

## Key Points about DISC Styles and Survey

1. There is no right or wrong style...each has strengths and less strengths.
2. Each style has its own value and behavior patterns.
3. The survey identifies behavioral characteristics or personality traits, preferences that characterize a person's actions and reactions and their own special talents for interacting with others.
4. The survey measures an individual's:
  - Personal communication style and techniques
  - Leadership qualities
  - Self-image
  - Dependability
  - Competitiveness
  - Attitude
  - Response to stress
5. The four main characteristics are:
  - D**ominance (Directive)
  - I**nfluence (Inspire)
  - S**teadiness (Stability)
  - C**ompliance (Consistency)
6. Individuals possess these characteristics in different values...in other words they embody DISC characteristics in varying combinations and degrees.
7. This variety defines the full personality of an individual.
8. Usually one characteristic is more dominant than the others
9. This is referred to as the High Characteristic, e.g. High D.
10. The following descriptions expand on each style. These comments apply when the characteristic shown is the high or dominant characteristic.

*"He who knows others is learned.  
He who knows himself is wise."  
-- Lao Tse*

### **Dominant/Directive:**

- High D individuals are: drivers, competitive, forceful, inquisitive, direct, self-starting, assertive
- Focus: power and results
- Communication style: tell
- Managerial style: authoritarian
- Motivators: tangible goals
- Fears: failure
- Question: what?
- Engages by: force of character

## Key Points about DISC Survey, continued

### **Influential/Inspirational:**

- High **I** individuals are: influential, friendly, persuasive, communicative, positive
- Focus: people-oriented
- Communication style: sell
- Managerial style: democratic
- Motivators: recognition, social inclusion
- Fears: rejection
- Question: who?
- Engages by: personality

### **Steady/Supportive:**

- High **S** individuals are: dependable, deliberate, good listeners, amiable, kind, persistent
- Focus: peace and service
- Communication style: listen
- Managerial style: procedural
- Motivators: job contract & group inclusion
- Fears: insecurity
- Question: why?
- Engages by: experience

### **Compliant/Conscientious:**

- High **C** individuals are: diplomatic, careful, compliant, precise, logical, perfectionist, systematic and accurate
- Focus: policy and alert to quality
- Communication style: write
- Managerial style: knowledge based
- Motivators: job specification & rules
- Fears: conflict
- Question: how?
- Engages by: know-how; knowledge