



Live Like it Matters!

DISC Breakdown & Personality Style Sheet

The D Personality Style

Action and Results focused, responsive, driving and competitive. These individuals like to deal with things they can see, hear and touch. They live in the 'now'. They are sales people, professional athletes, entrepreneurs, marketing executives, investors, military strategists, politicians and business people.

The I Personality Style

These individuals are usually your long range thinkers dealing with creative ideas, theory, working in the abstract, originality and imagination. They are found working in architecture, science, writing, directing, art and music, engineering, city planning, creativity in advertising, corporate planning and as idea people.

The S Personality Style

Communicate through feeling and intuition. They have strong people orientation and have empathy and sensitivity to others. They place emphasis on relationship building to gain outcomes. They are nurses, secretaries, psychologists, teachers, psychiatrists, counselors, hairdressers, decorators, entertainers, authors, dramatists, social workers, retailers, etc. They are usually found in personnel, Human Resources and training and development.

The C Personality Style

Logic, rationality, order, facts, objective thinking, problem solving and analysis. They are accountants, lawyers, systems people, engineers, researchers, economists, referees, executives, technicians, technical sales people, quality controllers, financial people, data processing personnel and actuaries

D	I	S	C
Wants			
Power and Authority Prestige and Challenge Direct Answers Freedom from Supervision	Public recognition Freedom of expression Freedom from control and detail Democratic relationships Someone to implement creativity	Security Status quo Sincere appreciation Traditional procedures Validation of self-worth	Security assurance Standard operating procedure Sheltered environment Reassurance No sudden changes
Needs			
Difficult assignments Others who research fact To pace themselves and relax An occasional shock	Priorities and deadlines Participatory management Control of time Esteem and belongingness	Guidelines for the task Conditioning prior to change Encouragement of creativity Work assoc. of same competence	Precision work Exact job description Shed. Performance appraisals Lots of info
Less Desirable			
Poor long range vision Status-seeking Acts first, then thinks Lacks trust in others Domineering Abrupt Rude Impatient	Inattentive to detail Scattered Jumps to conclusions Impractical	Over personalizes Sentimental Subjective Weak at goal setting Holds grudges	Rigid Indecisive Overly cautious Controlled & controlling Overly serious
Fears			
Being taken advantage of	Loss of social approval	Loss of security Being wrong	Criticism
Benefits			
Loyal Recognition Make money	Visionary Recognition Flexibility	Recognition Comfort Team player	Save Money Precision Correct facts

Notes

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