

DiSC® & The 4 Communication Styles

Dominance

Priorities: getting immediate results, taking action, challenging self and others

Motivated by: power and authority, competition, winning, success

Fears: loss of control, being taken advantage of, vulnerability

You will notice: self-confidence, directness, forcefulness, risk-taking

Limitations: lack of concern for others, impatience, insensitivity

Questioning
Logic-focused
Objective
Skeptical
Challenging

Conscientiousness

Priorities: ensuring accuracy, maintaining stability, challenging assumptions

Motivated by: opportunities to use expertise or gain knowledge, attention to quality

Fears: criticism, slipshod methods, being wrong

You will notice: precision, analysis, skepticism, reserve, quiet

Limitations: overly critical, tendency to overanalyze, isolates self

Thoughtful
Moderate-paced
Calm
Methodical
Careful

influence

Priorities: expressing enthusiasm, taking action, encouraging collaboration

Motivated by: social recognition, group activities, friendly relationships

Fears: social rejection, disapproval, loss of influence, being ignored

You will notice: charm, enthusiasm, sociability, optimism, talkativeness

Limitations: impulsiveness, disorganization, lack of follow-through

Accepting
People-focused
Empathizing
Receptive
Agreeable

Steadiness

Priorities: giving support, maintaining stability, enjoying collaboration

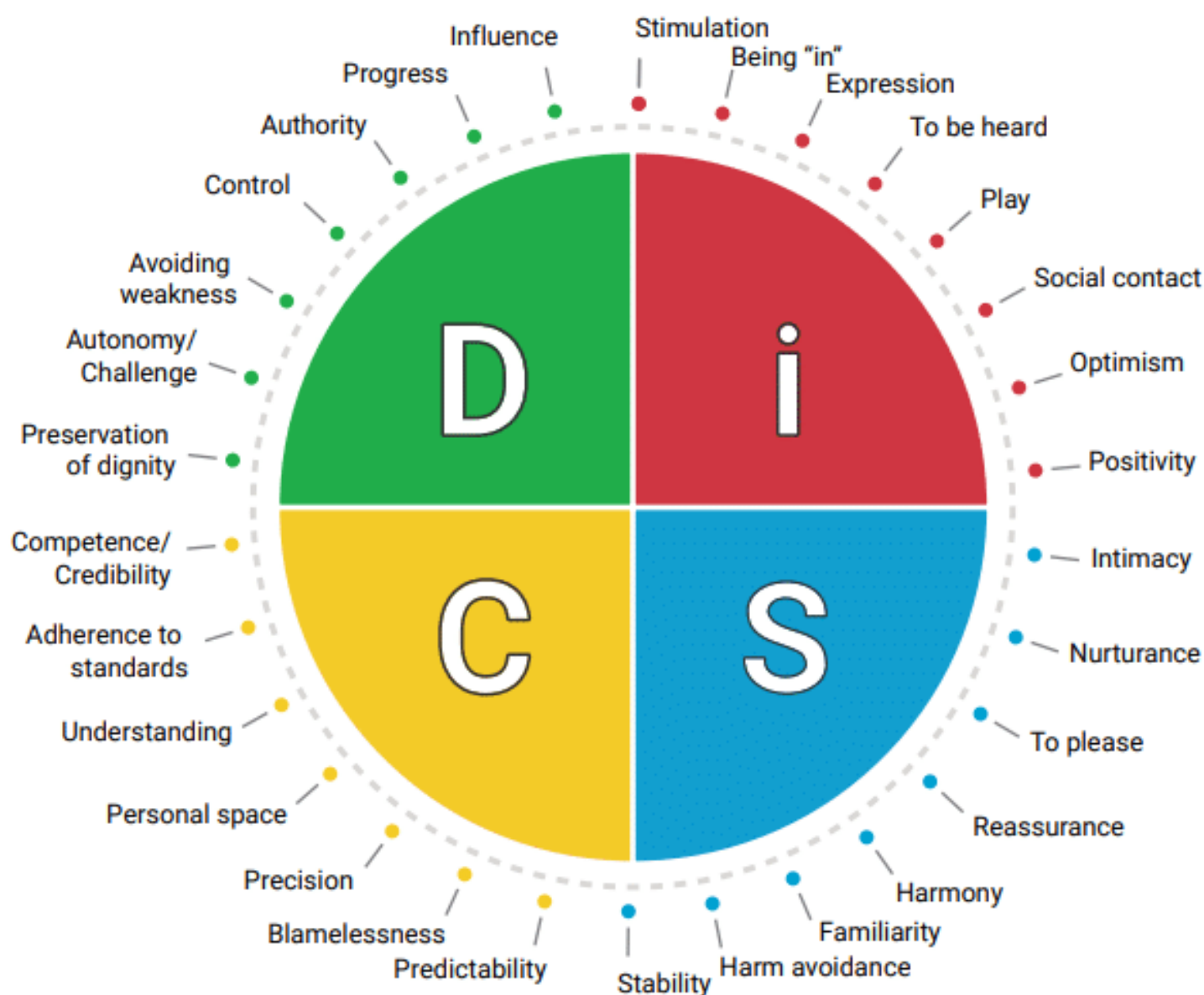
Motivated by: stable environments, sincere appreciation, cooperation, opportunities to help

