

The "D" Personality Type

Direct, Decisive, Driven

The DISC Behavioral model describes four basic patterns, none of which is better or worse than any of the others.

Very few people are purely one type. (Most of us are a combination of types.) This description is of someone who is almost completely a **D**. See if it describes you or someone you know. (Again, remember it describes an extreme form of a behavior that is often much more nuanced.)

If you are a D personality type, you are concerned about RESULTS..

- You enjoy solving problems, getting things done, and achieving goals.
- You want to be in charge. (You dislike being told what to do.
- You set high standards for performance (your own and other people's).
- You trust your ability to produce results.
- You enjoy challenges and competition.
- You are willing to take risks, challenge the status quo, and break the rules.
- You make decisions quickly.
- You are impatient with people who "waste time" by talking or planning, who you think are incompetent, or who resist change.
- You don't mind telling people they're wrong. You value "telling it like it is." You can be blunt.
- You bore easily.
- You get angry quickly (and you get over it quickly).

You are energized by...

- Working in a fast-paced, results oriented environment
- Being in charge
- Taking on new opportunities and challenges
- Having the authority to determine how things are done
- Being able to advance in your career

You lose energy when you...

- Are closely supervised or micromanaged
- Are questioned or overruled
- Can't affect the outcome
- Have limited access to resources
- Perform routine, predictable tasks

At your best you can...

- Get things done, either by yourself or as a group leader.
- Be bold and adventurous.
- Mobilize people to solve a problem, confront an enemy, or achieve a goal.

You can be a pioneer, a crusader, a leader, a visionary. Type A personality. CEO of business.

When you are stressed out, you can...

- Be blunt to the point of being rude. Like a tank, you run over people's feelings.
- Be hypercritical, demanding, and short-tempered.
- Make rash and reckless decisions.
- Explode when you don't get your way.

At your worst, you can be a bully, a loud mouth, a tyrant.

To be your best...

- Take time to gather information and think through the consequences of your decisions.
- Instead of just announcing your decision, explain your reasoning.
- Consult others, respect their input, and keep them informed.

Cultivate patience. See the value of cooperation.

###

How to RECOGNIZE a D personality type...

- They tend to be active, extroverted, and always in a rush.
- They speak loudly, interrupt others, and come right to the point in conversation.
- They like to take charge of meetings and to set the agenda and make the rules.
- They can be aggressive, blunt, and impatient.

How to WORK with a D personality type...

- Be clear, specific, and to the point.
- Be prepared. Present your requirements, objectives, and support material without wasting their time.
- Involve them in developing a solution. Let them decide how to accomplish it and give them the freedom to do it by themselves.
- Clarify the limits of their authority and available resources.
- Don't back down when they attack. Take issue with the facts without confronting the person directly.

What NOT to do around a D personality type...

- Chitchat. Try to develop a relationship. Approach them casually.
- Waste their time.
- Tell them what to do and expect them to do it.
- Expect them to pick up on your feelings or unspoken agenda.

=====

The "I" Personality Type Influence, Image, Enthusiasm

The DISC Behavioral model describes four basic patterns, none of which is better or worse than any of the others.

Very few people are purely one type. (Most of us are a combination of types.) This description is of someone who is almost completely an **I**. See if it describes you or someone you know. (Again, remember it describes an extreme form of a behavior that is often much more nuanced.)

If you are an I personality type, you are concerned about COMMUNICATION and PEOPLE.

- You are optimistic, charming, and outgoing.
- You are a "people person."
- You genuinely like people, and you want them to like you.
- You trust people and enjoy bringing out their best.
- You are a consummate communicator. You enjoy telling stories and you tend to exaggerate.
- You enjoy meeting new people, working with others, and networking.
- You tend to ignore the rules (since you don't think they really apply to you).
- You are energized by working with people and you energize any group you work with.
- You see the "big picture" and you can be inspirational.
- You dislike details and you can be scattered.

You are energized by...

