

Summary of the DISC System

Style	D	I	S	C
Basic Tendencies	Fast-Paced Task-Oriented	Fast-Paced People Oriented	Slower-Paced People-Oriented	Slower-Paced Task-Oriented
Greatest Strengths	Decisive Action Takes Charge Gets Results Self-Confident Independent Risk Taker	Fun-Loving Involved W/ Others Enthusiastic Emotional Optimistic Good Communicator	Patient Easygoing Team Player Calming Influence Steady, Stable Good Follow-Through	Accurate Analytical Attentive To Key Details High Standards Intuitive Controlled
Natural Limitations	Impatient Stubborn Harsh or Blunt	Disorganized Non-Detail-Oriented Unrealistic	Indecisive Over-Accommodating Too Passive Sensitive	Too Critical Perfectionist Overly Sarcastic
Communication	One-Way Direct “Bottom Line”	Positive Inspiring Persuasive	Two-Way Best Listener Empathetic Feedback	Diplomatic Keen Observer Provides Details
Fears	Being Taken Advantage of	Loss of Social Approval	Loss of Stability	Irrational Acts Criticism of Their Work
Love Language	Admiration	Acceptance and Approval	Appreciation	Affirmation
Under Pressure	Autocratic Aggressive Demanding	Emotional Attach (But May Avoid Public Confrontation)	Acquiesces Tolerates Complies	Avoids Withdraws Plans Strategy to Get Even
Money Viewed As A Means Of	Power	Freedom	Showing Love	Insuring Security
Decision Making	Quick Result-Focused Very Few Facts	Impulsive Whether It “Feels” Right	Relational Trusts in Others	Reluctant Needs a Lot of Information
Greatest Needs	Challenges Change Choices Direct Answers	Fun Activities Social Recognition Freedom From Details	Status Quo/Stability Time to Adjust to Changes Sincere Appreciation	Time to do Quality Work Facts Time To Analyze
Recharge	Physical Activity	Social Time	“Nothing” Time	Private Time