Fears: loss of stability, change, loss of harmony, offending others

You will notice: patience, team player, calm approach, good listener, humility

Limitations: overly accommodating, tendency to avoid change, indecisiveness

Psychological Needs



Dominance

WORKING EFFECTIVELY WITH THE D STYLE

When Trying to Connect

- Make efficient use of time
- Focus on the topic at hand and avoid going off on tangents
- Expect candor

When Problems Need to Be Solved

- Be aware that they respond well to bold or daring ideas
- Avoid suggesting unrealistically positive scenarios
- Focus on the big picture and avoid overanalysis

When Things Get Tense

- Address issues quickly and directly
- Resist the urge to give in to their demands just to regain harmony
- Avoid taking bluntness personally

Influence

WORKING EFFECTIVELY WITH THE I STYLE

When Trying to Connect

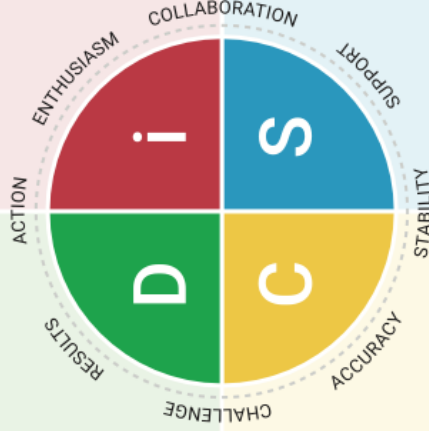
- Be open to collaboration
- Recognize the value of their energy and enthusiasm
- Find ways to recognize them so they feel well-liked and appreciated

When Problems Need to Be Solved

- Remain optimistic while considering all potential issues
- Show them that you're open to creative solutions
- Expect spontaneity

When Things Get Tense

- Avoid personal attacks that could escalate the conflict
- Acknowledge the importance of their feelings
- Let them know that your relationship is still solid despite your differences



WORKING EFFECTIVELY WITH THE C STYLE

When Trying to Connect

- Talk to them about the objective, fact-based aspects of ideas and projects
- Avoid pressuring them for an immediate decision
- Expect skepticism

When Problems Need to Be Solved

- Allow them time for careful analysis
- Show appreciation for their logic
- Don't let them get bogged down in the details

When Things Get Tense

- Support your opinions with logic and facts
- Give them space to process the situation before confronting the issues
- Avoid using forceful or emotional tactics

WORKING EFFECTIVELY WITH THE S STYLE

When Trying to Connect

- Show warmth and concern for their feelings
- Offer your point of view, but take an easygoing approach
- Work collaboratively with them

