

Welcome to



# DISC Combo Styles

*Why Should You Care?*

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# Look Familiar?



Business Problems → 80% **POOR** Communications

→ Low Morale, High Turnover, Ineffective Leaders ...

*But first, let's take a poll...*



# What is DISC? ... Ride an elevator lately?

Quickly pushes "Close Door"

**D** Dominant



"We'll wait for you!"

Influence **I**



Permit expired... takes stairs

**C** Conscientious



Lets others step on 1<sup>st</sup>, then goes to the back

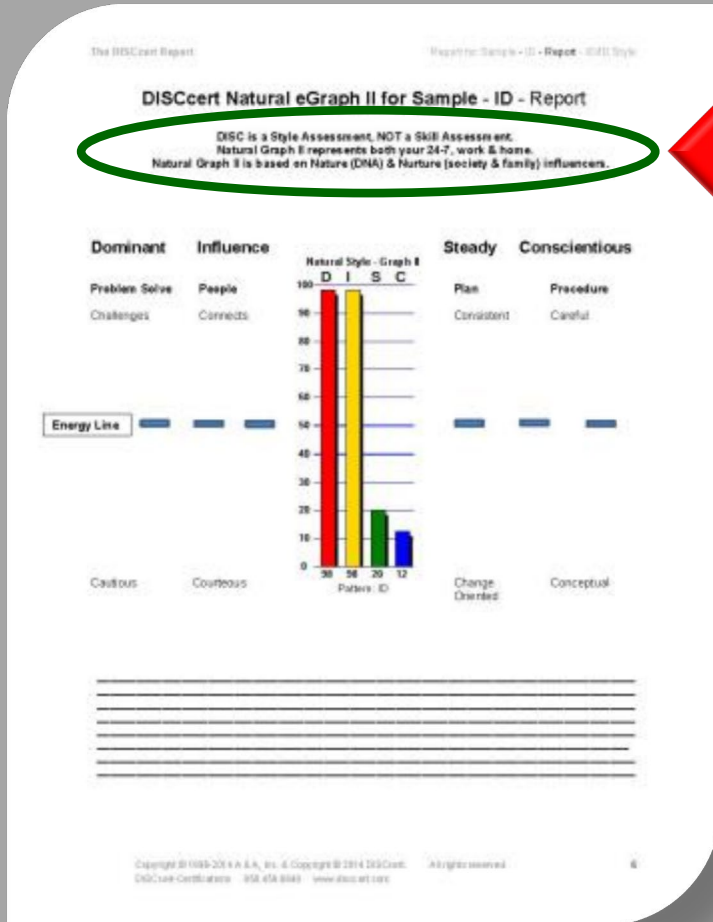
Steady **S**



Measures Observable Behaviors



# Natural Graph



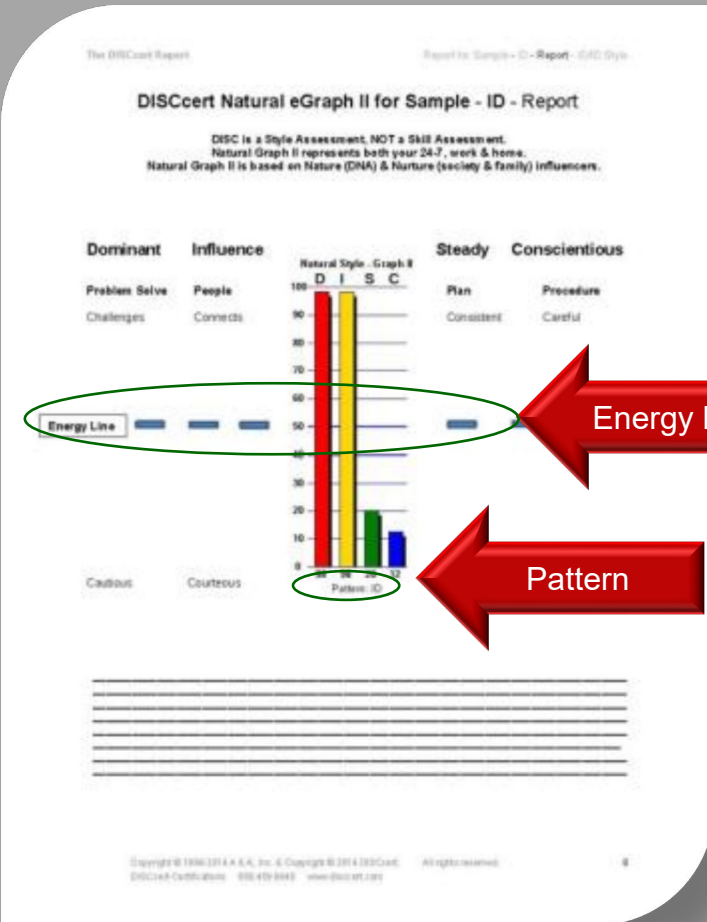
Underline

## Key Points

- Style, Preference NOT Skill, Performance Not Personality Assessment
- Represents your 24-7 Both Work & Home
- Based on Nature (DNA/How you are wired) Nurture (Society & Family Influences)



