

How To Utilise DISC More Every Day

High D - Dominance

Other well known high D's

Simon Cowell, Margaret Thatcher, Gordon Ramsey, Madonna, Russell Crowe, George Gregan

How can you spot them

How do they talk:

- Asks WHAT questions
- Tells vs. asks
- Talks more than listens
- Goes right to the issue
- May be pushy, even rude
- Fast speech
- Authoritative tone of control
- Uses acronyms, short sentences

What they do:

- Task focused, Results orientated
- Impatient
- Direct, forceful
- Willing to get in trouble
- Time conscious
- Good eye contact
- History of achievement
- Can rely on gut feelings
- Maverick

What they want from others – D's like others to be direct, straightforward and open to their need for results

You should try to:

- Communicate briefly – to the point
- Respect their need for autonomy
- Be clear about rules/ expectations
- Let them take the lead
- Show your competence
- Stick to the topic
- Show independence

Be ready for:

- Blunt/demanding approach
- Lack of empathy
- Lack of sensitivity
- Little social interaction

How to manage your high D

You can help them learn:

- Identifying with others
- Empathy for others
- More logic, less gut feeling
- Listening skills
- To “soften” body language
- Ways to pace themselves
- Relaxing
- To be approachable
- Complimenting others
- To ask more questions

They may want from you/your organisation:

- Power & authority
- A promotion
- Prestige
- Big challenges
- Authority to make changes
- To know the bottom line
- Freedom from details
- Direct answers
- Flexibility



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High I - Influence

Other well known high I's

Lady Gaga, Jim Carrey, Marc Ellis, Will Smith, Steve Irwin, Bill Clinton, Barrie Humphries

How can you spot them

How do they talk:

- Asks WHO questions
- Tells vs. Asks
- Makes small talk
- Goes off on tangents
- Uses stories or anecdotes
- Faster speech
- Expresses feelings
- Shares personal emotions
- Exaggerates

What they do:

- Animated
- Lots of facial expressions
- Spontaneous
- Laughs out loud
- Stylish dresser
- Shorter attention span
- Warm
- May approach you closely

What they want from others – I's like others to be friendly, emotionally honest and recognised for their contributions

You should try to:

- Approach them informally
- Be relaxed & socialable
- Let them tell you how they feel
- Keep the conversation light
- Provide written details
- Give public recognition
- Use humour

Be ready for:

- Attempts to persuade/ influence
- Need for the spotlight
- Over-estimation of self/ others
- Over-selling of ideas
- Vulnerable to feeling rejected

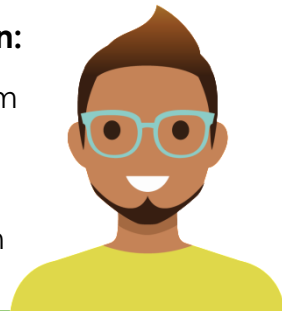
How to manage your high I

You can help them learn:

- More control of time
- Objectivity
- Emphasis on clear results
- Emotional control
- Organisation
- Sense of urgency
- Analysis of data
- Value of procedures

They may want from you/your organisation:

- Popularity
- Visible rewards
- Public recognition
- People to talk to
- Casual warm relationships
- Freedom from details
- Approval & friendliness
- Identification with others



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High S - Steadiness

Other well known high S's

Princess Diana, Taylor Swift, Michael J. Fox, Sandra Bullock, Mother Teresa, David Beckham

How can you spot them

How do they talk:

- Makes small talk
- Asks HOW questions
- Asks vs. tells
- Listens more than talks
- Slow, steady delivery
- Reserved with opinions
- Lowers volume
- Warmth in voice
- Uses first names

What they do:

- Shows photos of loved ones
- Consults others
- Friendly, functional work area
- Patient & tolerant
- Service orientated
- Embarrassed by recognition
- Subdued clothing

What they want from others – S's like others to be relaxed, agreeable and cooperative, and to show appreciation

You should try to:

- Be logical & systematic
- Provide a secure environment
- Tell them about change early
- Use sincere appreciation
- Show how important they are
- Let them go slow into change

Be ready for:

- Friendly approach to others
- Resistance to change
- Difficulty prioritising
- Difficulty with deadlines

How to manage your high S

You can help them learn:

- Openness to change
- Self-affirmation
- How to make their accomplishments known
- Short cut methods
- Effective presentation
- Believing their successes are worthwhile

They may want from you/your organisation:

- Status quo
- Private appreciation
- Happy, calm relationships
- Standard procedures
- Security
- Time to adjust to changes
- Listening
- Sincerity



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High C - Compliance

Other well known high C's

Albert Einstein, Bill Gates, Tiger Woods, Dan Carter, Roger Federer, Clint Eastwood

How can you spot them

How do they talk:

- Asks WHY questions
- Asks vs. Tells
- Listens more than talks
- Not a lot of reaction
- Slower speech
- Lower volume
- Prefer to talk vs. writing
- Gets to the point but talk likes to talk
- Precise speech

What they do:

- Focus on task & process
- Orderly
- Meticulous
- Precise, accurate
- "Sterile" work area
- Time conscious
- Hard to read
- Diplomatic
- Wants to be right

What they want from others – C's like others to minimise socialising, and give details; they value accuracy and attention to detail.

You should try to:

- Give clear expectations/ deadlines
- Show dependability
- Show loyalty
- Be tactful & reserved
- Honour precedents
- Be precise & focused
- Value high standards

Be ready for:

- Discomfort with ambiguity
- Resistance to vague information
- Desire to double check
- Little need to be with others

How to manage your high C

You can help them learn:

- Tolerance of conflict
- To ask for support
- Group participation skills
- Acceptance of others ideas
- Tolerance of ambiguity
- Acceptance of their limits

They may want from you/your organisation:

- Clear expectations
- Attention to their objectives
- Business-like environment
- References & verification
- No sudden changes
- Personal autonomy
- Chance to show expertise
- Limited exposure

