

DISC STRENGTHS & CHALLENGES



Style	Strengths	Motivated By	Challenges	Fears
D	High self-confidence, courageous and result-oriented	Power & authority, direct answers, opportunities for individual accomplishments	Impatience, overly competitive, and lack of concern for others	Being blind-sided, used or having a loss of control in their environment
I	People-oriented, expressive, and optimistic	Social recognition, freedom of expression, and group activities	Avoiding conflict, struggling to be objective, and staying on task	Social rejection, disapproval and loss of influence
S	Collaborative, detail seeking, team player, and humble	Stability, sincere appreciation, and using traditional methods	Avoiding risks, putting their needs last, speaking up and taking a stand	Frequent change, loss of stability, and unpredictability
C	Self-disciplined, cautious, maintain high standards, and analytical	Quality and accuracy being valued, defined performance expectations	Doing things the "Right Way", overly critical of self and others, indecision	Criticism of their work, slipshod methods, situations emotionally out of control