



# DiSC Personality Types

Based on the Everything DiSC Model

## Dominance

Driven  
Direct  
Decisive  
Strong-willed  
Self-confident  
Daring  
Determined  
Fast-paced

## Influence

Charming  
Collaborative  
Energizing  
Trusting  
Enthusiastic  
Impulsive  
Optimistic  
Persuasive

## Conscientiousness

Cautious  
Systematic  
Private  
Objective  
Analytical  
Diplomatic  
Accurate  
Reserved

## Steadiness

Calm  
Patient  
Predictable  
Deliberate  
Stable  
Warm  
Passive  
Loyal

# Outgoing/Active

Fast-paced  
Optimistic  
Energetic  
Involved  
Positive  
Enthusiastic



# Reserved/Passive

Slower-paced  
Cautious  
Concerned  
Reluctant  
Critical Thinking  
Discerning

# D strengths, basic needs, leadership style



- Strong-willed
- Determined
- Optimistic
- Practical
- Productive
- Decisive
- Leader
- Confident



- Challenge
- Choices
- Control



- Lead directly

“They lead the team from out in front. Their attitude is, I’m going, follow me.”

# Communicating with D styles

Give them the bottom line.

Be brief and speak up.

Focus your discussion narrowly.

Avoid generalizations.

Refrain from repeating yourself.

Focus on solutions rather than problems.



# i strengths, basic needs, leadership style

**S**

- Friendly
- Compassionate
- Carefree
- Talkative
- Outgoing
- Enthusiastic
- Warm
- Personable
- Fun

**BN**

- Recognition
- Approval
- Popularity

**LS**

- Lead from the middle

“They inspire other to join them in the overall team effort.”

# Communicating with i styles

Share your experiences.

Allow them time to ask questions and talk.

Focus on the positives.

Avoid overloading them with details.

Don't interrupt them.

Show respect for their spontaneity, high energy, and optimism.



# S strengths, basic needs, leadership style



- Calm
- Dependable
- Easygoing
- Trustworthy
- Efficient
- Practical
- Conservative
- Diplomatic



- Appreciation
- Assurance
- Security



- Lead from behind

“Encouraging the team to move forward with their words affirmation.”

# Communicating with S styles

Be personal and amiable.

Express your interest in them.

Let them know what you expect of them.

Take time to provide clarification.

Be polite.

Avoid being confrontational or too aggressive.



# C strengths, basic needs, leadership style

S

- Gifted
- Analytical
- Sensitive
- Perfectionistic
- Aesthetic
- Idealistic
- Loyal
- Self-sacrificing
- Thorough

BN

- Quality Answers
- Excellence
- Value

LS

- Lead from the side

“Make sure everyone is in step and following the right procedures.”

# Communicating with C styles

Focus on facts and details.

Minimize “pep talk” or emotional language.

Be patient, persistent, and diplomatic.

Respect their preference to work independently.

Don't be put off by their more detached approach.

Allow time to get to know each other better to avoid misunderstanding.





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