



Reading DISC Graphs



Reading High Styles

- **We can easily detect a person's High & Low styles because they are so obvious.**
- **Look for keys in their word usage, body language, interests, etc**



Emma is in front of you in a slow moving check-out line. She turns to you, rolls her eyes and says “Can you believe this mess?”

What do we know about Emma?

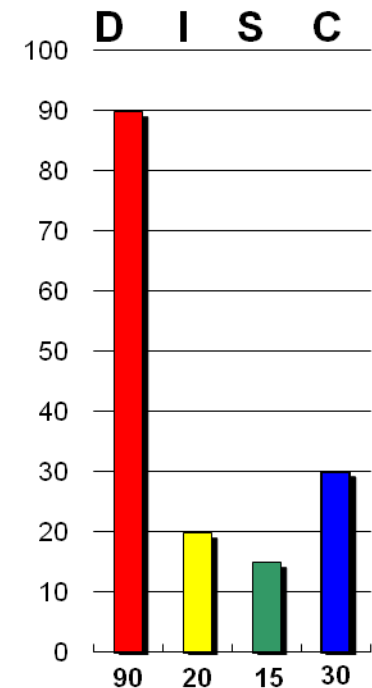
- 1. She is impatient about how slowly the line is moving.**
- 2. Complains to you in a loud voice**
- 3. She seems a bit harsh in her criticism**
- 4. She keeps checking her watch**
- 5. Likely top factor?**
- 6. How high?**



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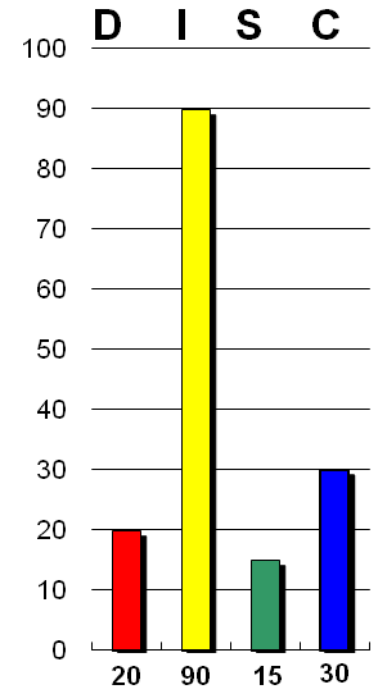
**Behind you in line is George --
He says to you “Hi there”**

- 1. He returns to his cell call and is agreeing, nodding and laughing**
- 2. He’s enthusiastic and giving the caller advice.**
- 3. You notice he is wearing paisley shorts – in winter**
- 4. He tells the caller “You’re the “the greatest!” and hangs up**
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George



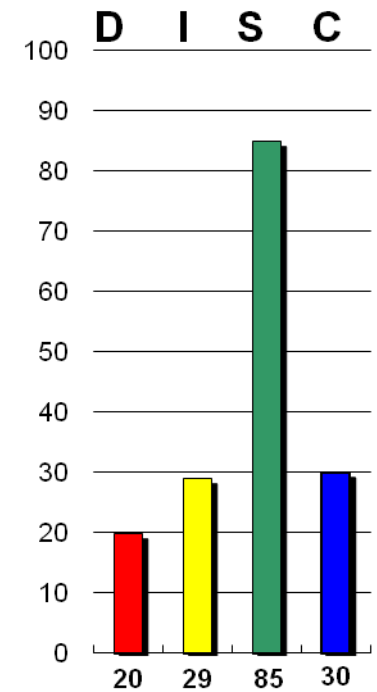
Now you notice the behavior of the check-out person

- 1. He is friendly to everyone, asking if they found everything?**
- 2. He scans items at a slow, calm, steady pace while talking with his customer**
- 3. He seems oblivious to the fact more and more people are joining the line**
- 4. Says to the departing customer, “Now you have a Nice Day”**
- 5. Likely top factor?**
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Checker Joe



You notice a guy in the next line slowly flipping through a magazine

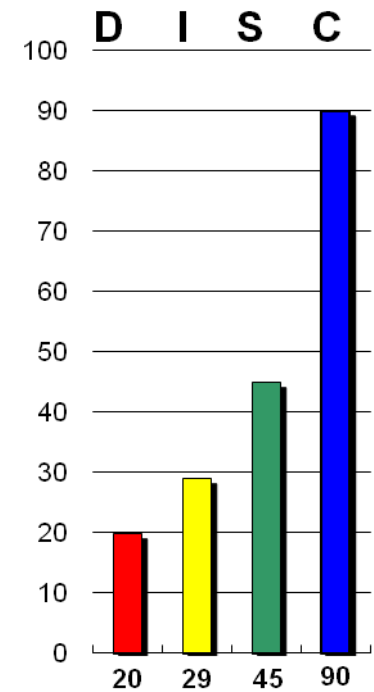
- 1. He is in the fast checkout lane and has the exact number of allowable items - 10**
- 2. He has allowed two other parties to go ahead of him**
- 3. He is returning with his old plastic bags for recycling**
- 4. Speaks not a word**
- 5. Likely top factor?**
- 6. How high?**



