

# Using DISC in your day to day!

D - Dominance - The Hunter

## Main Characteristics of a D

- Fears losing control
- Snappy dresser
- Walks fast and sits upright in chairs
- Doesn't take things personally
- See's people as a resource
- In a hurry and has many projects
- Often interrupts
- Enjoy the battle
- Black and White (No Grey)
- Their opinion is fact
- Great idea's person
- Visionary

## How to identify a D

### How they talk:

- Ask WHAT Questions
- Open with own opinions
- Tell's vs Asks
- Goes straight to the issue
- May be pushy, even come across as rude
- Authoritative tone of control
- Talks more than listens
- Uses acronyms, short sentences
- Fast speech

### What they do:

- Goal focused and results driven
- Impatient
- Time conscious
- Willing to get in trouble and take risks for their outcomes
- Rely on gut feeling
- Big picture and hate details
- Need to win
- Direct and forceful
- Comfortable with conflict
- Accept mistakes and move on

### You should try to:

- Communicate briefly - to the point
- Let them take the lead
- Show independence
- Stick to the topic
- Provide the big picture/summary
- Show your competency
- Be clear on rules/expectations

### Be Ready for:

- Little social interaction
- Lack of sensitivity
- Focussed on result not on how it effects people
- Blunt/demanding approach
- Lack of empathy
- The battle.

## What they want from others

### You can help them to learn:

- Listening skills
- To 'soften' body language
- Identifying with others
- 'Soften' body language
- Complement others
- To ask more questions
- Ways to pace themselves
- Relaxing
- To be approachable
- Empathy for others

### They may want from you/workplace

- Power and Authority
- A promotion
- Authority to make changes
- Big Challenges and equal rewards
- Continuous recognition for completed task
- Prestige
- Direct answers
- Freedom from details
- Flexibility
- To win

## Well known D's

Simon Cowell, Madonna, Gordon Ramsey, Pink, Steve Jobs, Donald Trump, Hilary Clinton,

# Using DISC in your day to day!

I - Influence - The Joker

## Main Characteristics of a I

- Captain of Optimism
- Needs to be liked
- Loves the next shiny thing -Variety
- Fun is one of their top 10 values
- Enthusiastic
- Great at influencing and inspiring others
- Doesn't handle conflict/threats well
- Talkative, Centre of Attention
- Great starter/poor finisher
- Loud dresser/Loud Voice
- Bad listener, great talker - especially about themselves
- Don't like boring, strict people

## How to identify a I

### How they talk:

- Asks WHO questions
- Tells vs Asks
- Fast speaker
- Openly express feelings
- Goes off on tangents
- Uses stories and Anecdotes
- Shares personal emotions
- Exaggerates
- Makes small talk

### What they do:

- Animated
- Lots of facial expressions
- May invade your personal space
- They are touchy/feeling
- Short attention span
- Create a good/positive vibe
- Base decisions on people with no criteria
- Fear social rejection

## What they want from others

### You should try to:

- Be relaxed and sociable
- Use humour
- Give them public recognition
- Provide written details
- Let them tell you how they feel
- Keep the conversation light and upbeat
- Approach them formally

### Be Ready for:

- Need for them to be in the spotlight
- Over selling of ideas
- Attempts to persuade/influence
- Fast paced environment
- Straight to the point with little to no filter.

## What they want from others

### You can help them to learn:

- Controlling their time
- Emphasis on clear results
- Sticking to completing the task
- Sense of urgency
- Emotional Control
- Objectivity
- Analysis of data
- Value of procedures

### They may want from you/workplace

- Rewards
- Popularity
- Public recognition
- People to talk to
- Freedom from details
- Opportunity to be heard
- Approval and friendliness
- Casual warm relationships
- Variety
- Freedom to move around

## Well known I's

Jim Carrey, Will Smith, Bill Clinton, Arnold Schwarzenegger, Robin Williams, Jennifer Aniston

# Using DISC in your day to day!

S - Steadiness - Mother

## Main Characteristics of a S

- Calm and steady
- Great listener - make a great counsellor
- Family is top Value
- Give them a job and they will finish it
- Always wants to maintain status quo
- Most loyal of all styles
- Down to earth
- Patient and careful
- Loves predictability and process
- If environment is unorganised, will organise it
- Put self second - long term can lead to low self esteem
- Hates change and will something sabotage it
- Will keep opinions to themselves

## How to identify a S

### How they talk:

- Asks HOW questions
- Warm, caring voice
- Reserved with opinions
- Listens more than talks
- Asks Vs Tells
- Slow, steady delivery
- Makes Small talk

### What they do:

- Have many photo's of family
- Consults others
- Patient and tolerant
- Slow at making decisions
- Driven by comfort and certainty
- Embarrassed by recognition
- Subdued dresser
- Service orientated

## What they want from others

### You should try to:

- Be logical and systematic
- Let them go at their own pace
- Show how important they are
- Provide all the steps to completing a task.
- Tell them about change early
- Provide a secure environment
- Use sincere appreciation

### Be Ready for:

- Friendly approach to others
- Resistance to change
- Difficulty with deadlines
- Difficulty prioritising
- Saying 'yes' to everything, even when under pressure
- Not wanting to disappoint

## What they want from others

### You can help them to learn:

- Openness to change
- Believing their successes are worthwhile
- To say No

- Short cut to methods
- Self Affirmations
- How to make their accomplishments known
- Speak up when having an opinion

### They may want from you/workplace

- Private appreciation
- Status Quo
- Happy, calm relationships
- Standard Procedures
- Security and certainty
- Time to adjust to change
- Listen to them
- Sincerity and openness

## Well known S's

Taylor Swift, Sandra Bullock, David Beckham, Mother Teresa, Princess Diana, Gandhi

# Using DISC in your day to day!

C - Consciences - The Specialist

## Main Characteristics of a C

- Captain of Pessimism
- Needs to be right
- Precise/ process driven
- Bases everything on logic
- Very slow in making decisions
- Takes long time to complete work
- Outstanding finisher
- Very diplomatic
- Respect is one of top 5 values
- Greatest fear - Work criticised
- Doesn't take about family or personal stuff
- Decisions made on facts
- Loves talking about what they specialise in
- Can come across as cold and standoffish
- Under pressure - over critical

## How to identify a C

### How they talk:

- Ask WHY questions
- Asks Vx Tells
- Listens more than talks
- Not a lot of reaction or emotion
- Precise and detailed in speech
- Slower Speech
- Lower in volume
- When they talk, be ready for their researched response

### What they do:

- Focus on task and process
- Orderly
- Meticulous
- Hard to read
- Will look for errors
- Follow the rules
- Time conscious
- Loves working on their own
- Extremely organised

## What they want from others

### You should try to:

- Give clear expectations/ deadlines
- Show loyalty
- Be precise and focussed
- Provide all information
- Be tactful and reserved
- Let them do their job and report back to you.
- Value high standards

### Be Ready for:

- Resistance to vague information
- Desire to double check
- Little need to be with others
- Will not listen if logic is not included
- Communicating through email
- Decisions with no importance to people.

## What they want from others

### You can help them to learn:

- Tolerance to conflict
- To ask for support
- Working within groups
- Acceptance of other ideas
- Tolerance of ambiguity
- Acceptance of their limits
- It's ok to be wrong - learn from it
- Perfection is limiting to their success.

### They may want from you/workplace

- Clear expectations
- No sudden changes
- Chance to show expertise
- Limited exposure
- Business life environment
- Left to to their thing
- Providing with all relevant information

## Well known C's

Albert Einstein, Bill Gates, Tiger Woods, Roger Federer, Clint Eastwood, Meryl Streep.