# Natural Graph



## Key Points

- Energy Line  
Indicates degree of preference for each Style
- Natural Style  
Based on points *above* the Energy Line  
Labeled as your “Pattern”
- We all have *some* D, I, S, and C in our Styles



# Natural Word Sketch

The DISCcert Report Report for Sample DISCcert-Self - MID Style

### Your Word Sketch for Your Natural Graph II

Based on your assessment responses, your DISC report has identified characteristics that line-up with your Natural Graph II DISC Pattern. The highlighted words indicate your preference for solving problems, influencing people, developing plans and handling procedures. Note that all your points, whether above or below the Energy Line have positive descriptors. The actual location of each style represents the degree to which you more or less prefer in using when communicating with others.

DISC Focus →	<b>D</b> Problem Solve	<b>I</b> People	<b>S</b> Plan	<b>C</b> Procedures
	Competitive Assertive Daring Ambitious Directive Expendable	Demonstrative Enthusiastic Gregarious Inferior Optimistic Persuasive	Systematic Stable Patient Peaceful Accommodating Team Player	Accurate Analytical Exacting Factual Practical Logical
	Decisive Risk-taker Goal oriented Pioneering	Expressive Charming Collaborative Socialite	Consistent Cooperative Logical Supportive	Careful Data Driven Investigative High Standards
	Deliberate Determined Self-reliant Cautious	Trustful Confident Friendly Generous	Relaxed Composed Calm Courteous	Focused Detail Oriented Pragmatic Conventional
	Calculated Risks Unassuming Rational Thoughtful	Poised Modest Reserved Subtle	Active Change Oriented Eager Spontaneous	Firm Challenges Self-assured Independent
	Reflective Contemplative Hesitant Seeks Information	Intropective Moderate Reserved Private	Energetic Cautious Vigorous Variety Oriented	Autonomous Open-minded Conciliatory Adventurous
	Tentative Prudent Judicious Balanced	Understated Inconspicuous Sympathetic Discreet	Tenacious Energetic Assured Unstructured	Experiments Approximates Exploratory Progressive

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## Key Points

- Positive “Style” descriptors for your Natural Style
- Highlighted words indicate your preference for:

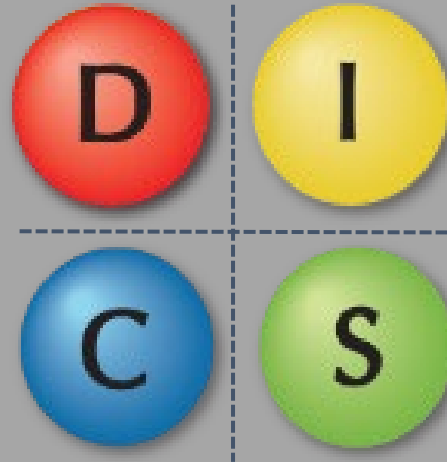
- D** Problem Solving
- I** Connecting with People
- S** Developing a Plan
- C** Working with Procedures



