

Understanding DISC Styles Cheat Sheet

Style	Strengths	Possible Challenges
<p>D</p> <p>Dominant</p> <p>“Get it done!”</p>	<ul style="list-style-type: none"> • Approach: Assertive; competitive; change agent • Managing Self: Self-confident; task-focused • Managing Others: Challenges others; promotes risk-taking • Managing Time: Focuses on big picture, fast-paced 	<ul style="list-style-type: none"> • Approach: Controlling; Straight-forward • Managing Self: Demands results • Managing Others: Blunt; does not offer detailed explanations • Managing Time: Impatient; tempo is too fast for some
<p>I</p> <p>influential</p> <p>“Here to help!”</p>	<ul style="list-style-type: none"> • Approach: Friendly; people-oriented • Managing Self: Focused on how to please others • Managing Others: Open; caring; helpful • Managing Time: Focuses on big picture, moderate-fast pace 	<ul style="list-style-type: none"> • Approach: Impulsive; disorganized • Managing Self: Dependent on acceptance from others • Managing Others: Over-pleases; avoids conflicts; rescues • Managing Time: Focuses on people at the expense of time and tasks; can miss deadlines
<p>S</p> <p>Steady</p> <p>“Avoid unnecessary risk”</p>	<ul style="list-style-type: none"> • Approach: Calm; careful • Managing Self: Plans ways to avoid risks • Managing Others: Committed to helping; pragmatic; humble • Managing Time: Slow-moderate pace; steady and consistent 	<ul style="list-style-type: none"> • Approach: Too careful; hesitant • Managing Self: Puts their needs last • Managing Others: Hard to read; prefers traditional methods • Managing Time: Hesitant at starts; slower-paced tempo
<p>C</p> <p>Conscientious</p> <p>“Ensure the correct approach”</p>	<ul style="list-style-type: none"> • Approach: Professional; endorses high standards • Managing Self: Self-disciplined; analytical • Managing Others: Quiet, reserved, ensures accuracy and quality • Managing Time: Slow-moderate pace; careful and intentional 	<ul style="list-style-type: none"> • Approach: Reserved, unemotional, distant • Managing Self: Self-critical and methodical • Managing Others: Feedback is suppressed; unrealistic standards • Managing Time: Over-analyzing can cause a slower-paced tempo