

## Strengths and Development Opportunities — DISC Highs

### High D Strengths

- Problem solver, innovative
- Results-oriented, task-focused
- Takes charge, confident
- Time efficient, urgent
- Straightforward, direct
- Competitive, aggressive
- Risk taker, decisive

### High D Limits

- Arrogant, impatient
- Critical and blunt
- Needs to win / be right
- Argumentative, short fuse
- Lacks follow-through
- Not acknowledging

### High I Strengths

- Charming, poised
- Enthusiastic
- Optimistic, trusting, connective
- Popular, outgoing, spontaneous
- Sense of humor
- Persuasive, convincing
- Motivational, inspiring

### High I Limits

- Impulsive
- Emotional
- Talks too much, situational listener
- Has a high need to be liked
- Unrealistic
- Self-promoting

### High S Strengths

- Sincere, great listener, loyal
- Dependable, steady
- Predictable, patient
- Empathetic
- Relaxed, calming
- Humble, modest
- Systematic, methodical

### High S Limits

- Avoids conflict
- Resistant to change
- Non-demonstrative
- Holds grudges
- Gets overwhelmed, can't say no
- Hesitant, not urgent

### High C Strengths

- Accurate, conscientious
- Logical, analytical
- Cautious, careful
- Objective, fact-finder
- Prepared, detail-oriented
- Perfectionist, precise
- High standards, meticulous

### High C Limits

- Skeptical, critical, afraid to make mistakes
- Defensive if criticized
- Bound by procedures, fearful
- Having analysis paralysis
- Reluctant to verbalize feelings
- Micro-manager

## Strengths and Development Opportunities — DISC Lows

### Low D Strengths

- Mild, calm, unassuming
- Not argumentative or competitive
- Patient, undemanding, accommodating
- Inquisitive
- Humble, modest
- Collaborative
- Great listener

### Low D Limits

- Meek and unassertive
- Rarely arguing for their point of view
- Backing down when challenged
- Needing time to think things through
- Too accommodating
- Slow to action

### Low I Strengths

- Practical, objective
- Logical, factual
- Not influenced by need for acceptance
- Skeptical approach
- Well thought-out, prefers facts
- Not impulsive
- Evaluates people and situations well

### Low I Limits

- Critical, blunt
- Pessimistic, negative
- Untrusting, judgmental
- Rarely showing enthusiasm
- Hard to get to know
- Tending to be overly serious

### Low S Strengths

- Multi-tasker, versatile
- Change agent
- Adaptable, Flexible
- Energetic, active
- High urgency, eager
- Always in action, intense
- Never bored

### Low S Limits

- Having a short attention span
- Lacking focus and follow-through
- Getting bored easily, inconsistent
- Impatient, intense
- Impulsive, not well thought-out
- Making everything a priority

### Low C Strengths

- Independent, autonomous, self-reliant
- Confident, bold, uninhibited
- Risk-taker, lives in the gray areas
- Original, resourceful
- Bends the rules, out of the box thinker
- Quick on their feet
- Okay with mistakes

### Low C Limits

- Lacking consistency
- Having little attention to detail
- Having little concern for consequence
- Radical, reckless, not adhering to rules
- Having a short-term focus
- Resentful of close supervision