

Basic DISC Info

Dominance (D)

The D-personality type characterizes people who are **D**irect, **D**ecisive, and **D**etermined.

They are both **Active** and **Task-Oriented**.

D-types ask the “**what**” questions, “What is the bottom line?” or “What is in it for me?”

Those with the D (Captain) personality type, also known as Type A personality, tend to be assertive, intense, and ambitious. They are usually pragmatic, results-oriented executors who work quickly and make decisions with firmness and objectivity. With a position on the top left of the DISC, Captains prefer more independence and may be drained when others expect them to be more collaborative.

The D-type of person is most concerned with deadlines. These natural born leaders are afraid of running out of time. It's very important for them to feel like they are in control to get things done.

Influence (I)

The I-personality type characterizes people who are **I**nteractive, **I**maginative, and **I**nvolved.

They are both **Active** and **People-Oriented**.

I-types ask the “**who**” questions, “Who is at the meeting?” or “Who else uses this?”

People with the I (Motivator) personality type tend to be enthusiastic, cheerful, and outgoing. They typically have an easy, relaxed, casual manner when speaking or interacting with others.

The biggest fear of each group can indicate a lot about that person. For example, the I-style's biggest fear is rejection. It's sort of an irrational fear because in many ways, the social butterfly I's are the life of the party that bring a positive mood to the group or party.

Steadiness (S)

The S-personality type characterizes people who are **S**ympathetic, **S**table, and **S**weet.

They are both **Passive** and **People-Oriented**.

S-types ask the “**how**” questions – “How are we going to do this?” or “How does this impact us?”

People with the S (Supporter) personality type tend to be calm, patient and respectful in their interactions with others. Rarely angered or excited, they are likely to work to maintain a peaceful and harmonious environment.

S-styles greatest fears are conflict and instability. In fact, S-styles worry about inconveniencing others or being a burden. Stability is important to S-style so it's imperative to give them what they want. Contrary to how the S-personality thinks, conflict can be productive and healthy when working through prevalent issues.

Conscientiousness (C)

The C-personality type characterizes people who are **C**alculating, **C**ompetent, and **C**autious.

They are both **Passive** and **Task-Oriented**.

C-types ask the “**why**” questions – “Why does it work this way?” or “Why is this step needed?”

Conscientiousness is the personality trait of being careful, or diligent. Conscientiousness implies a desire to do a task well, and to take obligations to others seriously. Conscientious people tend to be efficient and organized as opposed to easy-going and disorderly.

People with the C-personality type tend to be objective, skeptical, and logical in their behavior. They are usually fiercely pragmatic and frequently solve problems with an analytical, fact-driven approach. They are likely to be more reserved in groups and may take a long time before they build enough trust to open up.

A C-style person's greatest fears are ambiguity and criticism. C's are the biggest critics of their own work as they are often perfectionists. He or she always needs more time to perfect his or her craft. Make sure not to rush these C-types, as this is often their biggest pet peeve. Sometimes, it is necessary to constrain their time otherwise they may be working endlessly until the end of time. Prevent any distractions that may impede their ability to accomplish the desired task.