

# DISC Conflict Styles

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

