

DISC STYLE – READING NATURAL AND ADAPTED GRAPHS

DISC MEASURES

- » What People See
- » Communication Style
- » Behaviors
- » How You Drive...

FOUR STYLES/FOUR STYLE INDICATORS

- D** Dominance – Problems
- I** Influence – People
- S** Steadiness – Pace
- C** Compliance – Procedure

ADAPTIVE STYLE

How a person is currently adapting their style for work

Note where adapting 10+ points

Situational adapting is different from Adapted Style, and can be used to improve communication

NATURAL STYLE

Developed at an early age

Not likely to change

Communication style when not at work and when under stress

ADAPTING STYLE INDICATORS

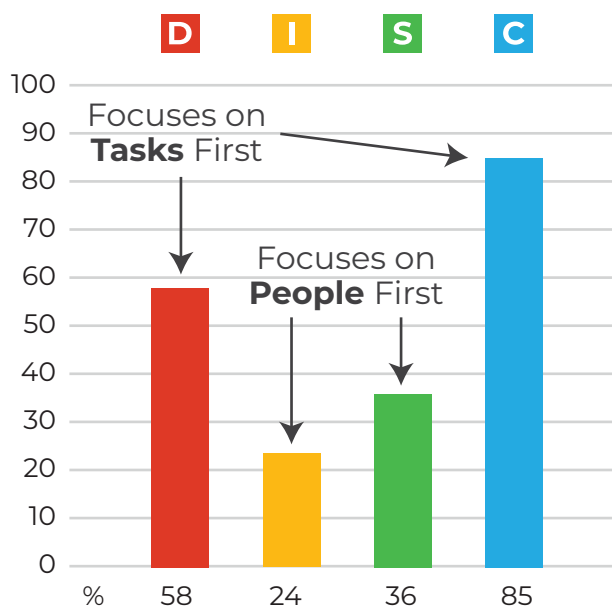
↑ MOVING UP

- D** More assertive and challenge oriented
- I** More outgoing and trusting
- S** Slowing down your activity level, more cautious
- C** More focus on procedure and accuracy

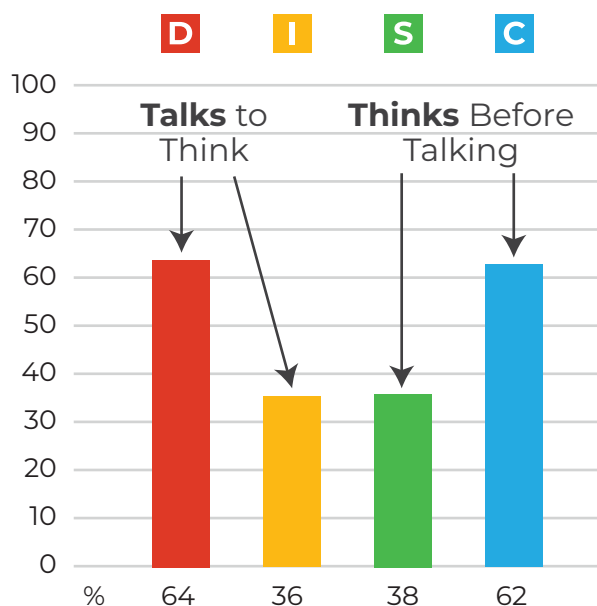
↓ MOVING DOWN

- D** Less assertive and challenge oriented
- I** Less trusting and guarding what you share
- S** Speeding up your activity level and pace
- C** Less focus on procedures and details

ADAPTIVE STYLE: GRAPH I



NATURAL STYLE: GRAPH II



HIGH BEHAVIORAL STYLE DESCRIPTORS

- D** Problems: Forceful, Decisive, Competitive
- I** People: Demonstrative, Enthusiastic, Warm
- S** Pace: Relaxed, Patient, Consistent
- C** Procedure: Worrisome, Careful, Exacting

LOW BEHAVIORAL STYLE DESCRIPTORS

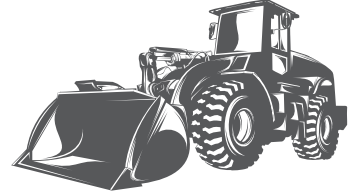
- D** Problems: Low-key, Agreeable, Modest
- I** People: Skeptical, Undemonstrative, Matter of Fact
- S** Pace: Restless, Variety-oriented, Impatient
- C** Procedures: Unsystematic, Uninhibited, Independent

DISC STYLE TENDENCIES

OBSERVABLE BEHAVIORS – HOW I DRIVE

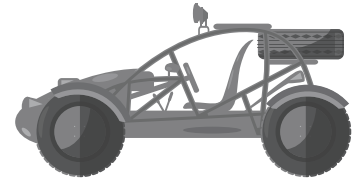
D – High Dominance

- » **Task** Oriented
- » Fast Paced
- » Animated
- » Extrovert – Talks to Think
- » Embraces Change
- » Decides Quickly
- » Direct
- » Urgent
- » Wants to Win
- » Assertive
- » No Time for Details
- » Bottom Line
- » May Be Quick to **Anger**



I – High Influencer

- » **People** Oriented
- » Fast Pace
- » Animated
- » Extrovert – Talks to Think
- » Embraces Change
- » Decides Quickly
- » Direct
- » Optimistic
- » Wants to Talk
- » Upbeat
- » Details Are Not Fun
- » Motivates Others
- » May Be Quick to **Change**



S – High Steadiness

- » **People** Oriented
- » Cautiously Paced
- » Introvert – Thinks Before Talking
- » Resists Change
- » Decides Cautiously
- » Indirect
- » Wants Details
- » Neutral, But Warm
- » Wants Limited Change
- » Good Listener
- » Amiable
- » Team Player
- » May Be Quick to **Agree**



C – High Compliance

- » **Task** Oriented
- » Cautiously Paced
- » Introvert – Thinks Before Talking
- » Resists Change
- » Decides Cautiously
- » Indirect
- » Wants Details
- » Neutral, Appears Distant
- » Analytical
- » Wants to Get it Right
- » Precise
- » Accurate
- » May Be Quick to **See Mistakes**