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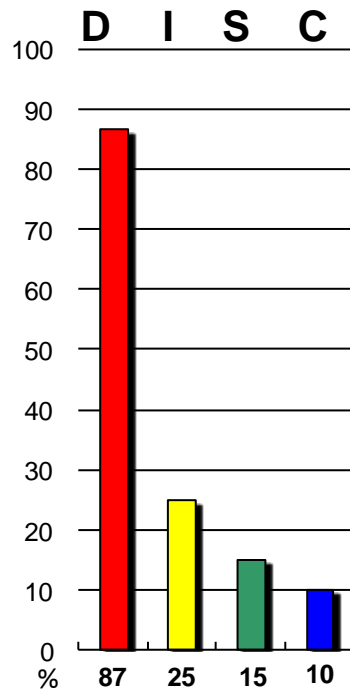
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Sam Shopper



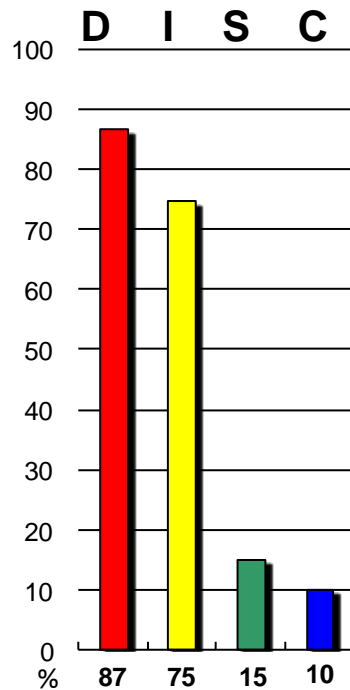
High D



- Fast paced
- Task oriented
- Extroverted
- Emotion: Anger
- Seeks and solves problems in an independent, direct manner.



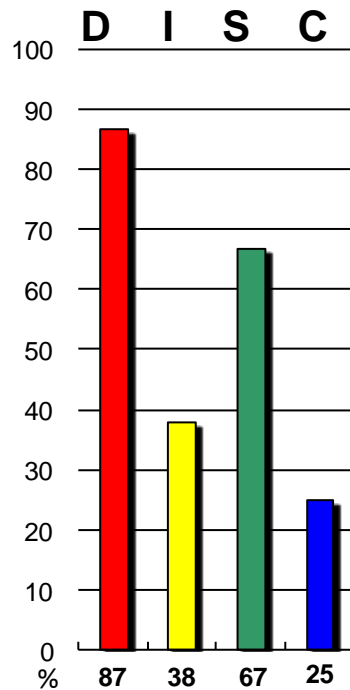
High D over High I



- **Fast paced**
- **Task & people oriented**
- **Extroverted**
- **Seeks and solves problems persuasively with the support of people.**
- **Finds challenge in soliciting the help of others.**



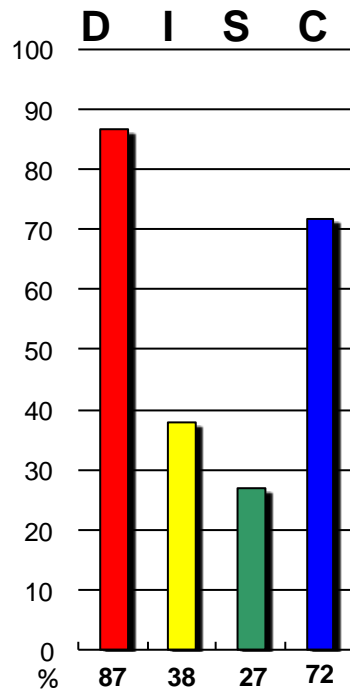
High D over High S



- **Actively goal oriented.**
- **The high S will take some of the impatience out and enhance the listening factor.**



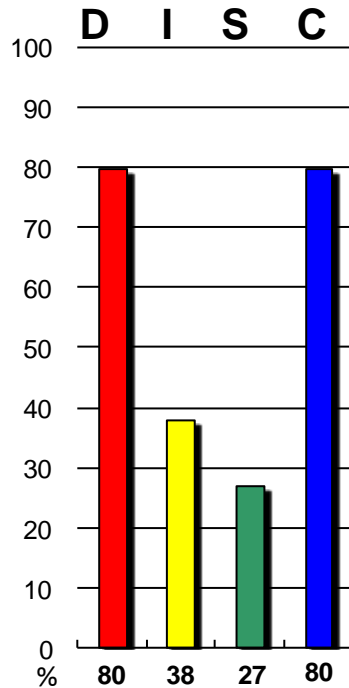
High D over High C



- Capable of decision making within a climate of uncertainty, but when under heavy pressure, they may hesitate to act for too long.



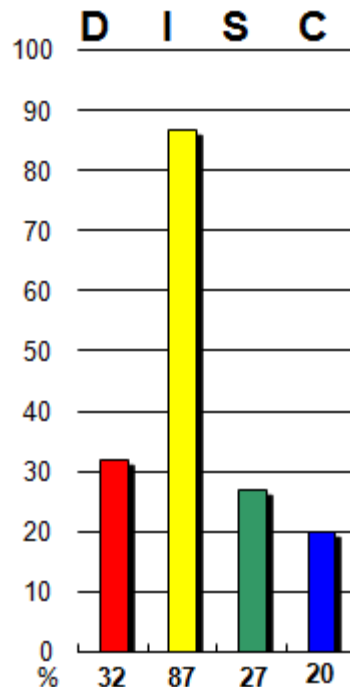
High D with Equally High C



- **Ambivalent**
- **Vacillating**
- **Temperamental**
- **Difficult to make decisions under pressure.**
- **Often late to grow into their complex personality and gain self-understanding and acceptance**