# DISC Styles – How to Identify

**Pace - Assertive**

**Priority - Task**



**Priority - People**

**Pace - Reflective**

Measures Observable Behaviors





# DISC - Motivator Match Up



**Influence**

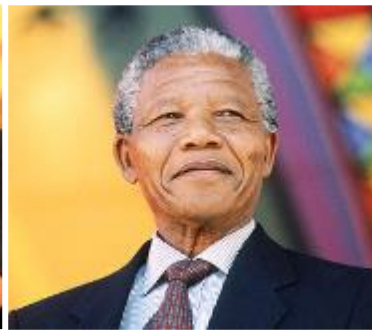
**Steady**

**Dominant**

**Conscientious**



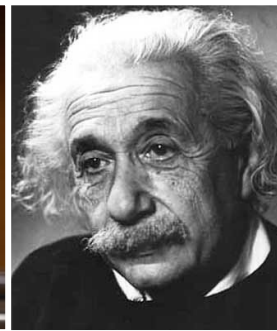
Tony Robbins



Nelson Mandela



Judge Judy



Albert Einstein

Style

Pace/Priority

Energized by

**Dominant      Assertive/Task      Solving Problems**

**Influence      Assertive/People      Inspiring People**

**Steady      Reflective/People      Offers Helpful Plans**

**Conscientious      Reflective/Task      Follows Procedures**

# Nationality ?

- May be of one nationality
- Many are combination of several nationalities

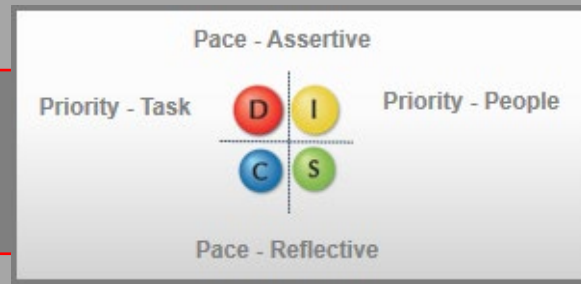


- Some may be one DISC Style
- Most have DISC Style Combinations





# Identify the DISC Style(s)



**John Candy**



**S** **Steady**

Important ...  
To flex to another's DISC Style  
(If not ... Disconnect)

## The Great Outdoors

<https://vimeo.com/225869823/3de6605ade>

**Dan Akroyd**

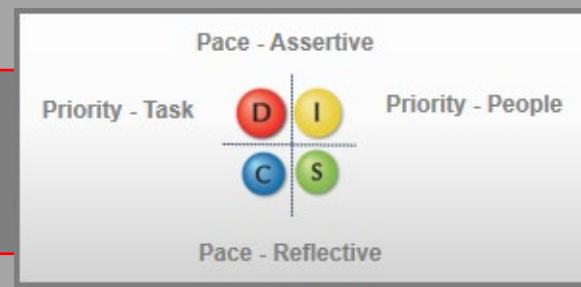


**D** **Dominant** & **C** **Conscientious**

Observe Patterns ...  
If 2 or 3 intense combination DISC Styles ... Flex accordingly  
(If not ... Confused Communications)



# Identify the DISC Styles



## Kaley Cuoco



**I** Influence

Important ...  
To flex to another's DISC Style  
(If not ... Resentment)

## Big Bang Theory

<https://vimeo.com/433861352>

## Jim Parsons



**C** Conscientious & **D** Dominant

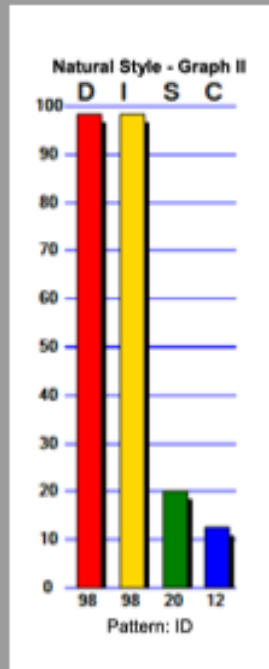
Observe Patterns ...  
If 2 or 3 intense combination DISC Styles ... Flex accordingly  
(If not ... Loose Credibility, Respect)



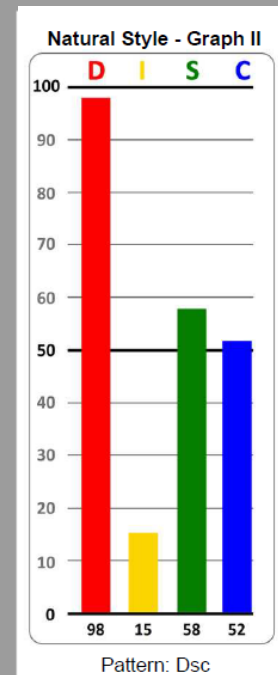
# Combination Styles – Graphs & Tips

- 2 or 3 Styles are above the Energy Line
- If Style is between 50 & 65 it is lower case

