Finding Your Preferred Communication Style - Using DiSC

- **DOMINANCE**: Fast Paced and Outspoken
  - Competitive, Control-focused, Strong-willed
  - Assertive, Louder Speech, Dynamic, Bold
- **INFLUENCING**: Interactive, Enthusiastic, Expressive
  - Accepting and Warm
  - People Focused, Empathizing, Receptive, Agreeable
- **STEADINESS**: Analytical, Task-Oriented, Private
  - Calm, Methodical, Careful, Softer Speech
- **CONSCIENTIOUSNESS**: Accommodating, Harmonizing, Stable
  - Cautious and Reflective

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**DiSC Profile Diagram**

- **D** (Dominance)
- **I** (Influencing)
- **C** (Conscientiousness)
- **S** (Steadiness)
OVERVIEW OF THE DiSC® STYLES

**DOMINANCE**
- Priorities: getting immediate results, taking action, challenging self and others
- Motivated by: power and authority, competition, winning, success
- Fears: loss of control, being taken advantage of, vulnerability
- You will notice: self-confidence, directness, forcefulness, risk-taking
- Limitations: lack of concern for others, impatience, insensitivity

**INFLUENCE**
- Priorities: expressing enthusiasm, taking action, encouraging collaboration
- Motivated by: social recognition, group activities, friendly relationships
- Fears: social rejection, disapproval, loss of influence, being ignored
- You will notice: charm, enthusiasm, sociability, optimism, talkativeness
- Limitations: impulsiveness, disorganization, lack of follow-through

**CONSCIENTIOUSNESS**
- Priorities: ensuring accuracy, maintaining stability, challenging assumptions
- Motivated by: opportunities to use expertise or gain knowledge, attention to quality
- Fears: criticism, slipshod methods, being wrong
- You will notice: precision, analysis, skepticism, reserve, quiet
- Limitations: overly critical, tendency to overanalyze, isolates self

**STEADINESS**
- Priorities: giving support, maintaining stability, enjoying collaboration
- Motivated by: stable environments, sincere appreciation, cooperation, opportunities to help
- Fears: loss of stability, change, loss of harmony, offending others
- You will notice: patience, team player, calm approach, good listener, humility
- Limitations: overly accommodating, tendency to avoid change, indecisiveness

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