

Warning about Using the Wheel

By Bonnie Burn Jan 2016

Truth is... I highly recommend you don't use the wheel. You truly get your DISC objectives done by simply using the Graphs. Keeping in mind that the majority of the time we are focusing on the Natural Graph & how others need to adapt to their co-worker's Natural Styles. So the Quadrant, we currently use does a great SIMPLE job of telling that story.

I find too often that trainers are treating the Adaptive Graph as if it is a permanent stamp as to whether or not someone is stretching. Important to remember, what we only know for a fact is that the Adaptive represents the one day someone took the Assessment. It might represent a longer period of time... but that is for the respondent to determine, not our place.

If you do choose to use the Wheel in your presentations. Then Please see document called

“DISC Wheel uses 8 behavioral styles instead of four.”

I think the last paragraph (I included it below as well) is the most helpful piece of information.

"On your report, the placement of the Circle is your Natural Style and the Star is your Adapted Style. It is a visual aid in showing how closely your natural and adapted are positioned or how far apart they are. Are you adapting a lot the day you took the assessment? Were you able to just be yourself or did you need to adapt? If the circle and the star are very far apart, can you see how the adapted style, if continued over a long period of time could be draining? If they are close, your environment the day you took the assessment can actually energize you."