DISC Overview

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





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With D's	With I's
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	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
Show how your idea minimises risk Demonstrate interest in them Compliment them on follow through Give personal assurances Provide a relaxing, friendly, stable atmosphere	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"
Act non-aggressively, focus on common interests Provide opportunities for deep contribution and teamwork	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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