

## Summary of the DISC System

| STYLE                             | D  | I  | S   | C   |
|-----------------------------------|--|--|---|---|
| <b>Basic Tendencies</b>           | Fast-Paced<br>Task-Oriented  | Fast-Paced<br>People-Oriented  | Slower-Paced<br>People-Oriented   | Slower-Paced<br>Task-Oriented   |
| <b>Greatest Strengths</b>         | Decisive Action<br>Takes Charge<br>Gets Results<br>Self-Confident<br>Independent<br>Risk-Taker | Fun-Loving<br>Involved with Others<br>Enthusiastic<br>Emotional<br>Optimistic<br>Good Communicator | Patient<br>Easygoing<br>Team Player<br>Calming Influence<br>Steady, Stable<br>Good Follow-Through | Accurate<br>Analytical<br>Attentive to Key Details<br>High Standards<br>Intuitive<br>Controlled |
| <b>Natural Limitations</b>        | Impatient<br>Stubborn<br>Harsh or Blunt  | Disorganized<br>Not Detail-Oriented<br>Unrealistic   | Indecisive<br>Over Accommodating<br>Too Passive<br>Sensitive                                      | Too Critical<br>Perfectionistic<br>Overly Sarcastic   |
| <b>Communication</b>              | One Way<br>Direct<br>"Bottom Line"   | Positive<br>Inspiring<br>Persuasive  | Two Way<br>Best Listener<br>Empathic<br>Feedback  | Diplomatic<br>Keen Observer<br>Provides Details   |
| <b>Fears</b>                      | Being Taken Advantage of   | Loss of Social Approval  | Loss of Stability   | Irrational Acts,<br>Criticism of Their Work   |
| <b>Love Language</b>              | Admiration   | Acceptance and Approval  | Appreciation  | Affirmation   |
| <b>Under Pressure</b>             | Autocratic<br>Aggressive<br>Demanding  | Emotional Attack<br>(But May Avoid Public Confrontation)   | Acquiesces<br>Tolerates<br>Complies   | Avoids, Withdraws,<br>Plans Strategy to Get Even  |
| <b>Money Viewed As a Means of</b> | Power  | Freedom  | Showing Love  | Ensuring Security   |
| <b>Decision Making</b>            | Quick:<br>Result-Focused<br>Very Few Facts   | Impulsive<br>Whether It "Feels" Right  | Relational:<br>Trusts in Others   | Reluctant<br>Needs a Lot of Information   |
| <b>Greatest Needs</b>             | Challenges<br>Change<br>Choices<br>Direct Answers  | Fun Activities<br>Social Recognition<br>Freedom from Details                                       | Status Quo/Stability<br>Time to Adjust to Changes, Sincere Appreciation                           | Time to Do Quality Work<br>Facts<br>Time to Analyze   |
| <b>Recharge</b>                   | Physical Activity  | Social Time  | "Nothing" Time  | Private Time  |