

LEADING WITH DISC

	D DECISIVE	I INTERACTIVE	S STABILIZING	C CAUTIOUS
BEHAVIORAL STYLE	Results-oriented, driver	Expressive, persuasive	Team player, understanding	Analytical, loves detail
AREAS TO IMPROVE	Overlooks details, can hurt feelings	Loses focus on tasks, impulsive	Dislikes conflict, resistant to change	Can seem rigid, resistant to change
DEALING WITH ISSUES	Be direct, clear, concise	Reinforce your belief in them and that you like them	Be cautious, slow, and methodical with follow-up	Be factual, not speculative, with time frame for resolution
CELEBRATING	Celebrate as soon as possible after the accomplishment	Celebrate in a big way with as many people as possible	Keep it low key with not a lot of attention on the specific person	Acknowledge accomplishment including all the details
GIVING FEEDBACK	Be direct, clear, concise	Chit-chat before tackling the subject	Ask a lot of questions and allow time to process	Focus on what needs to improve with expected results