



# Communicating and Collaborating with DISC

Use this guide as a way to communicate and collaborate with each DISC style:

## STYLE

## HOW TO COLLABORATE

D

Directing

- **When collaborating: Get to the point.**
- Be fully authentic – don't sugar coat.
- They will be direct – don't take it personally.
- Explain how this will allow them to speed up rather than slow down.
- D's may say anything to get out the door – they are busy!
- Ensure full understanding and agreement.

I

Influencing

- **When collaborating: Take the time to be personable.**
- Like to be fully involved – let them take ownership of the solution.
- Creative and energetic – encourage this.
- Don't mistake enthusiasm for understanding – clear action plans and timelines needed.

S

Steady

- **When collaborating: Slow down, provide details and explanations.**
- Listeners rather than talkers – give them a chance to speak.
- Want to help – focus on empowering solutions.
- Like detail and certainty – ensure a clear action plan on next steps.

C

Conscientious

- **When collaborating: Provide accurate facts and data.**
- Use objectivity, rational thinking, and facts over emotion.
- Let them find the right solution – they will be energized.
- Give them time to process.