



"Disc" System of Behavioral Management

Action Strategies Card

<p>A How to Recognize a Person's Behavioral Profile The DISC System People-Reading Behavioral Cues</p> <p>If this person exhibits the following set of behaviors we can Predict & Respond to them as having a...</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>D HIGH "D" PROFILE</p> <p>A "People Mover"</p> <p>Impatient</p> <p>Fearful of "Being Taken advantage of"</p> <p>Resists personal criticism</p> <p>DEMANDING</p> </td> <td style="width: 5%; text-align: center; vertical-align: middle;"> <p>D O M I N A T I N G</p> </td> </tr> </table> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>I HIGH "I" PROFILE</p> <p>A "Recognition Seeker"</p> <p>Disorganized</p> <p>Fearful of social disapproval</p> <p>Resists personal rejection</p> <p>IMPULSIVE</p> </td> <td style="width: 5%; text-align: center; vertical-align: middle;"> <p>I N T E R A C T O R</p> </td> </tr> </table>	<p>D HIGH "D" PROFILE</p> <p>A "People Mover"</p> <p>Impatient</p> <p>Fearful of "Being Taken advantage of"</p> <p>Resists personal criticism</p> <p>DEMANDING</p>	<p>D O M I N A T I N G</p>	<p>I HIGH "I" PROFILE</p> <p>A "Recognition Seeker"</p> <p>Disorganized</p> <p>Fearful of social disapproval</p> <p>Resists personal rejection</p> <p>IMPULSIVE</p>	<p>I N T E R A C T O R</p>	<p>(Dissatisfiers)</p> <p>B The "Red Flags"* People Wave at Us!</p> <p>Avoid the following behaviors that naturally may result in conflict with each pattern.</p> <p>The Red Flags to a "High D"</p> <ol style="list-style-type: none"> 1. Telling him/her what to do. 2. Attacking their character. 3. Win-lose challenges. <p>The Red Flags to a "High I"</p> <ol style="list-style-type: none"> 1. Avoiding or rejecting them. 2. Denying their acceptance, friendliness. 3. Negativism, Arguing 	<p>C The Other Flags People Wave FOR US AND TO US...</p> <table style="width: 100%;"> <tr> <td style="width: 50%;"> <p>The "Green Flags" (Satisfiers) The following behaviors will naturally meet the needs of a person with this tendency.</p> </td> <td style="width: 50%;"> <p>The "Yellow Flags" (Potential Motivators) The following behaviors will naturally direct others to goals they want to achieve.</p> </td> </tr> </table> <p style="text-align: center;">To a High</p> <table style="width: 100%;"> <tr> <td style="width: 50%;"> <p>D</p> <ol style="list-style-type: none"> 1. Power & Authority 2. Freedom from Restraints 3. Results (The bottom line) </td> <td style="width: 50%;"> <p>D</p> <ol style="list-style-type: none"> 1. Personal Challenges 2. Workable Procedures & Systems 3. Follow-Through Support </td> </tr> </table> <p style="text-align: center;">To a High</p> <table style="width: 100%;"> <tr> <td style="width: 50%;"> <p>I</p> <ol style="list-style-type: none"> 1. Popularity & Prestige 2. Inclusion with Others 3. Enjoyment & Friendliness </td> <td style="width: 50%;"> <p>I</p> <ol style="list-style-type: none"> 1. Favorable Recognition 2. New Trends & Ideas 3. Time & Priority Support </td> </tr> </table>	<p>The "Green Flags" (Satisfiers) The following behaviors will naturally meet the needs of a person with this tendency.</p>	<p>The "Yellow Flags" (Potential Motivators) The following behaviors will naturally direct others to goals they want to achieve.</p>	<p>D</p> <ol style="list-style-type: none"> 1. Power & Authority 2. Freedom from Restraints 3. Results (The bottom line) 	<p>D</p> <ol style="list-style-type: none"> 1. Personal Challenges 2. Workable Procedures & Systems 3. Follow-Through Support 	<p>I</p> <ol style="list-style-type: none"> 1. Popularity & Prestige 2. Inclusion with Others 3. Enjoyment & Friendliness 	<p>I</p> <ol style="list-style-type: none"> 1. Favorable Recognition 2. New Trends & Ideas 3. Time & Priority Support 	<p>D The 15 Key Profiles</p> <p>(Note the secondary forces in italics)</p> <p>■■■■■■■■■■■■■■■■</p> <p>The "D" Patterns *DEVELOPER Result-oriented "<i>i</i>" Inspirational "I" Creative "C"</p> <p>■■■■■■■■■■■■■■■■</p> <p>The "I" Patterns *PROMOTER Persuader "<i>l</i>" Counselor "s" Appraiser "C"</p>
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HIGH "S" PROFILE

S
T
A
B
I
L
I
Z
E
R

A "Cooperative Group Worker"
Possessive
Fearful of risk-taking
Resists sudden, vague changes, loss of (security)
Safety-Seeking

SAFETY-SEEKING

S
E
R
V
I
C
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N
G

HIGH "C" PROFILE

C
A
L
C
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R

A "Reserved Precisionist"
Overly-Critical
Fearful of Imperfection
Resists criticism or their Ideas or work

CAUTIOUS

C
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The Red Flags to a "High S"

1. Overloading or confusing them.
2. Sudden, unplanned, risky changes.
3. Competition rather than cooperation.

The Red Flags to a "High C"

1. Criticizing their efforts.
2. Asking highly personal or blunt questions; or for revelations from this person.
3. Incomplete or inaccurate recommendations.

To a High S

1. Appreciation & Sincerity
2. Cooperation & Teamwork
3. Predictability & Personal Productivity

1. Group Achievements
2. Refinement of Existing Practices
3. Personal Growth Direction

To a High C

1. Work Autonomy
2. Freedom from Personalization
3. Professional Development

1. Realistic, Effective "Trade-Offs"
2. Logical, Planned Options
3. Open-Ended Low-Risk Direction

The "S" Patterns

*SPECIALIST
Agent "l"
Achiever "d"
Investigator "dc"
■■■■■■■■■■■■■■■■■■■■

The "C" Patterns

*OBJECTIVE
THINKER
Perfectionist "S"
Practitioner "is"
■■■■■■■■■■■■■■■■■■■■

The 3 Special Patterns

OVERSHIFT
High "DISC"
UNDERSHIFT
Low "DISC"
TIGHT
Close "DISC"