- Working with people in a fast-paced, varied environment
- Being in the spotlight (not necessarily being in charge)
- Tackling new projects and learning new things
- Gaining public recognition
- Initiating change and being able to be creative

You lose energy by...

- Being around negative, cold, or pessimistic people
- Performing routine, detailed tasks
- Being held to rigid schedules
- Working alone
- Feeling left out
- Being criticized in public

At your best you can...

- Communicate a vision, mission, or goal in a way that inspires others to adopt it and work toward achieving it.
- Be enthusiastic and creative.
- See the best in others and you help them believe in their abilities.

You can be a networker, a motivator, a catalyst. Manager of a business.

When you are stressed out, you can...

- Shirk your homework, relying on your ability to talk your way out of any trouble.
- Lack follow — through, rarely finishing what you begin. You can overpromise and underdeliver.
- Be superficial and glib.

At your worst, you can be a gossip, a blow hard, a light weight.

To be your best...

- Develop time management skills.
- Listen. Question. Pause. Consider.
- Be more discriminating. Learn how to appraise people more realistically.
- Resist the urge to do something new. Rein in your impulsiveness.

Cultivate perseverance. Become more reflective.

#

How to RECOGNIZE an I personality type...

- They tend to be extroverted, friendly, and charming.
- They speak with animation (using gestures and facial expressions), tell stories, and laugh.
- They like to make gatherings (meetings, sales presentations, etc.) into social events.
- They enjoy working with people, often trying to include others in their projects.

How to WORK with an I personality type...

- Be friendly. Start your conversation in a personable way before getting down to business.
- Help them set clear, realistic goals. Develop timetables and check back with them frequently.
- Maintain an open door policy with them. Make them feel included.
- Set clear objectives and time frames for any major task.
- Look for ways to make the best use of their verbal skills.

What NOT to do around an I personality type...

- Bore them with details.
- Freeze them out. Exclude them. Make them feel like an outsider.
- Ignore their ideas.
- Expect them to cope well with bureaucracy.

=====

The "S" Personality Type Steady, Stable, Supportive

The DiSC Behavioral model describes four basic patterns, none of which is better or worse than any of the others.

Very few people are purely one type. (Most of us are a combination of types.) This description is of someone who is almost completely an **S**. See if it describes you or someone you know. (Again, remember it describes an extreme form of a behavior that is often much more nuanced.)

If you are an S personality type, you are concerned about RELATIONSHIPS and PROCESS...

- You are loyal.
- You are sympathetic, friendly, and supportive.
- You are a good listener and a team player.
- Your goal is to help people.
- You respect the way things have always been done, and you are slow to change.
- You work hard — often behind the scenes — at creating a stable, harmonious environment.
- You dislike conflict and sudden change.
- You are patient. You stick with a project from beginning to completion.
- You believe that the environment is favorable, but that you lack the ability to affect it.

You are ENERGIZED by...

- Cooperating with others
- Working in a stable, harmonious environment where you can complete one task at a time
- Being recognized for your loyalty and service
- Having clearly defined — and unchanging — rules and expectations
- Working with a small group of people where you can develop relationships

You LOSE energy by...

- Dealing with sudden, unexpected change
- Being around competitive, aggressive, and confrontational people
- Lacking the support of supervisors or peers
- Being pressured to make decisions or implement change
- Seeing other people get the credit for your hard work
- Being judged unfairly

At your BEST you can...

- Reconcile factions, calm tensions, and stabilize unsettled situations.
- Be patient and persistent.
- Be a dependable and hardworking team-player.

You can be a peacemaker, a reconciler, a calming influence. A helpful employee at a business.

When you are STRESSED you can...

- Take criticism of your work as a personal affront. You are too hard on yourself.
- Resist change passively.
- Wait for people in authority to tell you what to do and then you lead them to believe, falsely, that you will comply.
- Shake your head, shrug your shoulders, and say, What's the use?

At your worst, you can be a victim, a defeatist, a martyr.

