

# DISC - Understanding Personalities

## **Dominance**

Wants - Power to Act  
Fear - Failure

### **TASK**

Towards  
Risk Taker

## **Strives for Results**

Driving  
Competitive  
Forceful  
Direct  
Assertive

## **Influence**

Wants - Recognition  
Fear - Rejection

### **PEOPLE**

Towards  
Quite Likes Risks

## **Wants to Shine**

Influential  
Persuasive  
Friendly  
Verbal  
Communicative

## **Steadiness**

Wants - Security  
Fear - Insecurity

### **PEOPLE**

Away from  
Doesn't Like Risks

## **Needs Certainty**

Dependable  
Deliberate  
Amiable  
Persistent  
Good listener

## **Compliance**

Wants - Process  
Fear - Conflict

### **TASK**

Away from  
Risk Averse

## **Requires Structure**

Careful  
Systematic  
Accurate  
Perfectionist  
Logical

Hesitant  
Mild - Mannered  
Low decision need  
Non-demanding  
Accommodating

Reserved  
Reflective  
Suspicious  
Probing  
Serious

Mobile  
Alert  
Restless  
Demonstrative  
Variety

Firm  
Persistent  
Stubborn  
Strong-willed  
Independent

# QUESTIONS TO ASK

to get a sense of the DISC profile of the person

## For High Influence

What is more important to you, *talking to others to gain connection to find out how you can help?* (High I) or *listening to others so you can work out what they need?* (non-I)  
Depending on their answer you can tell if high or non-influence)

## For High Steadiness

Is it more important for you to have *stability & security in your life* (High S) or is it more important for you to *have variety & mobility, a change of scenery for example?* (non-S)  
Depending on their answer you can tell if high or non-steadiness)

## For High Dominance

Are you motivated by *taking action to get results?* (High D) or by *taking your time to make sure all hurdles have been considered?* (non-D)  
Depending on their answer you can tell if high or non-dominance)

## For High Compliance

Is your strength about *making sure the perfect process is used to do a task?* (High C) or is your strength *having a strong feeling of the best way of doing things?* (non-C)  
Depending on their answer you can tell if high or non-compliance)