

D-STYLE

- Short fuse, impatient.
- Sees things in black and white or right and wrong.
- Exceeds authority – doesn't ask permission.
- Over delegates and over directs.
- Insensitive and undiplomatic.
- Doesn't listen.
- Focused on self – seen as self-centered.
- Tunnel vision on accomplishing tasks.

i-STYLE

- Impulsive.
- Unrealistic and overly optimistic. May over promise.
- Even less interested in details.
- Frazzled – unorganized.
- Overly trusting. May be unrealistic in assessing people.
- Doesn't listen. Listening skills depend on the situation.

S-STYLE

- Worships status quo.
- Resists change.
- Fearful and hesitant in changing environments.
- Slow to move without clear direction.
- Instead of delegating appropriately, will complete task on own.
- Internalizes – can feel taken advantage of.
- Leans on others.
- Inexpressive – nods even when disagrees.

C-STYLE

- Hesitates to act without precedent.
- Gets stuck in systems and set ways of doing things.
- Does not take risks.
- Does not express feelings.
- Prefers to work alone.
- Gives in when faced with conflict.
- Comes across as overly critical.
- Fears making mistakes.
- Goes into analysis paralysis.



DISC PROFILE – BEHAVIORAL STYLES UNDER STRESS

