

## DISC Personality Profiles

	<b>DOMINANCE</b>	<b>INFLUENCE</b>	<b>STEADINESS</b>	<b>COMPLIANCE</b>
Characteristics:	Active, Forceful, Direct	Talkative, Emotional, Impulsive	Agreeable, Cooperative, Friendly	Detail-Oriented, Careful, Thorough
Values:	Challenge, Achievement	Affiliations, Optimism	Relationships, Security	Credibility, Accuracy
Dislikes:	Wasting Time, Indecision	Negativity, Being Left Out	Conflict, Change	Low Standards, Non-Compliance
Will Avoid:	Being Taken Advantage Of	Social Rejection	Loss of Stability	Criticism of Their Work
Under Stress:	Impatient, Argumentative	Disorganized, Self-Promoting	Possessive, Withdrawn	Overly Critical, Fearful
Decisions Are Based On:	Quick Results	Spontaneous Excitement	Thoughtful Consequences	Deliberate Facts
Take Time To Be:	Efficient	Stimulations	Agreeable	Correct
Give Them:	Option, Probabilities	Testimonials, Incentives	Guarantees, Assurances	Evidence, Details
Quick Indicators:	Fast-Paced Task-Oriented Extroverted	Fast-Paced People-Oriented Extroverted	Slow-Paced People-Oriented Introverted	Slow-Paced Task-Oriented Introverted
Do:	Be clear, specific, brief and to the point. Stick to business and the facts. Come with support and materials and rationale.	Provide a warm and friendly environment. Put details in writing and follow up. Ask for input and listen to ideas.	Show sincere interest in them. Present case softly, non-threatening. Ask "how" questions to draw out opinions.	Prepare your "case" in advance. Be accurate and objective. Follow rules and regulations.
Don't:	Tell stories or share unwanted details. Leave loopholes or cloudy issues. Appear disorganized or scattered	Be curt, cold or tight-lipped. Control the conversation. Drive on facts, figures and data.	Overload them with "to-dos." Be domineering or demanding. Force them to respond quickly.	Be too emotional, casual or loud. Push too hard or have unrealistic deadlines. Exaggerate or "shoot from the hip."