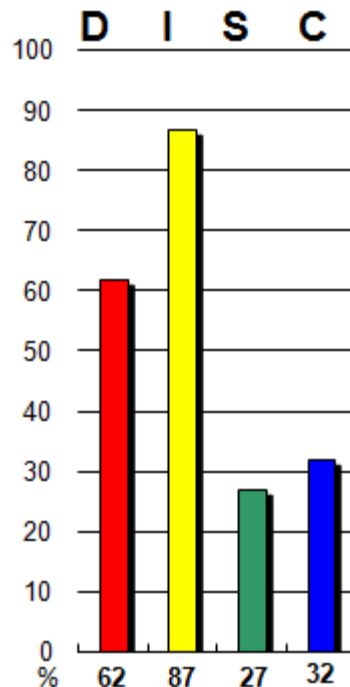
High I



- **Optimistic**
- **Trusting**
- **Enthusiastic**
- **Persuasively and emotionally looks to people for inner satisfaction, rather than to reach personal goals.**



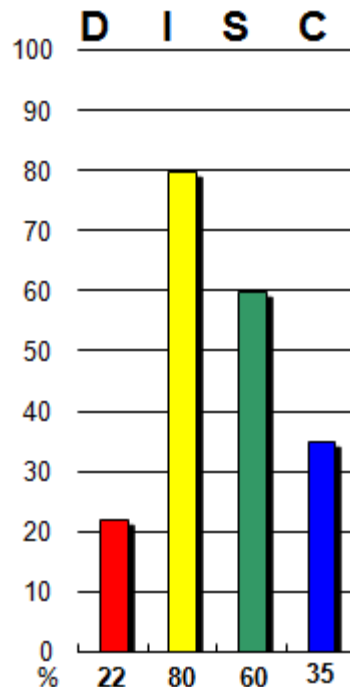
High I over High D



- **Cordially enterprising.**
- **Enjoys supportive strength that people provide to succeed.**
- **Convinces and promotes in a friendly, talkative manner to achieve goals.**



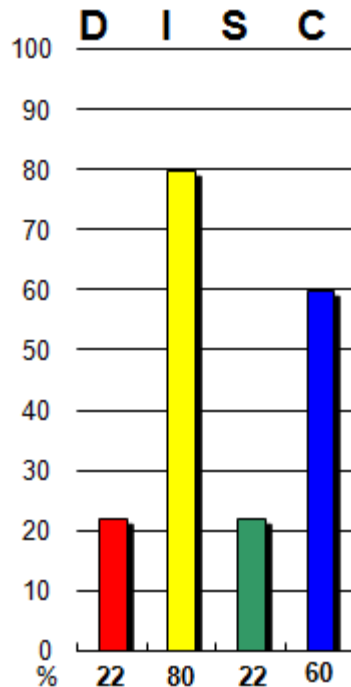
High I over High S



- **Sociable, contact-ability, good mixer**
- **Also gregarious**
- **Enjoys the uniqueness of each human being**



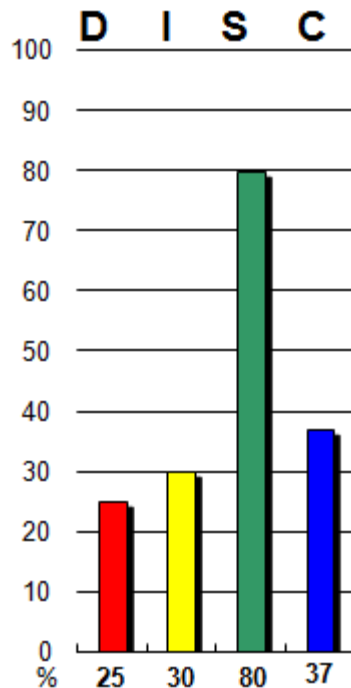
High I over High C



- **Diplomatic**
- **Quality social relations**
- **Interacts with people in an assured and poised manner**



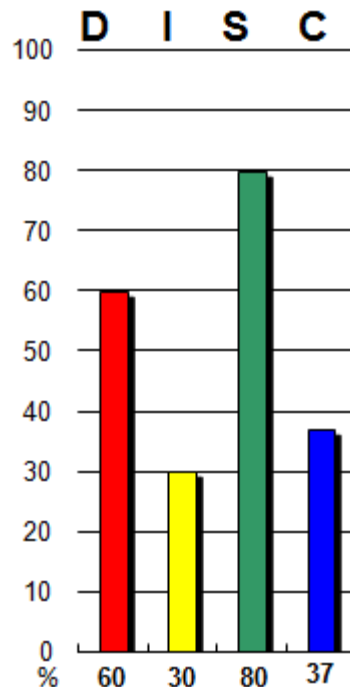
High S



- **Patient**
- **Steady**
- **Does not like change**
- **Possessive**
- **Non-demonstrative**



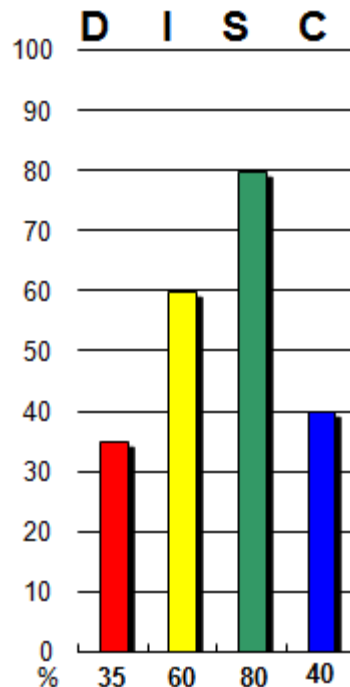
High S over High D



- **Patient, nonchalant, lackadaisical, resigned**
- **Tolerates difficulty and relies on situations to eventually change for the better, in most cases.**



