generally like to **be in control** of a situation. They find competition to be motivating and typically try to avoid showing weakness. DISC D style motivators include:

- having authority
- overcoming obstacles
- success, winning

You'll see these priorities for the D-style people: **results, action, challenge**. They want to **make their mark** and **reach their goals** quickly. D styles feel most comfortable when they can prioritize:

- taking action
- accepting challenges

- achieving results

What they value:

Although each individual has a unique set of values, you can observe some common patterns among people with similar D styles. For example, D-style people tend to **value autonomy, dynamic environments, and achievement.**

Other values of the D type include:

- competency
- action
- concrete results
- personal freedom
- challenges

Stressors in the workplace:

Knowing common stressors for the D type can help you better understand your D-style coworkers. Managers should keep in mind the situations that tend to stress D styles out, and how they can provide a more motivating and less stressful environment for them. Things that D-style people find stressful include:

- strict rules or protocols
- lack of control of a given situation

Fears:

People don't always recognize these fears on a conscious level, yet the fears inform many decisions and behaviors.

D-style people fear:

- being seen as vulnerable
- being taken advantage of

How they influence others:

D-type people influence others using the traits and behaviors that come naturally to them. When someone with a D style is trying to influence others, you may notice:

- assertiveness
- insistence
- competition

How they handle conflict:

D styles in conflict situations can use their natural tendencies in both productive and destructive ways. D-type people in conflict generally address a **problem head-on and push to find a resolution** rather than having the issue drag on. However, they can also become aggressive, viewing conflicts as situations to win.

During conflict, D styles may:

- speak up about problems
- look to even the score

May need to work on:

Assessments are great tools for understanding both strengths and weaknesses.

Growth opportunities for D-type personalities include:

- patience
- empathy
- not always needing to win, not creating win/lose situations

Working well with DISC D-style people

People with the D personality types bring a lot to their workplaces. D-style teammates are generally action-oriented and enjoy challenges. They can help teammates focus on the big picture and achieve results. The advice for working well with D-type coworkers will differ based on your own personality type. For example, the challenges an S-style person might have communicating with a D-style teammate are likely quite different from those of two D-style people. That said, here are some general tips for working with DISC D styles.

Communicating with D styles

You can strengthen your relationships by learning some type D communication tips. If you have a D style, these behaviors may come

naturally to you. If you don't have a D style, you may benefit from reviewing the best way to communicate with D types. Here are some D-style communication tips:

- Give them the bottom line.
- Be brief and speak up.
- Focus your Discussion narrowly.
- Avoid generalizations.
- Refrain from repeating yourself.
- Focus on solutions rather than problems.

D styles in meetings

To run good meetings with D types, review their priorities and motivators. D-style meeting tips include not wasting time and not talking around a problem that could be addressed more directly.

Meeting tips for DISC D styles:

- They prefer to dive in right away, with minimal small talk and side chatter.
- They appreciate an agenda that everyone sticks to.

Problem-solving with D styles

When problem-solving with D-type people, remember that they appreciate directness and are naturally skeptical. D styles are generally more interested in big-picture results than detailed analysis. Here are some D-style problem-solving tips:

- Be aware that they respond well to bold or daring ideas.
- Avoid suggesting unrealistically positive scenarios.
- Focus on the big picture and avoid over-analysis.

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DISC I Influence style Characteristics

Influence. People with I styles present a high-spirited and lively demeanor. They are often optimistic, warm, and social. People with DISC I styles are more likely than other styles to shape their environments by influencing or persuading others. Those with a DISC I style may be driven by thoughts such as I need to be accepted, If things don't feel harmonious, something is wrong, or, I should never be the source of someone else's unhappiness. Various people with I styles will identify with these unconscious beliefs to varying degrees. Here are some ways that these core needs of I-type people show up in their personalities.

