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General Characteristics

D

Dominance – Challenge

How you respond to problems or challenges

Descriptors

Adventuresome Competitive
Daring Decisive
Direct Innovative
Persistent Problem Solver

Value to the Team

Bottom-line organiser
Forward-looking
Challenge-oriented
Initiates activity
Innovative

Ideal Environment

Freedom from controls, supervision and details
An innovative and futuristic-orientated environment
Forum to express ideas and viewpoints
Non routine work
Work with challenge and opportunity

Tendency Under Stress

Demanding
Nervy
Aggressive
Egotistical

Possible Limitations

Overuse of position
Set standards too high
Lack tact and diplomacy
Take on too much, too soon, too far

I

Influence – Contacts

How you influence others to your point of view

Descriptors

Charming Confident
Convincing Enthusiastic
Inspiring Optimistic
Persuasive Popular
Sociable Trusting

Value to the Team

Optimism and enthusiasm
Creative problem solving
Motivates others toward goals
Team player
Negotiates conflicts

Ideal Environment

High degree of people contacts
Freedom from control and detail
Freedom of movement
Forum for ideas to be heard
Democratic supervisor with whom he can associate

Tendency Under Stress

Self-promoting
Overly optimistic
Gabby
Unrealistic

Possible Limitations

Inattentive to details
Be unrealistic in approaching people
Trust people indiscriminately
Situational listener

S

Steadiness – Consistency

How you respond to the pace of the environment

Descriptors:

Amiable Friendly
Good Listener Patient
Relaxed Sincere
Stable Steady
Team Player Understanding

Value to the Team

Dependable team player
Work for a leader and a cause
Patient and empathetic
Logical step-wise thinker
Service-oriented

Ideal Environment

Stable and predictable environment
Environment that allow time to change
Long-term work relationships
Little conflict between people
Freedom from restrictive rules

Tendency Under Stress

Non-demonstrative
Unconcerned
Hesitant
Inflexible

Possible Limitations

Yield to avoid controversy
Difficult in establishing
Dislike of unwarranted change
Difficulty dealing with diverse situations

C

Compliance – Constraints

How you respond to rules and procedures set by others

Descriptors:

Accurate Analytical
Conscientious Courteous
Diplomatic Fact Finder
High Standards Mature
Patient Precise

Value to the Team

Maintains High Standards
Conscientious and Steady
Defines, clarifies, gets information and tests
Objective – "The anchor of reality"
Comprehensive problem solver

Ideal Environment

Where critical thinking is needed
Technical work or specialised area
Close relationship with small group
Familiar work environment
Private office or work area

Tendency Under Stress

Pessimistic
Fussy
Picky
Over critical

Possible Limitations

Be defensive when criticised
Get bogged down in details
Be overly intense for the situation
Appear somewhat aloof and cool