


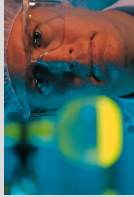


Overview of DISC Styles

	Description	Motivators	Strengths
<p>Dominant</p>  <p>Just do it!</p>	<p>"PROBLEM" Oriented</p> <ul style="list-style-type: none"> • Independent, persistent, direct • Energetic, busy, fearless • Focus on goals more than people • Accept challenges, make quick decisions • Cause actions and get immediate results • Value power, authority, and prestige 	<ul style="list-style-type: none"> • Achievement and control; need to feel that they are driving a situation and they will consequently be more receptive if they feel in full control of a situation. • Challenges, "I'll bet you can't" • Getting results • Power and authority 	<ul style="list-style-type: none"> • Decisiveness • Efficiency • Leadership • Pioneering • Determination • Drive • Action
<p>Influence</p>  <p>Don't worry, be happy!</p>	<p>"PEOPLE" Oriented</p> <ul style="list-style-type: none"> • Social, persuasive, friendly • Energetic, busy, optimistic, popular • Imaginative, focus on the new and future • Focus more on people than tasks • Generate enthusiasm, entertain others • Enjoy freedom of expression, participate in groups 	<ul style="list-style-type: none"> • Positive communication; wish to develop a real rapport with a person before reacting to specific ideas or proposals. • Applause • Public recognition • Persuading others 	<ul style="list-style-type: none"> • Persuasive • Fun Loving • Optimistic • Motivating • Entertaining • Upbeat Personality • Outgoing
<p>Steady</p>  <p>Don't rock the boat!</p>	<p>"PACE" Oriented</p> <ul style="list-style-type: none"> • Consistent, like stability, maintenance of status quo • Accommodating, peace-seeking • Like helping and supporting others • Good listeners and counselors • Close relationships with few friends • Demonstrates patience and shows loyalty • Performs in a consistent manner 	<ul style="list-style-type: none"> • Time; dislike sudden change or interruption, and need time and patience to adapt to new situations. • Sincerity • Private recognition • Cooperating on tasks 	<ul style="list-style-type: none"> • Likeable • Steadfast • Patience • Listening • Teamwork • Empathy • Sensitivity
<p>Conscientious</p>  <p>Measure twice, cut once!</p>	<p>"PROCEDURES" Oriented</p> <ul style="list-style-type: none"> • Logical, fact-based, organized, follow rules • Think analytically, weigh pros and cons • Follow rules and standards • Value quality and accuracy • Like clearly defined performance expectations • Use a systematic approach to situations 	<ul style="list-style-type: none"> • Fact and Details; need to be able to understand the implications and probable effects of a proposal before they can come to accept it, and this means a precise and methodical approach. • Developing better systems • Ensuring quality and accuracy 	<ul style="list-style-type: none"> • Preciseness • Organized • Scrupulous • Planning • Systematic • Logic • Patience