To be your best...

- Become more flexible with your routines, more willing to negotiate change.
- Develop your assertiveness skills.

- Know that other people don't know what you're feeling or thinking. Learn how to disclose yourself appropriately.

Cultivate assertiveness. Become more flexible.

###

How to RECOGNIZE an S personality type...

- They tend to be quiet and indirect and casual. They don't show their emotions.
- They speak slowly and in a relaxed pace, as if they have nowhere important to go.
- They are good listeners. They encourage others to talk about themselves.
- They prefer to follow, not to lead. They like working with others in small groups.

How to WORK with an S personality type...

- Be friendly. Start your conversation in a personable way before getting down to business.
- Tell them about future changes to give them time to adjust.
- Chat with them frequently. Ask them about themselves.
- Assign them fewer, larger projects.
- Encourage them to speak up at meetings.

What NOT to do around an S personality type...

- Pop changes on them.
- Confront them directly or make them feel personally attacked.
- Question their loyalty.
- Expect them to cope well with hostility or disapproval.

=====

The "C" Personality Type Conscientious, Correct, Careful

The DISC Behavioral model describes four basic patterns, none of which is better or worse than any of the others.

Very few people are purely one type. (Most of us are a combination of types.) This description is of someone who is almost completely a "C". See if it describes you or someone you know. (Again, remember it describes an extreme form of a behavior that is often much more nuanced.)

If you are a C personality type you are concerned about **QUALITY** and **ACCURACY**.

- You want to be right.
- You research every aspect of a situation and consider every eventuality before making a decision.

- You value your reputation for being accurate and logical.
- You like systems and procedures that produce predictable and consistent outcomes.
- You look for what could go wrong.
- You read the fine print. You are a stickler for detail.
- You prefer to work alone.
- You have very high standards, especially for yourself. You can be a perfectionist.

You are energized by...

- Being right
- Having access to information and data
- Having time to investigate the problem, formulate a plan, and carry it through to completion
- Being dealt with in a reserved, business-like manner
- Being recognized and rewarded for specific accomplishments

You lose energy by...

- Dealing with sudden or abrupt change
- Being required to socialize, to deal with emotionally charged situations, and to disclose personal information
- Lacking the time to process information or to evaluate consequences
- Being criticized by people who don't understand the situation
- Working in a system that lacks quality control or safety regulations

At your best you can...

- Be fair and objective, not letting feelings or personal biases get in the way of doing the right thing.
- Ask the right questions.
- Maintain high standards in spite of pressures to compromise values or the quality of work.

You can be a clear thinker, an analyst, a diplomat. Financial dept at a business.

When you are stressed out you can...

- Suffer from analysis paralysis. You get bogged down in details.
- Withhold information and become stubborn.
- Become overly critical -- of others and of yourself.
- Tell ideas instead of selling ideas.

At your worst, you can be a nit picker, a hoarder, an automaton.

To be your best...

- Become more open to other people's ways of thinking and communicating.
- Learn when it is appropriate to settle for good enough.
- Gain perspective on the consequences of being wrong.
- Know that you don't have to know everything before voicing an opinion or making a decision.

Cultivate acceptance. Become more assertive.

###

How to RECOGNIZE a C personality type...

- They tend to be quiet and indirect and formal. They appear cautious.
- They speak slowly and matter-of-factly, trying to avoid mistakes.
- They rarely speak up at meetings.
- They prefer to go off by themselves and to collect data and make plans.
- Their offices are neat.

How to WORK with a C personality type...

- Get right down to business. Present the facts. Focus on the issue.
- Involve them in defining standards and developing procedures.
- Ask their opinions. Wait for them to answer. Listen.
- Involve them in long term planning.
- Respect their personal limits.
- Train them in people skills and negotiating.

What NOT to do around a C personality type...

- Do not pop changes on them.
- Ask them to take on multiple projects at one time.
- Spend time on their feelings or ask them how they're really doing.
- Expect them to cope well with change.