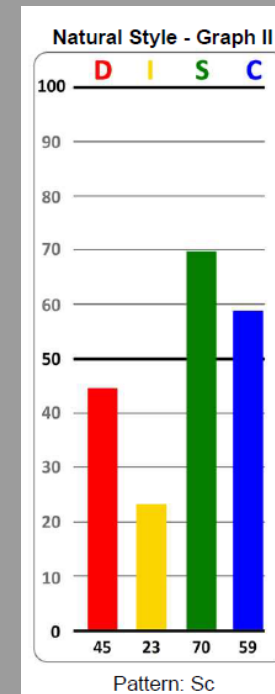
Sc



2 Intense Styles  
Flex to Both



1 Intense Style  
Flex to the 1



2 Moderately Intense Styles  
If "No Clue" Where to Start-  
Starts as if they are a S Style



# Start as Steady Style



Response: "Your point is?"  
**Dominant**



1. Start as "S"
2. Observe Response
3. Stretch if needed

"Response: Yes, but let me tell you all about ..."  
**Influence**




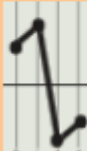


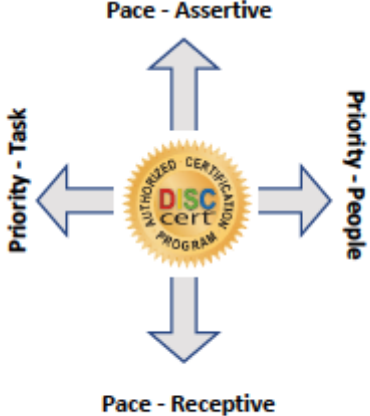




Response: "Sounds good. But where is the plan?"  
**Steady**

Response: "Why do that? Where is the analysis?"  
**Conscientious**



# DISC Styles Chart

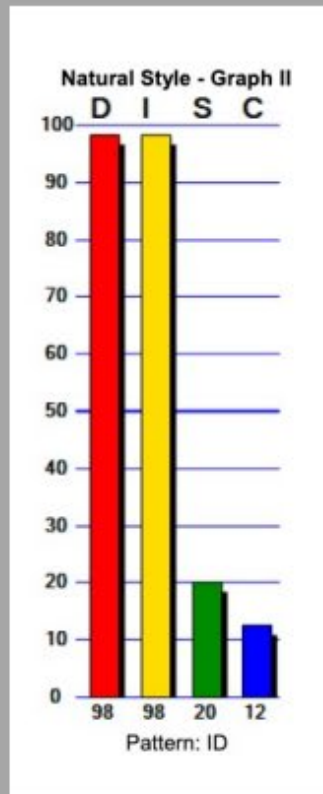
## Common Primary & Combination Styles

<p><b>DISC Dominant</b> <b>D</b></p>  <p>Decisive Power Driven</p> <p>Pace: Expedient, Assertive Priority: Quick Problem Solver Strengths: Pioneering, Goal Oriented Fears: Losing Pressure: Authoritative Motivators: Results, Control</p>	<p><b>DISC Persuasive</b> <b>ID</b></p>  <p>Self-motivated Independent Enthusiastic self-confident</p> <p>Pace: Assertive &amp; Spontaneous Priority: Problem Solver &amp; Motivating Strengths: Pioneering &amp; Motivating Fears: Losing &amp; Sarcastic Pressure: Authoritative &amp; Sarcastic Motivators: Results &amp; Recognition</p>	<p><b>DISC Influence</b> <b>I</b></p>  <p>Outgoing Persuasive Optimistic</p> <p>Pace: Spontaneous Priority: People Interaction Strengths: Motivating, Persuading Fears: Loss of Respect Pressure: Sarcastic Motivators: Recognition</p>
<p><b>DISC Controlled</b> <b>DC</b></p>  <p>Efficient, Analytical Organized</p> <p>Pace: Expedient &amp; Detailed Priority: Problem Solver &amp; Accuracy Strengths: Pioneering &amp; Structure Fears: Losing &amp; Work Criticized Pressure: Authoritative &amp; Withdrawn Motivators: Results &amp; Quality</p>		<p><b>DISC Open</b> <b>IS</b></p>  <p>Supportive Persuasive Team Player</p> <p>Pace: Optimistic &amp; Relaxed Priority: Interacting &amp; Relationships Strengths: Motivating &amp; Listening Fears: Loss of Respect &amp; Changes Pressure: Sarcastic &amp; Submissive Motivators: Recognition &amp; Acceptance</p>
<p><b>DISC Conscientious</b> <b>C</b></p>  <p>Data Analysis Precise</p> <p>Pace: Detailed Priority: Accuracy Strengths: High Standards, Structure Fears: Work Criticized Pressure: Withdrawn Motivators: Quality</p>	<p><b>DISC Receptive</b> <b>CS</b></p>  <p>Values Data Diplomacy Structured</p> <p>Pace: Detailed &amp; Relaxed Priority: Accuracy &amp; Relationships Strengths: High Standards &amp; Listening Fears: Work Criticized &amp; Changes Pressure: Withdrawn &amp; Submissive Motivators: Quality &amp; Acceptance</p>	<p><b>DISC Steady</b> <b>S</b></p>  <p>Patient Stable Structured</p> <p>Pace: Relaxed Priority: Relationships Strengths: Listening, Teamwork Fears: Sudden Changes Pressure: Submissive Motivators: Acceptance</p>



# Combination Style: ID

As you review the listed Strengths below, identify which sounds like the “I” and which sounds like the “D”.



