

DISC Overview

	D	I	S	C
DISC Focus	Problems/Challenges	People/Contacts	Pace/Consistency	Procedures/Constraints
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyse
Emotions	Anger, Impatience	Optimism, Trust	Patience, Non-Expression	Fear, Concern
Fears	Being taken advantage of/lack of control	Being left out/loss of social approval	Sudden change/loss of stability and security	Being criticised/loss of accuracy and quality
6	argumentative daring demanding decisive domineering egocentric	emotional enthusiastic gregarious impulsive optimistic persuasive	calming loyal patient peaceful serene team person	accurate conservative exacting fact-finder precise systematic
5	adventurous risk-taker direct forceful	charming influential sociable trusting	consistent cooperative possessive relaxed	conscientious courteous focused high standards
4	assertive competitive determined self-reliant	confident friendly generous poised	composed deliberate stable steady	analytical diplomatic sensitive tactful
3	calculated risk moderate questioning unassuming	controlled discriminating rational reflective	alert eager flexible mobile	own person self-assured opinionated persistent
2	mild seeks consensus unobtrusive weighs pro/con	contemplative factual logical retiring	discontented energetic fidgety impetuous	autonomous independent firm stubborn
1	agreeing cautious conservative contemplative modest restrained	introspective pessimistic quiet pensive reticent suspicious	active change-oriented fault-finding impatient restless spontaneous	arbitrary defiant fearless obstinate rebellious sarcastic

With D's	With I's
<ul style="list-style-type: none"> ● Show them how to win ● Display Reasoning ● Provide concise data ● Agree on goals and boundaries ● Vary Routine ● Compliment them on what they have done ● Provide opportunities for them to lead, impact results 	<ul style="list-style-type: none"> ● Show them that you admire and like them ● Be Optimistic ● Support their feelings and ideas ● Avoid involved details ● Focus on the Big Picture ● Interact and Participate with them - do it together ● Provide acknowledgements, accolades and compliments

With S's	With C's
<ul style="list-style-type: none"> ● Show how your idea minimises risk ● Demonstrate interest in them ● Compliment them on follow through ● Give personal assurances ● Provide a relaxing, friendly, stable atmosphere ● Act non-aggressively, focus on common interests ● Provide opportunities for deep contribution and teamwork 	<ul style="list-style-type: none"> ● Approach indirectly, non-threatening ● Show your reasoning, logic, give data in writing ● Allow them to think, inquire and check before they make decisions ● Tell them "why" and "how" ● Provide opportunities for precision, accuracy and planning for quality results

If you would like to have a comprehensive DISC Report, please contact the TGG Team

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