

Personality Differences

D
Directive
Purposeful

Goal:
To direct, To lead, Action

Motivated by:
Results, Challenges.

Strengths:
Gets things done, Decisive, Persistent.

Weaknesses:
Insensitive, Impatient, Incautious, Not very flexible

Best environment:
Challenge, Freedom, Change

FAST PACE

Focus:
Change environment

Outward focused
Take initiative
Take risks
Energetic
Competitive
Assertive
Broad interest
Talk / Tell

Goal:
To inspire,
To convince

I
Interactive
Inspiring

Motivated by:
Recognition, Approval

Strengths:
Optimistic, Attractive, Enthusiastic

Weaknesses:
Exaggerates, Manipulative, Leaves things unfinished

Best environment:
Friendly atmosphere, Free from details, Opportunity to influence

Independent
Reserved
Distant
Steer

TASK-ORIENTED

Calculating
Sparing with own time
Focused on facts
Impatient

Challenge!

Perfection!

What?

Precise

Who?

Support

Bring together

Fun!

Rest!

Relational
Relaxed
Warm
Supporting

PEOPLE-ORIENTED

Empathetic
Flexible
Seeks the opinion of others
Compliant

Motivated by:
Being right, Quality

Strengths:
Orderly, Thorough, Analytic, Creative

Weaknesses:
Fussy, Overly cautious, Lost in details

Best environment:
Clearly defined, Requiring accuracy, Confirming

Why?

How?

Listen/Ask
Specific interest
Slower
Seek collaboration
Take deliberate decisions
Risk avoiding
Waiting
Cautious

Focus:
Maintain environment

SLOW PACE

**Correct
Conscientious
C**

Goal:
Consistent,
Correct

Motivated by:
Relationships, Appreciation

Strengths:
Supportive, Personable, Loyal

Weaknesses:
Adapts too much, Not assertive, Withdraws

Best environment:
Providing specific contribution, In a group, Stable and predictable

Goal:
Specialize,
Work together

**Steady
Social
S**

Summary of the DISC Model

Style	D	I	S	C
Basic Tendencies	Fast-Paced Task-Oriented	Fast-Paced People-Oriented	Slow-Paced People-Oriented	Slow-Paced Task-Oriented
Greatest Strengths	Decisive Action Takes Charge Gets Results Self-Confident Independent Risk-taker	Fun-Loving Involved with Others Enthusiastic Emotional Optimistic Good Communicator	Patient Easygoing Team Player Calming Influence Steady, Stable Good Follow-through	Accurate Analytical Attentive to Key Details High Standards Intuitive Controlled
Natural Limitations	Impatient Stubborn Harsh or Blunt	Disorganized Not Detail-Oriented Unrealistic	Indecisive Over Accommodating Too Passive Sensitive	Too Critical Perfectionistic Overly Sarcastic
Communication	One Way Direct "Bottom Line"	Positive Inspiring Persuasive	Two Way Best Listener Empathetic Feedback	Diplomatic Keen Observer Provides Details
Fears	Being Taken Advantage of	Loss of Social Approval	Loss of Stability	Irrational Acts, Criticism of Their Work
Love Language	Admiration	Acceptance and Approval	Appreciation	Affirmation
Under Pressure	Autocratic Aggressive Demanding	Emotional Attack (But May Avoid Public Confrontation)	Complies Tolerates Appeasable	Avoids, Withdraws, Plans Strategy to Get Even
Money Viewed as Means of	Power	Freedom	Showing Love	Insuring Security
Decision Making	Quick: Result-Focused Very Few Facts	Impulsive: Whether It "Feels" Right	Relational: Trusts in Others	Reluctant: Needs a Lot of Information
Greatest Needs	Challenges Change Choices Direct Answers	Fun Activities Social Recognition Freedom from Details	Status Quo/Stability Time to Adjust to Changes, Sincere Appreciation	Time to Produce Quality Work Facts Time to Analyze
Recharge	Physical Activity	Social Time	"Nothing" Time	Private Time

Taken From: Different Children Different Needs - Appendix B