- You are able to make decisions quickly and to take the credit or blame for the outcome of decisions.
- You have the ability to use discipline in an appropriate manner, often effecting win-win situations.
- You are able to juggle many projects and activities simultaneously, while maintaining a keen awareness of the status of each.
- You have excellent presentation skills when dealing with groups. You bring a poised, confident, and engaging message to any audience.
- You are excellent at initiating activity and providing direction for the team or organization.
- You tend to set high goals, then work hard with people to achieve those goals.
- You are a very active agent in all that you do.

Strengths

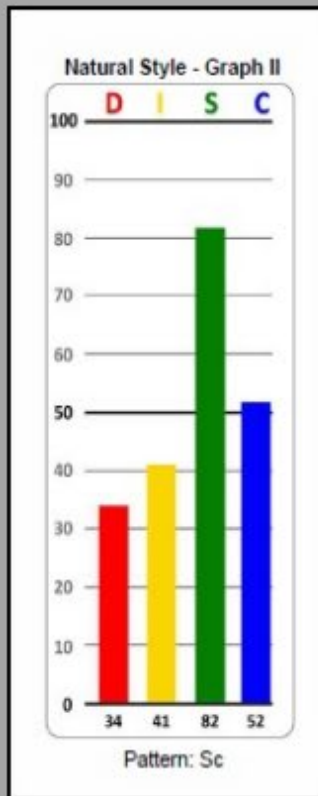




# Combination Style: Sc

As you review the listed Strengths below, identify which sounds like the “S” and which sounds like the “c”.

Some Statements may include S and c Styles.



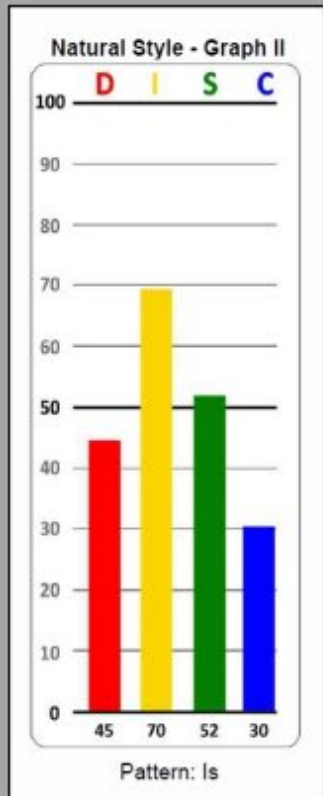
- You maintain a stable and predictable pace to complete complex projects, and demonstrate a tireless work ethic.
- You have the ability to get along well with a wide variety of behavioral styles.

Strengths



# Combination Style: Is

As you review the listed Strengths below, identify which sounds like the “I” and which sounds like the “s”.



- You demonstrate a high degree of patience in working with others.
- You are very people-oriented and, as a result, are able to talk with new people very easily in small groups or in large audiences.

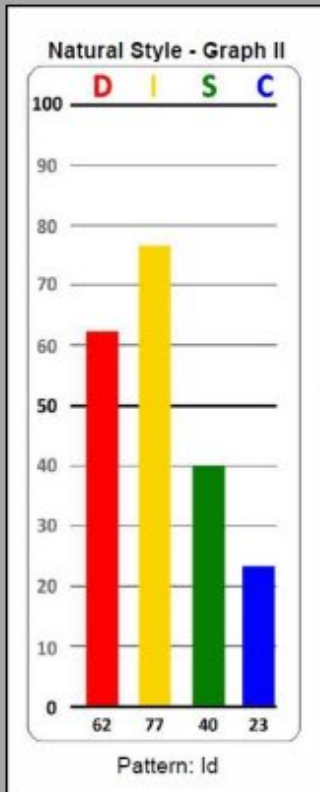
Strengths



# Combination Style: Id

As you review the listed Strengths below, identify which sounds like the “I” and which sounds like the “d”.

Some Statements may include I and d Styles.



- You have the potential to be an engaging presenter.
- You are able to delegate responsibility to others in an enthusiastic and personable way.

Strengths



# Combo Styles

Most people have Combo DISC Styles  
If we flex effectively ...  
Improve Communication Effectiveness



- Increase Leadership Success
- Improve Team Productivity
- Reduce Turnover
- Increase Organization's Moral!





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*If you'd like to work directly with me & my team*  
**To Increase your Organization's Morale by 30% in 12 months or Less**



*then please tell me a bit about you & your business, & I'll toss in a DISC Gift.*  
**To get started, please click the link in the chat.**

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