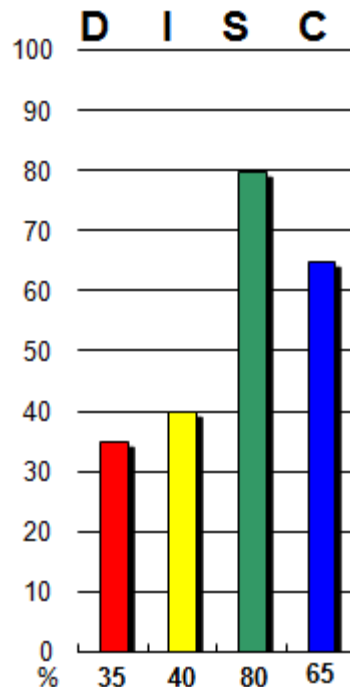
High S over High I



- Concentrates on details
- Reflective, Intense
- Friendly; counselor
- Accepts and depends on the support of select individuals



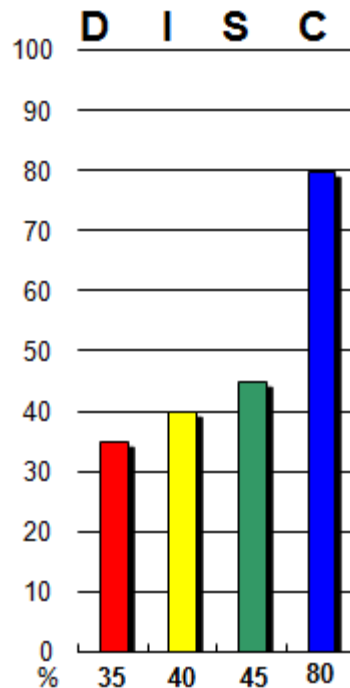
High S over High C



- **Persistent**
- **Persevering**
- **Stays on course with past procedures, but not at the expense of quality.**
- **No regard for the expectations of others.**



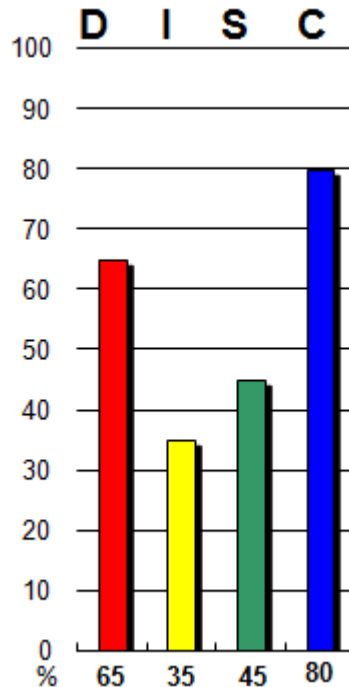
High C



- **Conscientious**
- **Accurate**
- **Evasive**
- **Fact-finder**
- **Conventional**
- **Exacting**



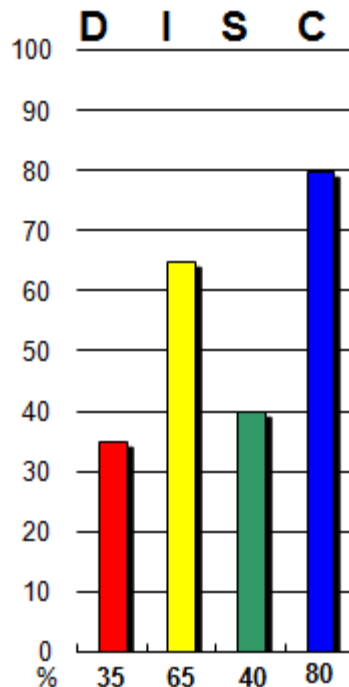
High C over High D



- **Adaptable**
- **Dependable**
- **Soft-spoken**
- **Concerned with approval of others**
- **Pushes hard to find correct, acceptable answers**



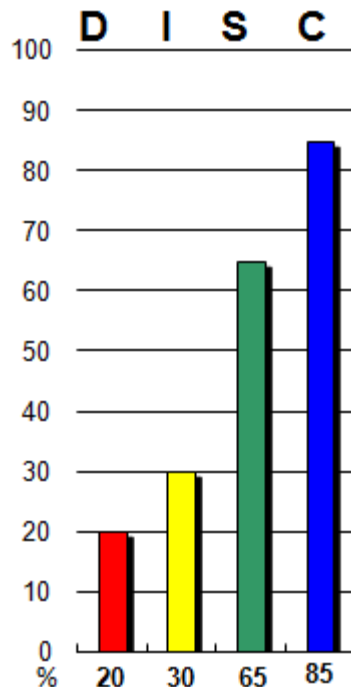
High C over High I



- **Precise, accurate, perfectionist,**
- **Stickler for quality, system and order**
- **Organized, even in relationships**
- **Polite and cooperative**



High C over High S



- Alert and sensitive to problems, controls, dangers, mistakes, errors, rules, procedures.
- Ready to adapt to procedures & systems
- Wary of change in procedures/techniques



Review of High Styles

- **High Ds are dominant, fast decision makers, loud, in a hurry**
- **High Is are smiley, happy, persuasive, political, inspiring**
- **High Ss are relaxed, predictable, stable, slow to make decisions**
- **High Cs are worriers, cautious, exacting, diplomatic and neat**



