

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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.