Common traits:

When someone has an I style in, they may come off as expressive, impulsive, and fast-paced. They display many behavioral traits people associate with extroverts. Common I style traits include:

- enthusiastic
- friendly
- energetic
- charming

Motivations:

Motivators for I-type people are typically relational and people-centered. People with i styles feel motivated when situations are fast-moving, novel, and collaborative. I style motivators include:

- novelty and excitement
- relationships
- popularity/approval/social recognition

Priorities:

They want to seek new and exciting experiences along with other people.

People with I styles prioritize:

- taking action
- collaboration
- expressing enthusiasm

What they value:

Every person you meet has their own unique set of values. However, you'll notice some common patterns among people with similar I-style people tend to value self-expression, connecting with others, and receiving positive attention.

Other values of the I type include:

- relationships
- coaching and counseling
- freedom to express themselves

Stressors in the workplace:

You can better understand your I-style coworkers if you know common stressors for their style. Managers should be aware of the situations that tend to stress out an I-style employee.

Things that I-style people find stressful include:

- being isolated for long periods
- having to give people negative feedback

Fears:

Each personality type has core fears. People may not be consciously aware of these fears, but they still influence decisions and behaviors. I-style people fear:

- fixed environments
- loss of approval or attention

How they influence others:

I-type people are very concerned with how they influence others that's what the "I" stands for. People with I styles use the traits natural to them to influence people around them, such as:

- charm
- optimism
- energy

How they handle conflict:

I styles have personality traits that are both productive and destructive in conflict situations. I-type people in conflict generally help make conflict productive by verbalizing their emotions, thereby modeling this behavior for others. However, I type can struggle with remaining objective during conflict and may find themselves resorting to personal attacks or talking over others.

During conflict, I style may:

- express their feelings
- gossip

May need to work on:

DISC assessments help you understand both strengths and weaknesses. Growth opportunities for I-type personalities include:

- being more objective
- following through on tasks

Communicating with I styles

People with different styles have different communication preferences, so you can strengthen your relationships by learning some type I communication tips. If you have an I style, these behaviors may come naturally to you. If you don't have an I style, you may benefit from reviewing the best way to communicate with I types. Here are some I-style communication tips:

- Focus on the positives.
- Share your experiences.
- Don't overload them with details.
- Allow them time to ask questions and share their ideas.
- Avoid interrupting them.
- Show respect for their spontaneity, high energy, and optimism.

I style in meetings

For effective meetings with I types, review their priorities and motivators. I-style meeting tips include making time for social connections and injecting novelty where possible. Here are some more meeting tips for I styles:

- They flourish when allowed to express personal opinions.
- They like to have open discussions with others.

Problem-solving with I styles

When problem-solving with I-type people, remember that they appreciate enthusiasm and the opportunity to express themselves. As you work through a problem, reassure your I-style colleague that your relationship will stay strong even if there are disagreements. Here are some I-style problem-solving tips:

- Remain optimistic while considering all potential issues.
- Show them that you're open to creative solutions.
- Expect spontaneity.

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DISC S Steadiness Style Characteristics

People with the S style personality tend to be **sincere, dependable, and cooperative**. You'll notice the S style offering to help others and keeping the peace during tense situations. S-type personalities are often described as calm, peaceful, or even-tempered. They're dependable and enjoy collaboration. They show a great deal of concern for the feelings of the people around them. S styles are those personalities that are both **cautious and reflective**, and **accepting and warm**.

Personality traits are informed by "driving assumptions." These are beliefs, often unconscious, that direct a person's behavior. The person might not be able to defend these statements rationally, but they have a great influence on shaping personalities. Those with a S style typically have core psychological needs such as: the need for harmony, the need to avoid burdening others, and the belief that they are valuable when they are helping people. Various people with S styles will identify with these core beliefs to varying degrees. Here are some ways that the needs of S-type people show up in their personalities.

Common traits:

When someone has a S style, you may notice their even-tempered nature and their consistent pace.

