



# DISC Styles Under Stress

Style	Stressors	Needs	Negative Stress Reactions	Negative behavior responses to stress	Positive responses to stress
<b>D</b>	<ul style="list-style-type: none"> <li>Indecision</li> <li>No challenge</li> <li>Slow pace</li> </ul>	<ul style="list-style-type: none"> <li>Results</li> <li>Control</li> <li>Productivity</li> </ul>	<ul style="list-style-type: none"> <li>Fight - Dictate</li> </ul>	<ul style="list-style-type: none"> <li>Bossy</li> <li>Aggressive</li> <li>Egotistical</li> <li>Authoritative</li> </ul>	<ul style="list-style-type: none"> <li>Goal Oriented</li> <li>Assertive</li> <li>Driving</li> <li>Decisive</li> </ul>
<b>I</b>	<ul style="list-style-type: none"> <li>No Autonomy</li> <li>Lack of fun</li> <li>Details</li> </ul>	<ul style="list-style-type: none"> <li>Socialize</li> <li>Participation</li> <li>Recognition</li> <li>Playfulness</li> </ul>	<ul style="list-style-type: none"> <li>Fight - Defensive</li> </ul>	<ul style="list-style-type: none"> <li>Distracted</li> <li>Impulsive</li> <li>Sarcastic</li> <li>Emotional</li> </ul>	<ul style="list-style-type: none"> <li>Persuasive</li> <li>Enthusiastic</li> <li>Optimistic</li> <li>Sociable</li> </ul>
<b>S</b>	<ul style="list-style-type: none"> <li>Conflict</li> <li>Fast change</li> <li>Insincere</li> </ul>	<ul style="list-style-type: none"> <li>Consensus</li> <li>Acceptance</li> <li>Friendship</li> <li>Cooperation</li> </ul>	<ul style="list-style-type: none"> <li>Flight - Apologetic</li> </ul>	<ul style="list-style-type: none"> <li>Procrastinate</li> <li>Unresponsive</li> <li>Passive-aggressive</li> <li>Anxious</li> </ul>	<ul style="list-style-type: none"> <li>Patient</li> <li>Dependable</li> <li>Supportive</li> <li>Concerned</li> </ul>
<b>C</b>	<ul style="list-style-type: none"> <li>Incompetence</li> <li>Breaking rules</li> <li>Inaccuracy</li> </ul>	<ul style="list-style-type: none"> <li>Compliance</li> <li>Precision</li> <li>Facts</li> <li>Quality</li> </ul>	<ul style="list-style-type: none"> <li>Flight - Escape</li> </ul>	<ul style="list-style-type: none"> <li>Critical</li> <li>Judgmental</li> <li>Dogmatic</li> <li>Pessimistic</li> </ul>	<ul style="list-style-type: none"> <li>Cautious</li> <li>Open minded</li> <li>Rational</li> <li>Resourceful</li> </ul>



# DISC

# Tips for Times of Stress & Change

	<b>Self Care</b> <i>Meet your own needs</i>	<b>Adaptability</b> <i>Flex yourself to others needs</i>	<b>Manage with TLC</b> <i>Tips for you to support others</i>
<b>D</b>	<ul style="list-style-type: none"> <li>Seek assignments to work autonomously</li> <li>Find situations for challenge &amp; competition</li> <li>Find opportunities to take immediate action</li> </ul>	<ul style="list-style-type: none"> <li>Be flexible- you may need to compromise.</li> <li>Communicate more to avoid confrontations.</li> <li>Use more tact, empathy, and softened tone.</li> </ul>	<ol style="list-style-type: none"> <li><b>Ask them</b> to assess risk &amp; check with others before jumping to action</li> <li><b>Encourage them</b> to offer others empathy and "softer" communication</li> <li><b>Give them</b> a chance to "do" &amp; focus on results.</li> <li><b>Allow them</b> to be in charge &amp; be blunt at times</li> <li><b>Take away</b> things that move slow or have minimal action.</li> <li><b>Ensure they refuel by</b> getting a chance to hit goals, compete, and have a sense of control</li> </ol>
<b>I</b>	<ul style="list-style-type: none"> <li>Find people who let you talk and collaborate</li> <li>Seek opportunities to express your ideas</li> <li>Add variety/ avoid routine</li> </ul>	<ul style="list-style-type: none"> <li>Prioritize carefully -not all action items can be considered #1 priority.</li> <li>Be reasonable with our expectations of others.</li> <li>Be humble and realistic vs. shooting for "pie in the style"</li> </ul>	<ol style="list-style-type: none"> <li><b>Ask them</b> for commitment to follow a checklist and procedures checklist to prevent "winging it"</li> <li><b>Encourage them</b> to be realistic and stay grounded in the actual vs. the possible</li> <li><b>Give them</b> a dose of optimism. Frame any pessimism as just talking through concerns</li> <li><b>Allow them</b> to be a cheerleader &amp; dreamer</li> <li><b>Take away</b> dealing details/routine</li> <li><b>Ensure they refuel by</b> getting variety, people interaction, and conversation.</li> </ol>
<b>S</b>	<ul style="list-style-type: none"> <li>Find activities that bring a sense of purpose</li> <li>Connect with others that provide a sense of harmony</li> <li>Find a way to play role of a "team player"</li> </ul>	<ul style="list-style-type: none"> <li>Be decisive today-it's the best for everyone involved.</li> <li>Share your ideas on how to initiate the change or solution needed.</li> <li>Let go of "the way it used to be" and embrace change</li> </ul>	<ol style="list-style-type: none"> <li><b>Ask them</b> for help and commitment to move a little faster than might feel comfortable</li> <li><b>Encourage them</b> to not own other people's feelings or internalize other's reactions.</li> <li><b>Give them</b> a view of the plan or next steps</li> <li><b>Allow them</b> space for, and dig to uncover, venting of feelings. Don't label as emotional.</li> <li><b>Take away</b> situations where they have to deal with confronting others or get angry feedback</li> <li><b>Ensure they refuel by</b> hearing your voice your support, work as a team, &amp; get to organize</li> </ol>
<b>C</b>	<ul style="list-style-type: none"> <li>Volunteer to draft the SOP for this crisis for future reference.</li> <li>Agree on rules for rational arguments</li> <li>Request that the response team adapt rules of engagement.</li> <li>Allow time to research</li> </ul>	<ul style="list-style-type: none"> <li>Assert yourself, so your opinion can be heard and considered.</li> <li>Prepare to make a decision NOW without knowing all the facts.</li> <li>Be open minded rather than skeptical or defensive</li> </ul>	<ol style="list-style-type: none"> <li><b>Ask them</b> to let go of perfection to pursue the immediate need for "good enough".</li> <li><b>Encourage them</b> to express thoughts and feelings a little more than they normally would</li> <li><b>Give them</b> ways to avoid awkward/new social situations or face emotional people</li> <li><b>Allow them</b> a chance to work independently on charts, metrics, designs, or documents</li> <li><b>Take away</b> situations where they have to break procedures or deviate from the "right way" to do it.</li> <li><b>Ensure they refuel by</b> having time to solve problems, research ideas, &amp; audit for quality</li> </ol>