

DiSC® Behavioral Model*

Overview

DiSC® is a four quadrant behavioral model based on the work of William Moulton Marston Ph.D. (1893 - 1947) to examine the behavior of individuals in their environment or within a specific situation. DiSC looks at behavioral styles and behavioral preferences.

The tests classify four aspects of personality by testing a person's preferences in word associations. DiSC® is an acronym for:

- **D**ominance - relating to control, power and assertiveness
- **I**nfluence - relating to social situations and communication
- **S**teadiness - relating to patience, persistence, and thoughtfulness
- **C**onscientiousness - relating to structure and organization

These four dimensions can be grouped in a grid with D and I sharing the top row and representing extroverted aspects of the personality, and C and S below representing introverted aspects. D and C then share the left column and represent task-focused aspects, and I and S share the right column and represent social aspects. In this [matrix](#), the [horizontal](#) dimension represents a factor of "**Assertive**" or "**Passive**", while the vertical represents "**Open**" vs. "**Guarded**".

Dominance: People who score high in the intensity of the 'D' styles factor are very active in dealing with problems and challenges, while low D scores are people who want to do more research before committing to a decision. High "D" people are described as demanding, forceful, egocentric, strong willed, driving, determined, ambitious, aggressive, and pioneering. Low D scores describe those who are conservative, low keyed, cooperative, calculating, undemanding, cautious, mild, agreeable, modest and peaceful.

Influence: People with High I scores influence others through talking and activity and tend to be emotional. They are described as convincing, magnetic, political, enthusiastic, persuasive, warm, demonstrative, trusting, and optimistic. Those with Low I scores influence more by data and facts, and not with feelings. They are described as reflective, factual, calculating, skeptical, logical, suspicious, matter of fact, pessimistic, and critical.

Steadiness: People with High S styles scores want a steady pace, security, and don't like sudden change. Low S intensity scores are those who like change and variety. High S persons are calm, relaxed, patient, possessive, predictable, deliberate, stable, consistent, and tend to be unemotional and poker faced. People with Low S scores are described as restless, demonstrative, impatient, eager, or even impulsive.

Conscientious: Persons with High C styles adhere to rules, regulations, and structure. They like to do quality work and do it right the first time. High C people are careful, cautious, exacting, neat, systematic, diplomatic, accurate, tactful. Those with Low C scores challenge the rules and want independence and are described as self-willed, stubborn, opinionated, unsystematic, arbitrary, and careless with details.

Our facilitators are certified in DiSC®. They will work with you to design a **DiSC® workshop** that fits your time frame and meets your organization's objectives.

Because we have your team complete the DiSC® questionnaires prior to the workshop, we can dedicate more time at the workshop to learning about the DiSC® preferences and the applications that are important to you and your organization.

DISC® Behavioral Model

Program Objectives

- Determine each individual's DiSC® personality preferences and behavior through instrument analysis, discussion, reflection, and interactive experiences.
- Recognize the benefits of each personality preference and learn how it affects the team's collaboration.

Use the personality preference knowledge gained to improve team communication and effectiveness.

Program Length

Full or half day programs are available.

Advance Work

Participants complete the written DiSC® test.

DISC® Program Content

1. Explore the personality behaviors and identify the preferences.
2. Learn where we get our energy, how we gather information, how we make decisions and how we present these preferences to the world.
3. Perform a self-evaluation and provide co-worker input
4. Facilitated discussion with team members on the differing type preferences
5. Provide "Best Fit" type versus DiSC® questionnaire results
6. Team problem solving exercises using personality preference pairings.
7. Team profile and personality preference balance within the team
8. Setting individual objectives in the context of team goals

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