

## DiSC RESULTS – HOW TO SCORE:

Count the total value of D's from each set & put them to the blank line

Count the total value of I's from each set & put them to the blank line

Count the total value of S's from each set & put them to the blank line

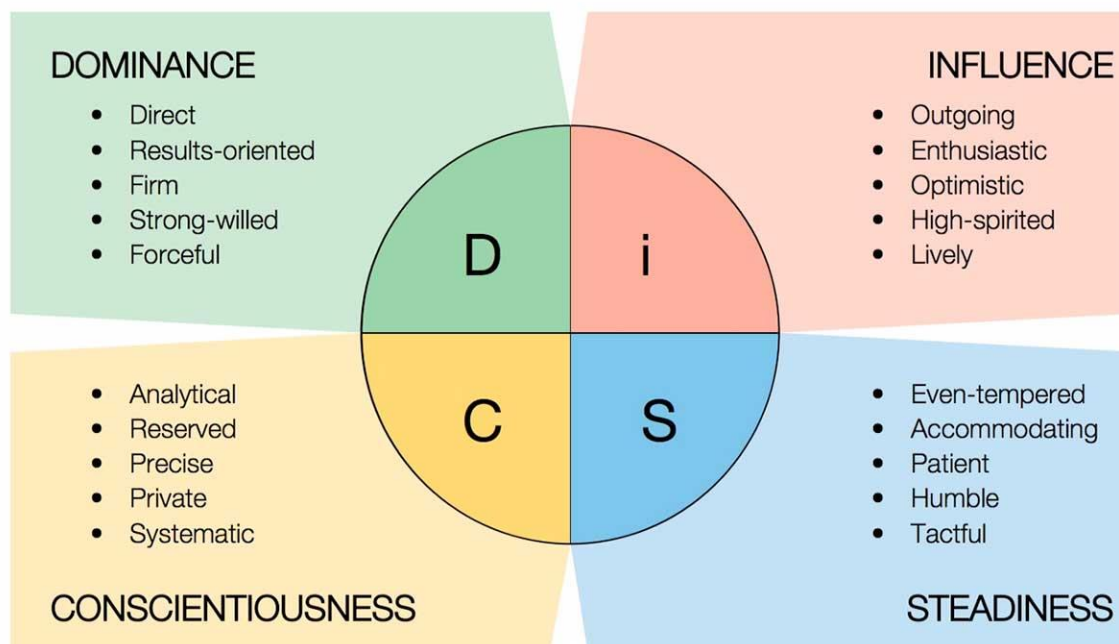
Count the total value of C's from each set & put them to the blank line

