



DISC Styles Compatibility Chart

How Person A's DISC Style is compatible with Person B's DISC Style

Person A	Person B	Poor		Fair		Good		Excellent	
		8	7	6	5	4	3	2	1
D	D				X				
D	I			X					
D	S								X
D	C			X					
I	I		X						
I	S								X
I	C						X		
S	S						X		
S	C							X	
C	C						X		

DISC Styles and Task Compatibility

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Most naturally compatible combinations task-wise:

Conscientious 'C' Style & Steady 'S' Style
 Dominant 'D' Style & Steady 'S' Style
 Influencing 'I' Style & Steady 'S' Style

- The Steady 'S' Style gets along with everybody in a task situation.
- He or she is the universal antidote for disharmony.
- It is the Steady 'S' Styles' most distinctive trait.
- They are supportive workers who exert a calming, stabilizing influence.
- Naturally interested in others and in making a contribution, they enjoy being productive partners.

The moderately compatible combinations, as far as working on tasks together, are:

Conscientious 'C' Style & Conscientious 'C' Style

Steady 'S' Style & Steady 'S' Style

Influencing 'I' Style & Conscientious 'C' Style

- Conscientious 'C' Styles loom large in this second grouping.
- While not as easygoing as Steady 'S' Styles, they are sensitive to others' needs and have a passion for excellence that others usually recognize.
- Interestingly, Conscientious 'C' Styles figure in many of the least compatible combinations socially, but among the highest in tasks.
- This suggests that others appreciate the quality and thoroughness of their work, even if the Conscientious 'C' Styles are not always viewed as being a lot of laughs.

Last come those combinations that are least compatible, because they tend to see one another as competitors:

Dominant 'D' Style & Dominant 'D' Style

Dominant 'D' Style & Conscientious 'C' Style

Dominant 'D' Style & Influencing 'I' Style

Influencing 'I' Style & Influencing 'I' Style

- Dominant 'D' Style – Dominant 'D' Style combinations work fairly well socially, but when it comes to tasks, a Dominant 'D' Style's competitive nature and need for control can stymie cooperation, especially with like-minded Dominant 'D' Styles.
- As for the Dominant 'D' Style & Conscientious 'C' Style, there is a fundamental clash in the Dominant 'D' Style's need for speed and control versus the Conscientious 'C' Style's penchant for being slower paced and systematic.
- Notice that while the Influencing 'I' Style – Influencing 'I' Style pair is ranked as among the most socially compatible, they are likely to be the least productive as far as working together on tasks. That is because neither is motivated to deal with task details.
- Similarly, Dominant 'D' Styles & Influencing 'I' Styles also have moderately high social rapport but plummet to the lowest rungs of compatibility when tasks are involved. That is because they both tend to want to delegate.

With all this said, do not give up yet on those whose DISC style may not be a perfect fit with the situation. With some effort at understanding, and applying DISC's lessons in behavioral adaptability, you can work successfully with anyone.