

DiSC: Graph guide for Coaches



D OMINANT, DRIVER, DETERMINED	I NFLUENCER, MOTIVATOR, ENTERTAIN	S TEADY, STABLE, AMIABLE	C ORRECT, COMPLIANT, PERFECTIONIST
<ul style="list-style-type: none"> • Task Driven • You take control • You get things done • Love driving projects • Must win at all cost • Challenges authority • Very Direct, Assertive or Forceful • Competitive (play to win) • Risk taker, Inquisitive, • Love Adventures or challenges • Easily takes charge • Fast to decide & make decisions • Tells or directs others (rude, brutal) • Just do it, get it done, finisher • Risk Taker (Adventurer) • Your attitude: I can do it myself • You take over to get things done • Fast Paced, Hard Worker, • Quick to change • Controls by "Force of Will" • You don't ask questions, you just "Tell" • Managing style: Authoritarian 	<ul style="list-style-type: none"> • A person of influence, • It is all about the people • You enjoy talking, sharing, laughing • You thrive when the centre of attention or surrounded by people. • Outgoing, talkative, eager to please • Makes friends easily, very expressive • Imaginative and creative dreamer • Easily includes others, easily connects • Multi tasks & procrastinates with finishing • Always give your opinion (blurt it) • Quite happy to lead, fast to change • Always motivates and inspires others • Talks too much, interrupts, restless • Finds the positive (the silver lining) • Animated whilst talking, fast paced • Prepares possible persuasive or manipulative answers in advance • Ask some "who" questions • Managing style: Authoritative 	<ul style="list-style-type: none"> • Very kind, patient and friendly. • You value people above everything • Find it difficult to break relationships • Great listener • Enjoy pleasing/serving others • Can become the doormat, • Self-sacrificing (put yourself last) • Slowly plods along • Unable to see alternatives & Indecisive • Respects Authority • Likes step by step instructions • Enjoys working in a team • Leading stresses you • You are the glue of the team • You don't like the limelight • Great with repeat routines • Dependable & Loyal, the last to change • Engages through experiences • Avoids conflict, overly sensitive • Asks the "Why" questions • Managing style: Permissive 	<ul style="list-style-type: none"> • Analytical, attention to detail • Must get it right, likes facts & stats • Great at being precise and accurate • Well organised, slower deliberate pace • Puts systems in place & loves order • Realistic and not competitive • High standards & likes routine • Finishes things perfectly (but might be late) • Follows ALL the rules, methodically • Great with policies and procedures • Analyse until you paralyse • Perfectionism gets in the way • You can be hard on yourself • Happy to focus on task and not people • Do not like "out of the box" or surprises • Gather ALL information before deciding • Very slow to change • Unpredictable, loves debates & facts • Asks lots of questions about "how" • Managing style: unpredictable or often perceived as uninvolved
<ul style="list-style-type: none"> • Happy with a slower pace • Winning is not the main thing • Slower decisions • Prefers less challenging things • Non-demanding • More passive than aggressive • Not important to take charge • Happy for others to lead • Non-threatening • Patient, less power struggles • Less of a risk taker 	<ul style="list-style-type: none"> • More of a listener • Having fun is not the main thing • Operates at a slower pace • Could be withdrawn • Does not feel the need to please • Has the ability to say no to people • More easily prioritises & finish tasks • More sensitive to those around you • Holds back on your opinion • Procrastination is low • Less talkative 	<ul style="list-style-type: none"> • More open to change • Being in relationship is not the main thing • Can break relationship & be decisive • Can work at a faster pace • Not overly sensitive • Gets more easily excited • Less complacent • Ability to stand up for yourself • Willing to express your feelings more • Not a doormat or people pleaser 	<ul style="list-style-type: none"> • Embrace more out of the box thinking • Analysing everything is not the main thing • Faster paced, perfection is not high • Willing to learn from your mistakes • OK that your way is not the only way • Can be more spontaneous • Probably needs order & routine • Not too bothered by change • Criticism is not a threat • Less fixed in your ways, more flexible