

How DISC Styles Manage Conflict

| Style | Strengths | Possible Challenges |
|-----------------|---|---|
| D-Dominant | <ul style="list-style-type: none"> • Stands up to confrontation • Faces conflict in a straight-forward way • Persists to resolve conflicts • Helps others by modeling courage and fortitude | <ul style="list-style-type: none"> • Can be too aggressive • Can be blunt and insensitive • Can be too demanding • Can reduce conflicts to “winning” and “losing” • Forgets to support others in conflict situations |
| I-influential | <ul style="list-style-type: none"> • Focuses on supporting others during conflicts • Looks for win-win solutions • Is sensitive to how others feel and serves as an emotional barometer | <ul style="list-style-type: none"> • Can vent emotionally when feeling pressured • Can suppress conflicts instead of exploring them on a deeper level • Tries to “fix” conflicts |
| S-Steady | <ul style="list-style-type: none"> • Acts as a steadying force for others • Is unemotional and calm in the face of conflict situations • Finds ways to accommodate people in conflict | <ul style="list-style-type: none"> • May give-in to easily • Looks for ways to avoid conflict • May appear to agree during conflicts but may not be committed to a given direction |
| C-Conscientious | <ul style="list-style-type: none"> • Maintains a calm and detached demeanor during conflict • Values the “correct” way to proceed • Explores details which others may overlook | <ul style="list-style-type: none"> • May withdraw or detach from the conflict situation • Does not often share real concerns or thoughts • Often plans next move |