Low Styles

“Low” Does Not Mean
“Negative”

Low “D”

- * Best at avoiding conflict
- * Best at maintaining a peaceful environment
- * Best at avoiding unnecessary challenge just to “



Low Styles

“Low” Does Not Mean “Negative”

Low “I”

- * **Least likely to be ‘fooled’ by trusting too quickly**
- * **Most purposeful in new relationships**
- * **Best at using facts and logic in assessing human potential**



Low Styles

“Low” Does Not Mean
“Negative”

Low “S”

- * Most comfortable with multi-tasking
- * Best at change management
- * Highest tolerance of ambiguity or uncertainty



Low Styles

“Low” Does Not Mean
“Negative”

Low “C”

- * Most willing to change rules
- * Best at overcoming bias toward the way things have “always been done”
- * Most willing to take risks or decide quickly



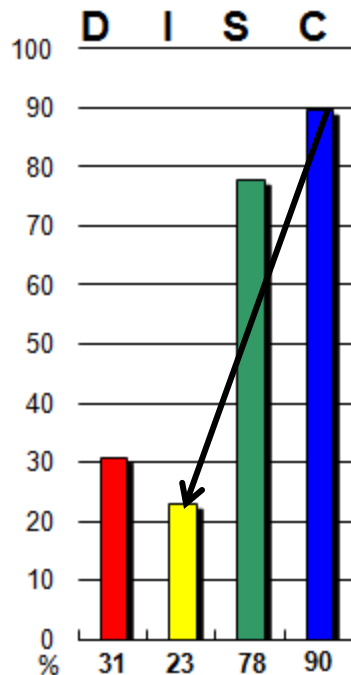
HOW TO READ GRAPHS

The effect of the other three factors on each style element – The largest delta between the style elements indicates the highest integrated behavior



How to Read the Graphs

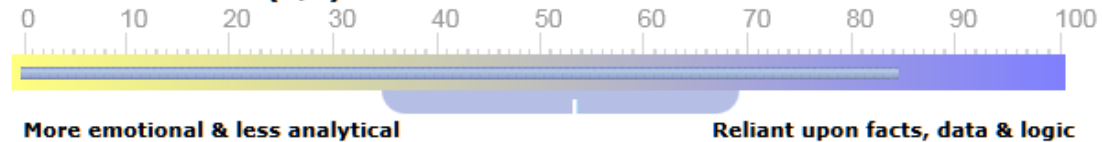
1. Begin with the Largest delta



Cautious-Accurate mistake avoidance, accuracy, details

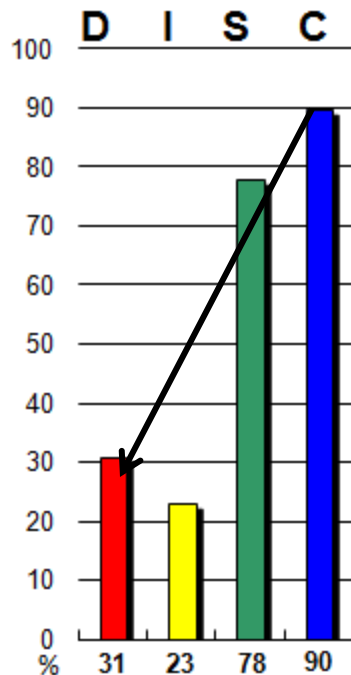
C influenced by the I

Correctness Behavior (C/I):





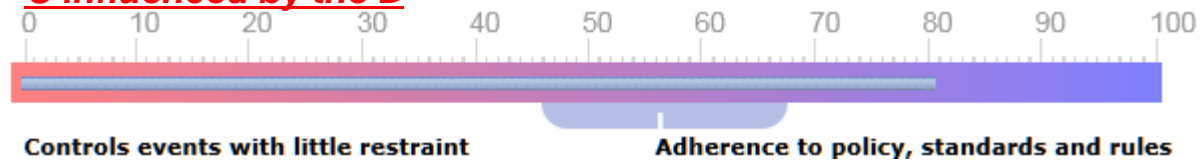
How to Read the Graphs



1. Begin with the Largest delta
2. Then the next largest delta

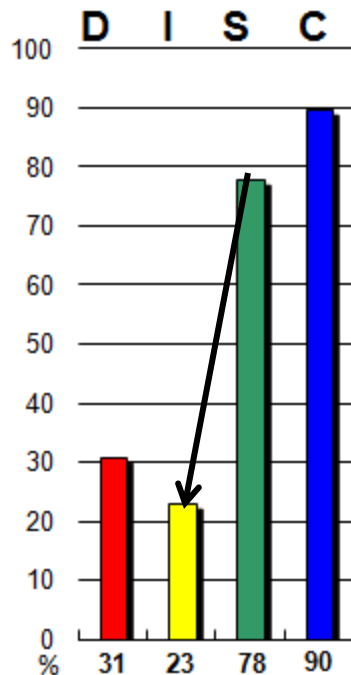
Collaborative structure, established procedures and rules