When Problems Need to Be Solved

- Respect their cautious pace
- Consider other people's feelings when making decisions
- Set a timeline that fits everyone's needs

When Things Get Tense

- Address the situation directly without being confrontational
- Avoid forceful tactics or dismissing the conflict completely
- Show that you sincerely care about resolving the issues

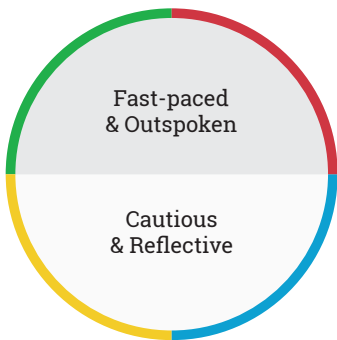
Conscientiousness

Steadiness

PEOPLE READING

Think about someone you work with.

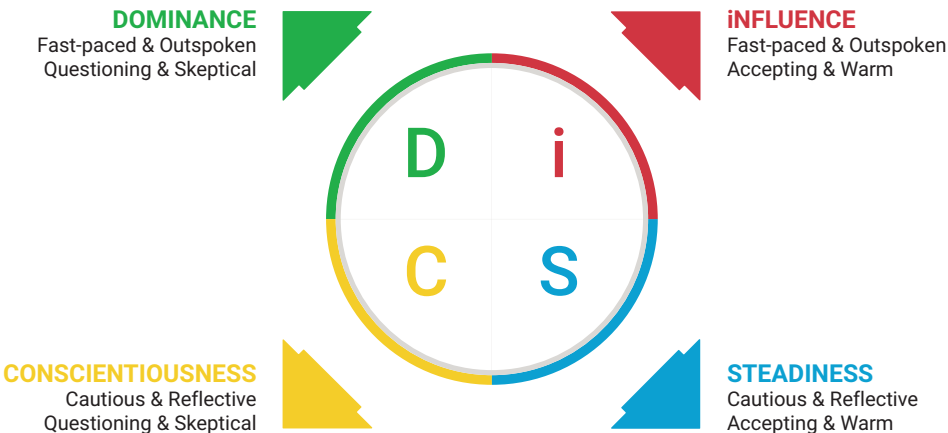
1 Consider whether this person tends to be more:



2 Then, consider whether this person also tends to be more:



3 Now, combine this person's tendencies to determine their DiSC® style.



My Co-Workers' DiSC[®] Styles

Think about the people you work with closely. In the first column group them according to style, remembering that people can be more than one style and everyone is an individual. Capture what you are challenged by and what you appreciate about that style's communication approaches – in general.

	Names	What's Difficult for Me	What I Appreciate
			
			
			
			

Action Plan For Working With Another Style

Employee Name & DiSC Style:

Your Name & DiSC® Style:

Use the information on “You & Other Styles” page (In the Workplace section of the Catalyst™ platform) to think about how to improve your communications with the other person.

STEP 1: HOW DO I SHOW UP WHEN WITH THEM? (Me)

Think of an interaction you had or will have with this person. What thoughts, emotions, or needs do you have when interacting with them?

STEP 2: HOW THEY LIKE TO WORK (You)

How does this person like to work and what are their communication preferences? (Consider their DiSC style) Write down things to keep in mind when communicating with them.

STEP 3: CONNECTION & CHALLENGES WHEN WORKING TOGETHER (Us)

What strengths does this person or their style bring? What do I appreciate about them or their style? Consider potential challenges you may face when working together and write down what you might find most challenging about them or their style.

STEP 4: COMMUNICATION APPROACH


How can you communicate in a way that they will understand or receive well? How can you meet your own needs while also meeting theirs?



Authorized Partner
EVERYTHING DiSC
A Wiley Brand

Authorized Partner
The Five Behaviors
A Wiley Brand

 **Crucial Conversations**
FOR ACCOUNTABILITY

THE 6 TYPES OF
Working Genius


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- Productive Conflict With DiSC®
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- One-on-One Coaching

Speak your
truth!



Dan Kaplan
Owner & Lead Trainer