Common S style traits include:

- patient
- cooperative
- humble
- dependable

Motivations:

S-style people generally want to make others happy, and as a result, tend to be very accommodating. They tend to be service-oriented and feel valuable when they are helping others. S style motivators include:

- empathy
- ensuring everyone gets along
- stability

Priorities:

S-style people generally like to keep things running smoothly and enjoy making steady progress towards a goal. You'll see these priorities for S-style people: collaboration, stability, support. S styles feel most comfortable when they are able to prioritize:

- supporting people
- maintaining a steady pace
- sticking to a plan

What they value:

Although each individual has a unique set of values, you can observe some common patterns among people with similar styles. For example, S-style people tend to value peaceful collaboration and stable environments. Other values of the S type include:

- creating and maintaining harmony
- trust
- orderly systems and projects
- loyalty

Stressors in the workplace:

Knowing common stressors for the S type can help you build better relationships with your S-style coworkers. Managers should keep in mind the situations that tend to stress S styles out so they can offer support when these situations arise.

Things that DISC S-style people find stressful include:

- working without clear guidelines
- arguing for their point of view
- making quick, bold decisions

Fears:

Each DISC style has core fears. People don't always recognize these fears on a conscious level, yet the fears inform many decisions and behaviors. S-style people fear:

- letting people down
- rapid change
- confrontation

How they influence others:

S-type people influence others using the traits and behaviors that come naturally to them. When someone with an S style is trying to influence others, you may notice:

- accommodation
- consistent performance

How they handle conflict:

Like all styles S styles in conflict situations can use their natural tendencies in both productive and destructive ways. S-type people in conflict generally listen with empathy and demonstrate a willingness to compromise. However, they can also become passive and give in to please others. During conflict, S styles may:

- present a diplomatic and reassuring demeanor
- choose to ignore problems or let them simmer

May need to work on:

DISC assessments are great tools to help identify both strengths and weaknesses.

Growth opportunities for S-type personalities include:

- sharing their ideas
- valuing their own needs
- cultivating a quicker pace when the situation calls for it.

Working well with S-style people

People with S personality types bring a lot to their workplaces. Their even-tempered nature and excellent listening skills are assets on many different

types of teams. In group situations, people with S styles often play the peacemaker role. They seek compromise and try to make everyone happy. Because S-type folks are so calm and accommodating, you may have to pay attention to subtler behaviors than with other styles. The advice for working well with S-type coworkers will differ based on your own personality type. For example, the challenges a D-style person might have communicating with an S-style teammate are likely quite different from those of two S-style people. That said, here are some general tips for working with S styles.

Communicating with S styles

Because people with different styles have different communication preferences, you can strengthen your relationships by learning some style-based communication tips. If you have an S style, these behaviors may come naturally to you. If you don't have an S style, you may benefit from reviewing the best way to communicate with S types.

Here are some S-style communication tips:

- Leave space for them to speak.
- Notice and celebrate their work.
- Be personal, amiable, and polite.
- Make your expectations clear.
- Express your interest in them.

S styles in meetings

To run good meetings with S types, review their priorities and motivators. S-style meeting tips include maintaining an amiable environment and providing explanations and details when presenting big changes that could make them feel less secure.

Here are some more meeting tips for S styles:

- Be clear about deadlines.
- Avoid being unnecessarily confrontational.
- Understand that big changes might be more stressful for them than for other styles.

Problem-solving with S styles

When problem-solving with S-type people, remember that they appreciate warmth and are naturally accepting. S styles often put other people's needs

before their own, and when problem-solving, you may need to check on their workload while delegating tasks to prevent them from overcommitting.

Here are some S-style problem-solving tips:

- Check in regularly on their stress levels and workload.
- Respect their cautious pace.
- Consider other people's feelings when making decisions.

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DISC C Conscientiousness Characteristics

People with the C style personality are usually **analytical, precise, and determined**. You might notice them paying close attention to accuracy, maintaining stability, and challenging assumptions. People with C styles employ objectivity, analysis, and determination to stick with a problem until they solve it. They are strong critical thinkers who are naturally skeptical and self-controlled.

