



RECOGNIZING DISC STYLES

C COMPLIANCE

The C is looking for: **FACTS**

Quick Observations: Slower paced, task-oriented

Communication: Direct

Overextension: Critical

Organization: Everything in its place. Perfectly organized.

Body Language:

Stance - Arms folded, one hand on chin

Walks - Straight line

Gestures - Very reserved, little or no gestures

Communication Clue: Asks detailed questions

D DOMINANCE

The D is looking for: **RESULTS**

Quick Observations: Faster paced, task-oriented

Communication: Direct

Overextension: Impatient

Organization: Efficient, not neat.

Body Language:

Stance - Forward leaning, hand in pocket

Walks - Fast, always going somewhere

Gestures - A lot of hand movement when talking, big gestures

Communication Clue: Doesn't want others' opinions, only facts

S STEADINESS

The S is looking for: **STABILITY**

Quick Observations: Slower paced, people-oriented

Communication: Indirect

Overextension: Possessiveness

Organization: Usually some type of system. A little on the sloppy side.

Body Language:

Stance - Leaning back, hand in pocket

Walks - Steady, easy pace

Gestures - Will gesture with hands

Communication Clue: Has a "poker" face

I INFLUENCE

The I is looking for: **INTERACTION**

Quick Observations: Faster paced, people-oriented

Communication: Indirect

Overextension: Disorganized

Organization: Disorganized. A lot of piles.

Body Language:

Stance - Feet spread, two hands in pockets

Walks - Weaves, people focused, may run into things

Gestures - A lot of big gestures and facial expressions when talking

Communication Clue: Talks with hands