

Understanding DISC Styles

Style	Strengths	Possible Challenges
D-Dominant "Get it done!"	<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
I-influential "Here to help!"	<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
S-Steady "Avoid unnecessary risk"	<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
C-Conscientious "Ensure the correct approach"	<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