C influenced by the D





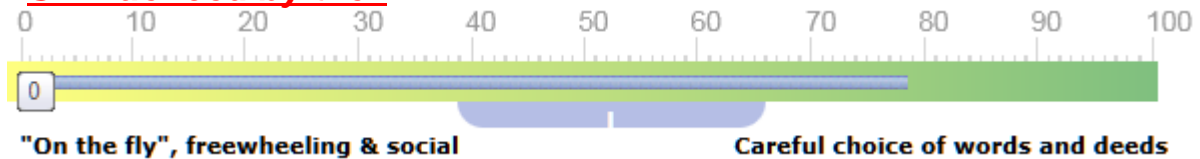
How to Read the Graphs



1. Begin with the Largest delta
2. Then the next largest delta
3. Followed by the third

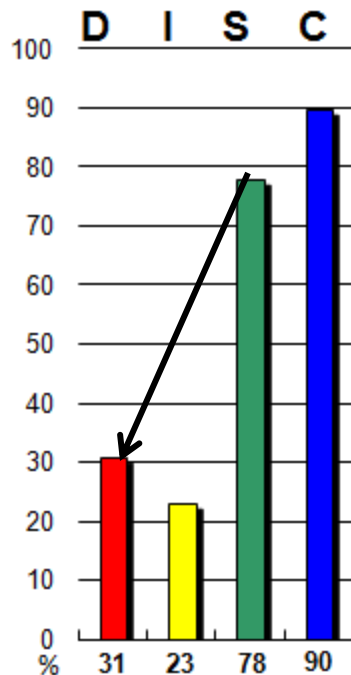
Reflective thoughtfulness when crafting words and actions

S influenced by the I





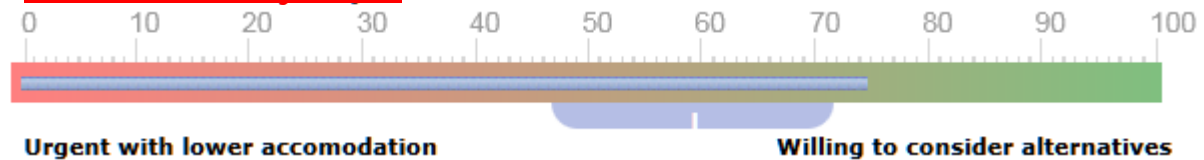
How to Read the Graphs



1. Begin with the Largest delta
2. Then the next largest delta
3. Followed by the third
4. Then the fourth

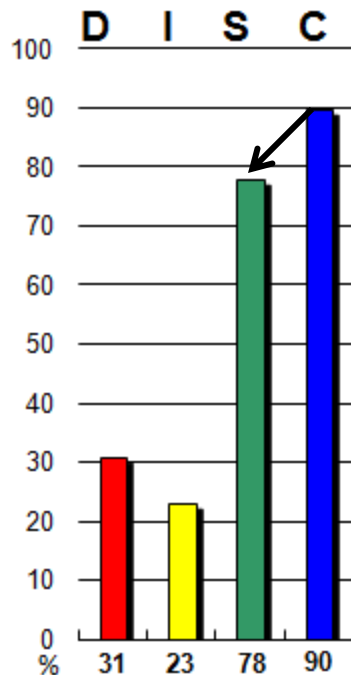
Patience work at a steady, slower pace

S influenced by the D





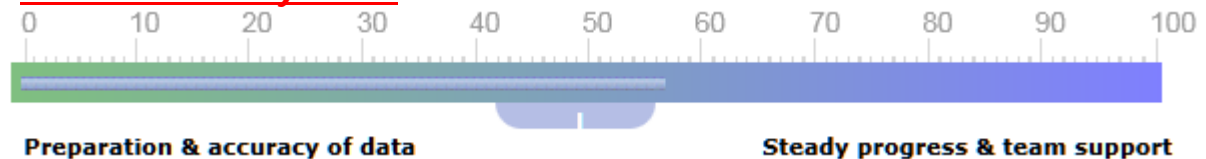
How to Read the Graphs



1. Begin with the Largest delta
2. Then the next largest delta
3. Followed by the third
4. Then the fourth
5. The fifth

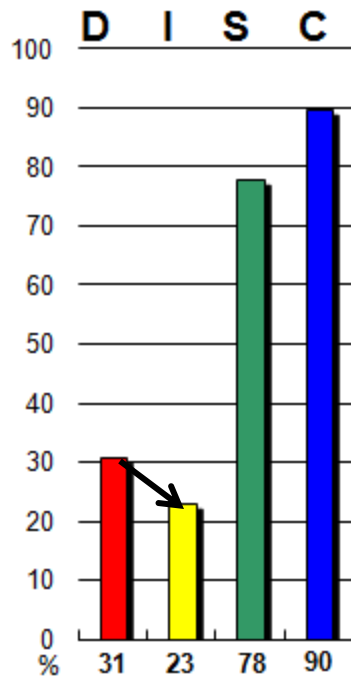
Perceptive sensitive and alert to problems, mistakes, errors

C influenced by the S





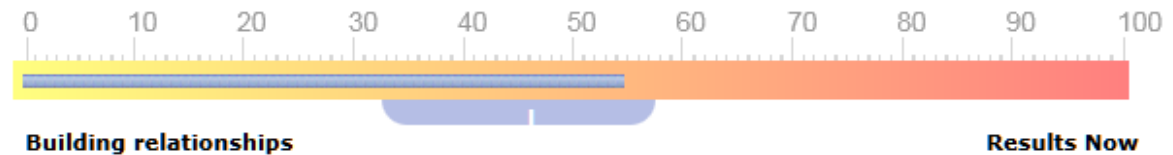
How to Read the Graphs



1. Begin with the Largest delta
2. Then the next largest delta
3. Followed by the third
4. Then the fourth
5. The fifth
6. Finally the 6th

