



DISC HANDOUT PACKET

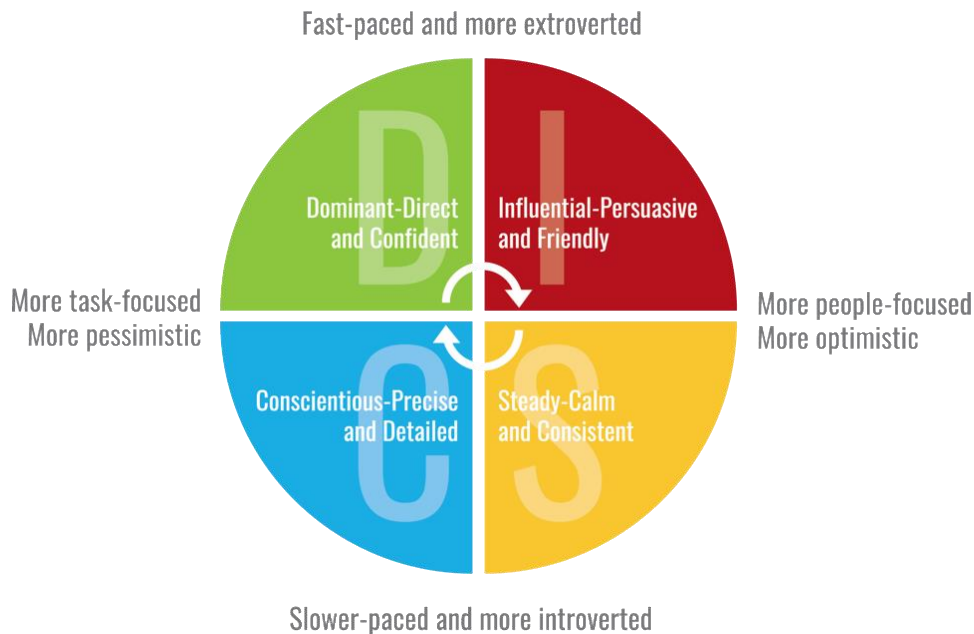


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How to Read & Support DISC Styles

Watch the behavior of the person you are “reading.” This is not an attempt to label another person, but it is an attempt to learn to understand, support and leverage their unique style strengths and challenges. Where does the person you are reading seem to fit?



	STYLE	SUPPORT
D	Directing	Courageous, outspoken Slow them down/remember the details
I	Influencing	Supportive, generous Clarify personal needs, allow support when needed
S	Steady	Reserved, quiet, kind Increase urgency/take a risk
C	Conscientious	Reserved, contemplative Realistic standards, collaboration vs. isolation



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.



How DISC Styles Manage Change

D-Dominant: *Bring on the change*

Need	<i>Results...Getting it done! Movement...Action</i>
Change Approach.	<i>Now, if not sooner</i>
Change Support Needs	<i>Detail...Planning...Sensitivity... Standards...Caution...Beginnings... Slow them down, focus on steps and detail, don't forget to bring people along</i>

I-Influential: *Let's not upset anyone*

Need	<i>Harmony (keeping everyone happy)</i>
Change Approach	<i>Erratic. No bottom lines</i>
Support Needs	<i>Single focus...Task Steps...Standards... Help them tolerate conflict; follow-through to achieve real change</i>

S-Steady: *Wait, I need more information before I can move ahead*

Need	<i>Predictability...Status Quo...Knowing the steps</i>
Change Approach	<i>Methodical...Steady...Hesitant at first</i>
Support Needs	<i>Risk and innovation...Change...Timing... Provide information and urgency, help them to move from planning to action</i>

C-Conscientious: *Make sure the change is done correctly*

Need	<i>Conformity to their standard...Correctness</i>
Change Approach	<i>Endings...Critiques...Review of Standards</i>
Support Needs	<i>Align the change to their standards, offer time for questions, create deadlines</i>