

dando

DISC PROFILES GUIDE

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D - DOMINANCE

Emphasizes:	shaping the environment by overcoming opposition and challenges.
Tendencies:	getting immediate results, taking action, accepting challenges, making quick decisions.
Motivated by:	challenge, power and authority, direct answers, opportunities for individual accomplishments, freedom from direct control, new and varied activities.
Fear:	loss of control in their environment; being taken advantage of .
You will notice:	self-confidence, decisiveness, risk-taking.
Limitations:	lack of concern for others, impatience, moving forward without considering outcomes.

I - INFLUENCE

Emphasizes:	shaping the environment by persuading and influencing others.
Tendencies:	involvement with people, making a favorable impression, enthusiasm, entertaining, group participation.
Motivated by:	social recognition, group activities, relationships, freedom of expression, freedom from control and detail.
Fear:	social rejection, disapproval, loss of influence.
You will notice:	enthusiasm, charm, sociability, persuasiveness, expression of emotion.
Limitations:	impulsiveness, disorganization, lack of follow-through.

S-STEADINESS

Emphasizes:	achieving stability, accomplishing tasks by cooperating with others.
Tendencies:	calm, patient, loyal, good listener.
Motivated by:	infrequent change, stability, sincere appreciation, cooperation, using traditional methods .
Fear:	loss of stability, the unknown, change, unpredictability.
You will notice:	patience, a team player, stability, methodical approach, calm, easy-going nature, concern for group.
Limitations:	overly willing to give, putting their needs last, resistant to positive change.

C-CONSCIENTIOUSNESS

Emphasizes:	working within circumstances to ensure quality and accuracy.
Tendencies:	attention to standards and details, analytical thinking, accuracy, diplomacy, indirect approaches to conflict.
Motivated by:	clearly defined performance expectations, quality and accuracy being valued, reserved and business-like atmosphere, articulated standards.
Fear:	criticism of work, slipshod methods, situations emotionally out of control.
You will notice:	behavior that is cautious, precise, diplomatic, restrained, perfectionistic, factual.
Limitations:	overly critical of self and others, indecisive because of a desire to collect and analyze data, hampered creativity by need to follow rules.

	<u>DOMINANCE</u>	<u>INFLUENCER</u>	<u>STEADY</u>	<u>COMPLIANT</u>
BEHAVIOR PATTERN	Self-contained Direct	Open Direct	Open Indirect	Self-contained Indirect
APPEARANCE	Businesslike Functional	Fashionable Stylish	Casual Conforming	Formal Conservative
WORK SPACE	Busy Formal Efficient Structured	Stimulating Personal Cluttered Friendly	Personal Relaxed Friendly Informal	Structured Organized Functional Formal
WANTS TO MAINTAIN	Success	Status	Relationship	Credibility
SUPPORT THEIR	Goals	Ideas	Feelings	Thoughts
ACHIEVES	Leadership	Playfulness	Conformity	Correctness
ACCEPTANCE BY:	Competition	Stimulating	Loyalty	Thoroughness
LIKE YOU TO BE:	To the point	Stimulating	Pleasant	Precise
WANT TO BE:	In charge	Admired	Liked	Correct
IRRITATED BY:	Inefficiency Indecision	Boredom Routine	Insensitivity Impatience	Surprise Unpredictability
MEASURES PERSONAL WORTH BY:	Results Track Record Measurable Progress	Acknowledgement Recognition Applause Compliments	Compatibility with others. Depth of relationship.	Precision Accuracy Activity
DECISIONS ARE:	Decisive	Spontaneous	Considered	Deliberate
PACE:	Fast Decisive	Fast Spontaneous	Slow Easy	Slow Systematic
FEARS MOST:	Losing control/ Being taken advantage of	Rejection/Social Disapproval	Sudden Change/ Losing Security	Violation of Standards/ Criticism of Performance