Dominant = \_\_\_\_\_

Influential = \_\_\_\_\_

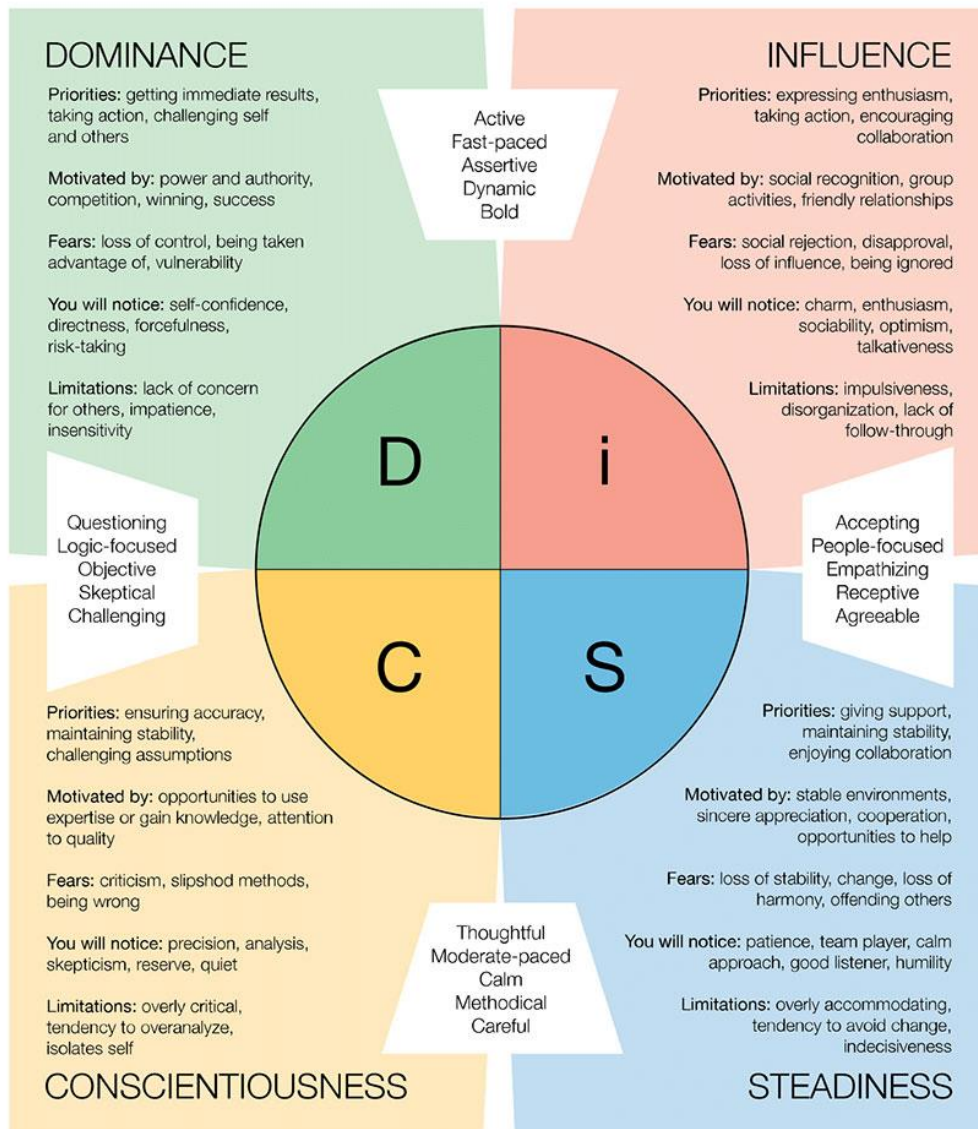
Steady = \_\_\_\_\_

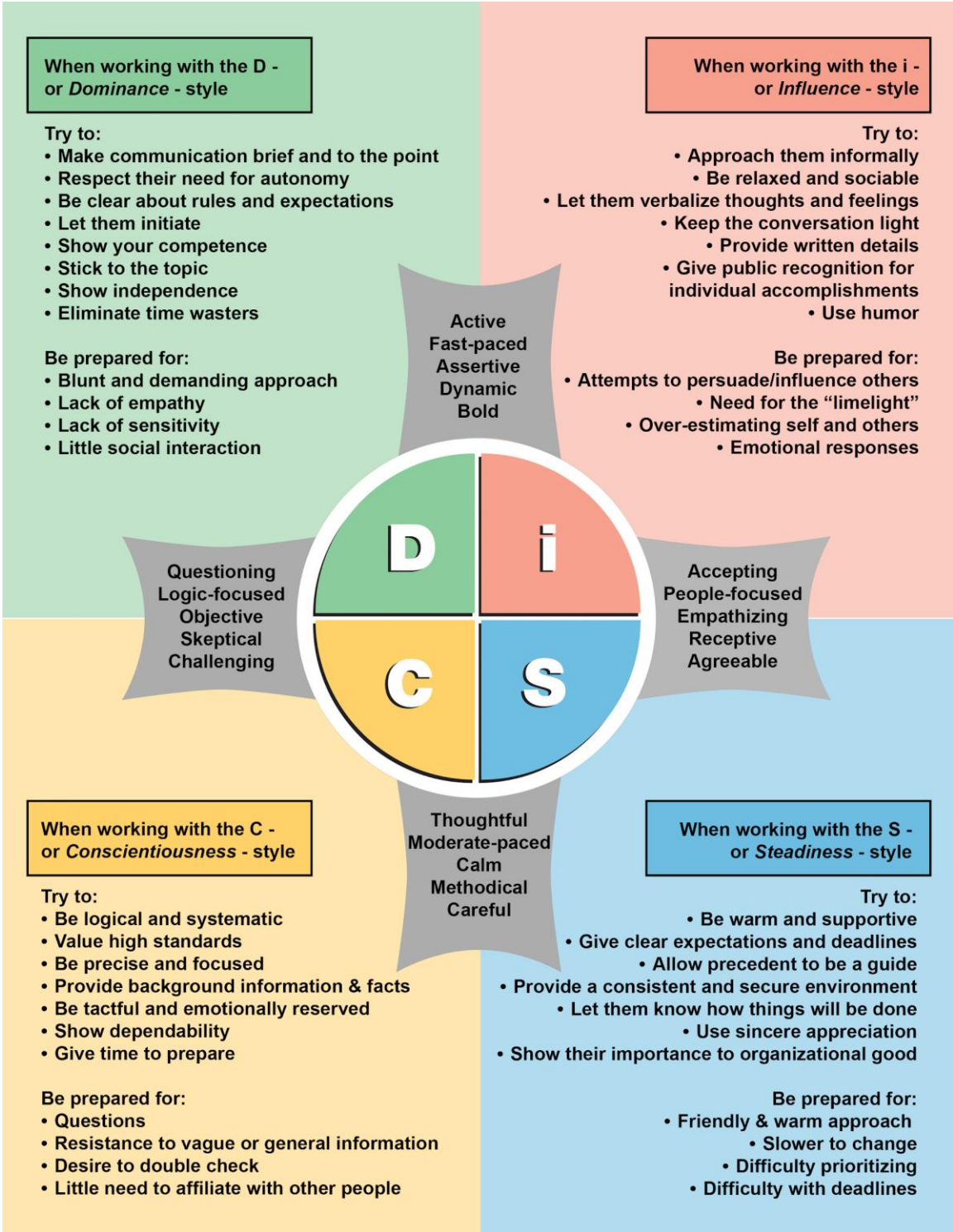
Conscientious = \_\_\_\_\_



## OVERVIEW OF THE DiSC® STYLES

The graphic below provides a snapshot of the four basic DiSC® styles.





**When working with the D - or Dominance - style**

- Try to:
- Make communication brief and to the point
  - Respect their need for autonomy
  - Be clear about rules and expectations
  - Let them initiate
  - Show your competence
  - Stick to the topic
  - Show independence
  - Eliminate time wasters

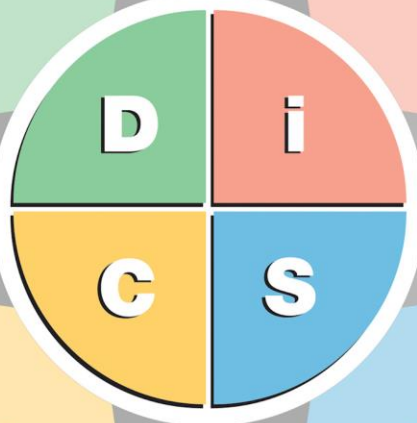
- Be prepared for:
- Blunt and demanding approach
  - Lack of empathy
  - Lack of sensitivity
  - Little social interaction

**When working with the i - or Influence - style**

- Try to:
- Approach them informally
  - Be relaxed and sociable
  - Let them verbalize thoughts and feelings
  - Keep the conversation light
  - Provide written details
  - Give public recognition for individual accomplishments
  - Use humor

- Be prepared for:
- Attempts to persuade/influence others
  - Need for the "limelight"
  - Over-estimating self and others
  - Emotional responses

Questioning  
Logic-focused  
Objective  
Skeptical  
Challenging



Accepting  
People-focused  
Empathizing  
Receptive  
Agreeable

**When working with the C - or Conscientiousness - style**

- Try to:
- Be logical and systematic
  - Value high standards
  - Be precise and focused
  - Provide background information & facts
  - Be tactful and emotionally reserved
  - Show dependability
  - Give time to prepare

- Be prepared for:
- Questions
  - Resistance to vague or general information
  - Desire to double check
  - Little need to affiliate with other people

Thoughtful  
Moderate-paced  
Calm  
Methodical  
Careful

**When working with the S - or Steadiness - style**

- Try to:
- Be warm and supportive
  - Give clear expectations and deadlines
  - Allow precedent to be a guide
  - Provide a consistent and secure environment
  - Let them know how things will be done
  - Use sincere appreciation
  - Show their importance to organizational good

- Be prepared for:
- Friendly & warm approach
  - Slower to change
  - Difficulty prioritizing
  - Difficulty with deadlines

