

# Our Key Behavioral Tendencies

## HIGH "D" (DOMINANCE/DIRECTING) BEHAVIORAL TENDENCIES:

1. **High "Ego Strength"** - forceful, competitive, decision maker
2. **Task-Oriented** - move people to action; desire & cause "change"
3. **Motivated by directness** - do not like to be entertained or restrained!
4. **BASIC FEAR:** *Being taken advantage of*; especially, criticism of their CHARACTER (Self-Concept/Ego)
5. **Impatience** is another limitation behaviorally; they are "selective listeners"; have "blind spot" concerning awareness of others views, feelings

\*To influence a "D": Be efficient

\*For a "D" to be more effective: get other's opinions before moving ahead on a decision

**DiSC HUMOR:** On telling someone they did a nice job -

D will say: "I know"

i will say: "Thank you, let me tell you how I did it..."

S will say: "Do you really think so?"

C will say: "It was the only logical way"

## HIGH "i" (INFLUENCING/INTERACTING) BEHAVIORAL TENDENCIES:

1. **Optimistic** and people-oriented relaters - can be unrealistic
2. **Social-Oriented** - high-keyed emotionally, love to entertain
3. **Motivated by social recognition** - need companionship, group "morale"
4. **BASIC FEAR:** *Social rejection*; take disapproval in relationships, even "task criticism," as personal rejection by others
5. **Disorganization** regarding task behavior is a competency limitation - but will create the image of organization. Also - **time problem** - want time with people

\*To influence an "i": Be stimulating

\*For an "i" to be more effective: Listen more

**DiSC HUMOR:** On finding a pile of manure:

C: "I'll put it on my garden"

D: "I'll organize a group to clean it up"

i: "There has to be a pony in there"

S: wants to name the pony

## HIGH "S" (STEADINESS/STABILITY) BEHAVIORAL TENDENCIES:

1. **Pragmatic** - the objective group member, "team" player or "family" person
2. **Concrete results-oriented** - "bottom line" approach, not abstractions, patient
3. **Motivated by traditional practices** - loyalty, procedures respected
4. **BASIC FEAR:** *Loss of stability*; suspicious of the "unknown," change
5. **Possessiveness** and adherence to the code of "order" and "tranquility" is a key behavioral limitation

**\*To influence an "S":** Be sincere

**\*For an "S" to be more effective:** Take more risks

**DiSC HUMOR:** On listening:

S: will listen all day long

C: is weighing what you have to say against what they know to be correct

D: will say what they have to say, then move on

i: is looking for someone to tell their story to, then maybe they'll listen to you

## HIGH "C" (CONSCIENTIOUS/CAUTIOUS) BEHAVIORAL TENDENCIES

1. **Accurate** - the most precise of patterns, the "quality control" person
2. **Highly intuitive** - the "people-readers," cautious in relationships
3. **Motivated by the "correct" or "proper" way** - most self-disciplined
4. **BASIC FEAR:** *Criticism of their WORK or effort* in a situation

**\*To influence a "C":** Be correct

**\*For a "C" to be more effective:** be more flexible (not everyone needs the same amount of Information that you do)

**DiSC HUMOR:** Working on a project:

D: wants to get it done

I: wants to discuss it

S: wants to make sure everyone is in agreement

C: wants to make sure the job is done RIGHT