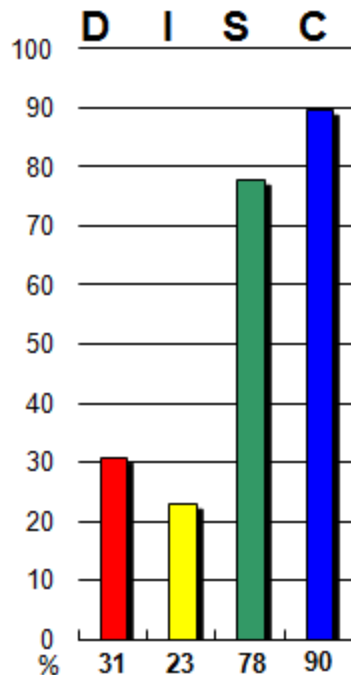
Efficient focus on tasks

D influenced by the I





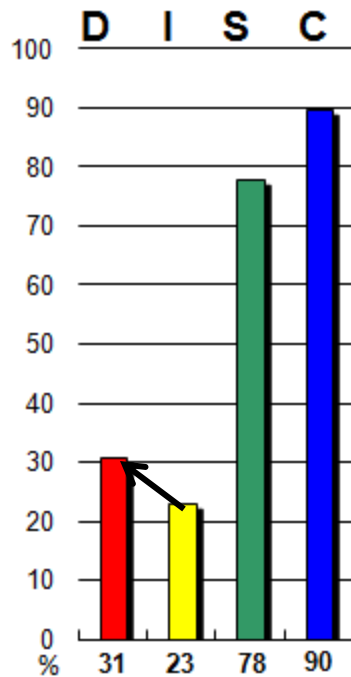
How to Read the Graphs



Now let's look at it the other way around, the lowest affected by the highest. You will notice that the relationship is reversed – the smaller the delta the larger the score. That is because the main factor is influenced by a stronger factor.

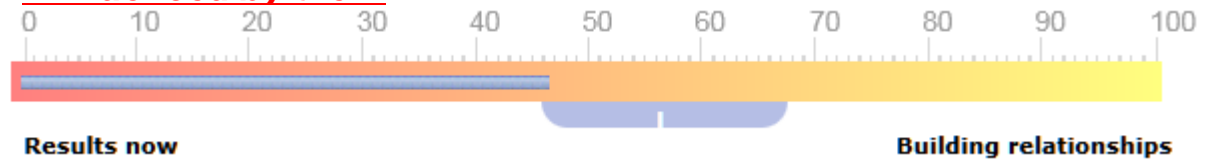


How to Read the Graphs



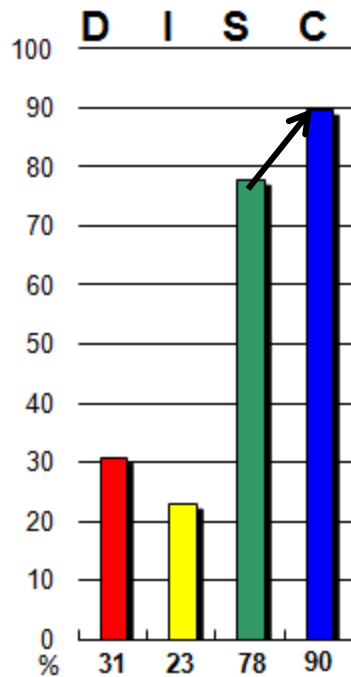
1. Begin with the lowest delta

Sociable accommodating, supportive and obliging
I influenced by the D





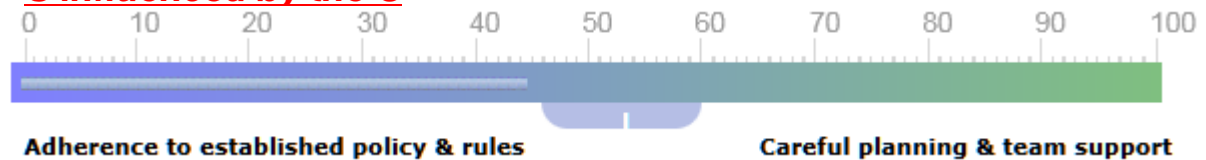
How to Read the Graphs



1. Begin with the lowest delta
2. Then the next lowest delta

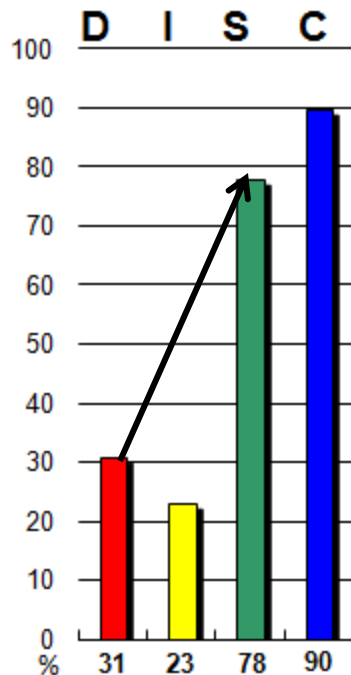
Persistent staying on task and supporting current procedures and processes