C personality traits are informed by the driving assumptions that we each have: unconscious beliefs that shape our decisions and behavior. These core beliefs are largely hidden to our rational minds. Those with a C style typically have core psychological needs such as these: the need to maintain credibility, the need to avoid blame, the need to mask flaws, and the need to control how they display emotions to not appear vulnerable. Various people with C styles will identify with these needs to varying degrees. Here are some ways that the core needs of C-type people show up in their personalities.

Common traits:

When someone has a C style, they tend to come across as reserved, objective, and skeptical. They want to examine situations thoroughly and avoid letting their emotions get in the way of making rational decisions.

Other C-style traits:

- methodical
- logical
- diligent

Motivations:

C-style people generally strive to produce superior results. They aren't afraid of a challenge but avoid being vulnerable. They also tend to find flaws in plans or projects that other people might have missed. DISC C-style people are motivated by:

- challenges
- producing quality work
- showing their expertise

Priorities:

The C style is associated with the following priorities: stability, accuracy, and challenge. Using their steady pace and detail-oriented approach to work, they tend to turn obstacles into opportunities. C style priorities:

- objectivity
- maintaining stability
- challenging assumptions

What they value:

While each individual has a unique set of values, C-style people often desire logic, precision, and clear, well-informed decision-making. Other common values of the C type include:

- follow-through
- accuracy and quality

Stressors in the workplace:

When you know what stressors are common for the C type, you can gain a better understanding of your C-style coworkers. Managers should keep in mind the situations that tend to stress C styles out. This helps to create a work environment that's more motivating and less stressful for them.

Stressors for C-style people include:

- uncertainty and taking risks
- making mistakes in front of others
- feeling vulnerable
- having little private time

Fears:

Each style generally has a few core fears. These fears often inform thoughts and behaviors both in and outside of the workplace. C types generally fear:

- criticism and being wrong
- strong displays of emotion
- being viewed as incompetent

How they influence others:

C-style individuals influence people using the traits and behaviors that come naturally to them. When a C style is building buy-in or attempting to influence others, you may notice them:

- leaning on logic
- maintaining high standards

How they handle conflict:

Like all styles, C styles in conflict situations can use their natural tendencies in both productive and destructive ways. C-type people in conflict generally give people space, and work to find the root causes of issues. However, they can also become overly critical, isolate themselves, and use passive-aggressive tactics. During conflict, C styles may:

- focus on logic and objectivity
- overpower with facts

May need to work on:

DISC assessments are powerful tools that can help learners identify strengths and weaknesses.

Growth opportunities for C-style individuals include:

- acknowledging others' feelings
- looking beyond data
- letting go of perfectionism

Working well with C-style people

People with DISC C personality types bring a lot to their workplaces. They're not going to leave a task half-finished. C-style teammates are generally reliable and detail-oriented. They want superior results and aren't

afraid of challenge. They may openly question ideas and point out flaws that others may have missed. The advice for working well with C-type coworkers will differ based on your own personality type. For example, the challenges an i-style person might have communicating with a C-style teammate are likely quite different from those of two C-style people. That said, here are some general tips for working with DISC C styles.

Communicating with C styles

People with different DISC styles often have different communication preferences. You can strengthen your relationships with your C-style coworkers by learning some type C communication tips. If you have a C style, these behaviors may come naturally to you. If you don't have a C style, you may benefit from reviewing the best way to communicate with C types.

Here are some C-style communication tips:

- Focus on facts and details.
- Minimize “pep talk” or emotional language.
- Be patient, persistent, and diplomatic.

C styles in meetings

To keep meetings with C types running smoothly, review their priorities and motivators. C-style meeting tips include not wasting time and remaining focused on the tasks and projects at hand.

Here are some more meeting tips for C styles:

- Support your opinions with logic.
- Avoid pressuring them for immediate decisions.

Problem-solving with C styles

When problem-solving with C-type people, keep in mind that they value competence and objectivity, and are naturally skeptical. Don't take their bluntness personally. Try to focus on facts.

Here are some C-style problem-solving tips:

- Look for the root cause of problems.
- Give them space to consider their position.
- Keep volatility to a minimum.