S influenced by the C





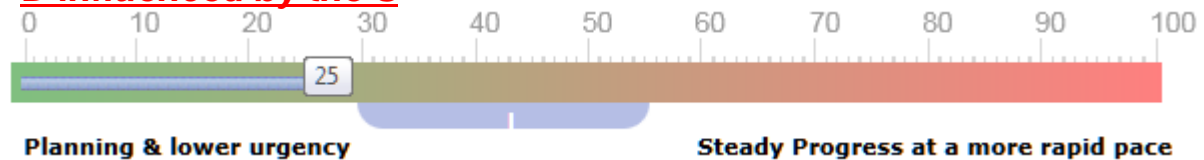
How to Read the Graphs



1. Begin with the lowest delta
2. Then the next lowest delta
3. The third lowest delta

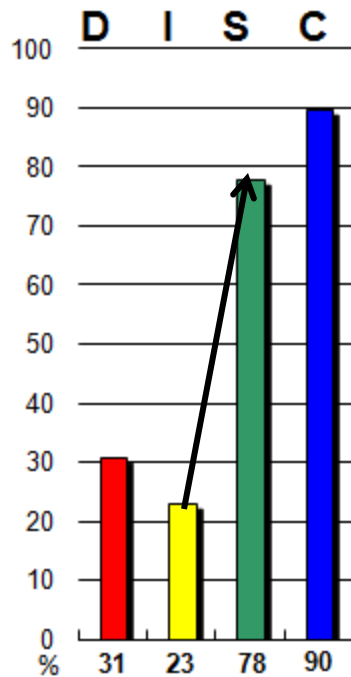
Self-Determination results-oriented drive emphasizing urgency and action

D influenced by the S



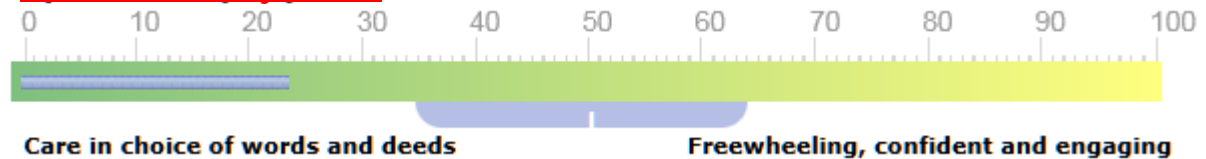


How to Read the Graphs



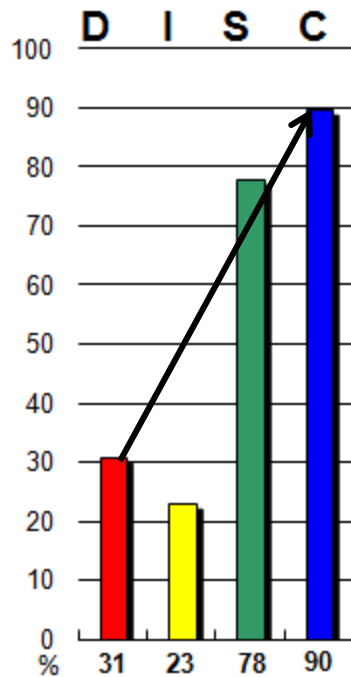
1. Begin with the lowest delta
2. Then the next lowest delta
3. The third lowest delta
4. Now the fourth

Enthusiastic *outwardly expressive and urgent*
I influenced by the S





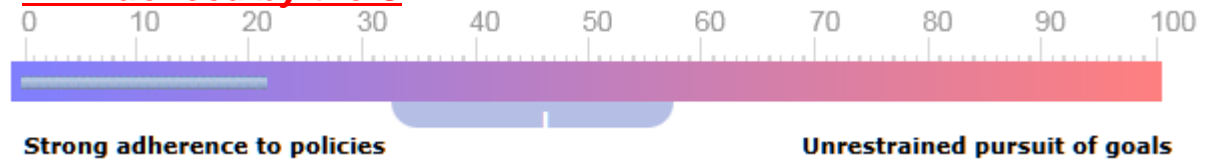
How to Read the Graphs



1. Begin with the lowest delta
2. Then the next lowest delta
3. The third lowest delta
4. Now the fourth
5. Next the fifth

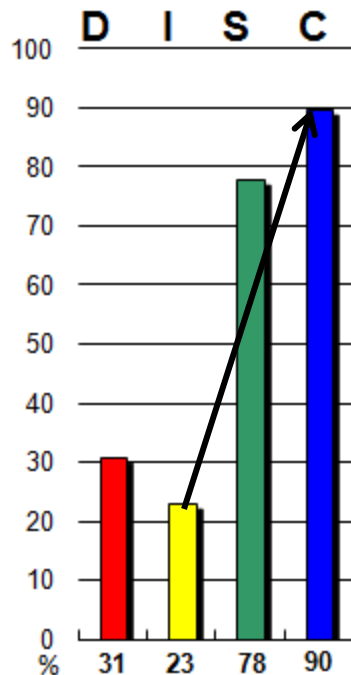
Individualistic assertive and independent approach tackling problems

D influenced by the C



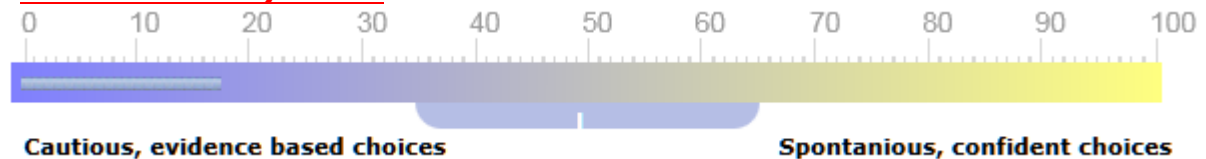


How to Read the Graphs



1. Begin with the lowest delta
2. Then the next lowest delta
3. The third lowest delta
4. Now the fourth
5. Next the fifth
6. And finally the 6th

Self-Assured *confident and spontaneous*
I influenced by the C





End of Session

Thank you