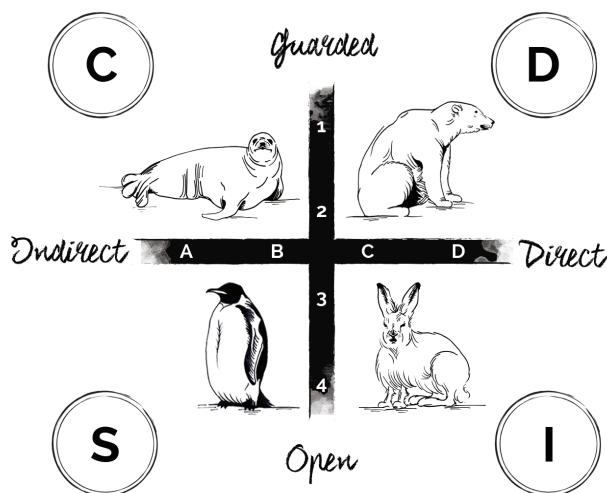


# IDENTIFYING THE FOUR DISC STYLES

# POLAR BEARS AND PENGUINS

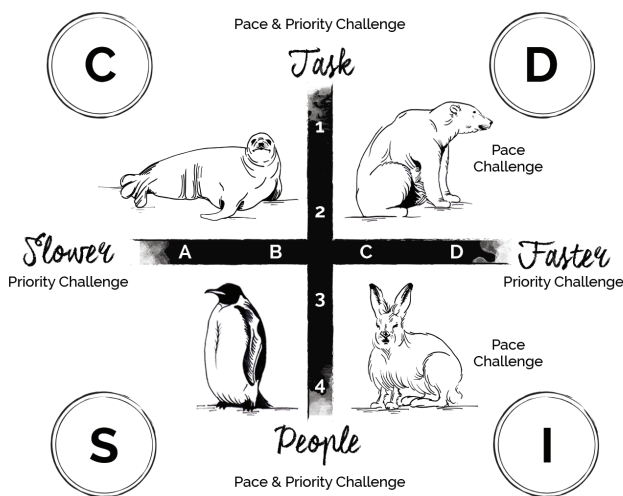
There are two questions you can ask yourself to identify what you and others on your team may be:

1. Are you more direct or indirect?
  - a. Using the scale of A-D, choose a letter based on your directness or indirectness.
2. Are you more guarded or open?
  - a. Using the scale of 1-4, choose a number based on if you are more guarded or open.



## Pace and Priority

Depending on the number and letter you chose, are you a D, I, S or C? In addition to having differing focuses, tendencies and observable characteristics, each style also has a different pace and priority. These differences can be easily overlooked and can lead to challenges. D & I are faster paced, S & C are slower paced. D & C are task oriented, I & S are people focused.



Please ask yourself the following questions:

1. What are the challenges that come from having different paces in your organisation?
2. What challenges come from having different priorities? (i.e. task vs. people)

## IDENTIFYING THE FOUR DISC STYLES

# POLAR BEARS AND PENGUINS

	<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>
<b>DISC Focus</b>	<b>Problems /Tasks</b>	<b>People</b>	<b>Pace (or Environment)</b>	<b>Procedures</b>
<b>Needs</b>	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyse
<b>Observable</b>	Decisive, risk-taker	Optimistic, trust others	Patience, stabiliser	Cautious, careful decision
<b>Fears</b>	Being taken advantage of/lack of control	Being left out, loss of social approval	Sudden change/loss of stability and security	Being criticised/ loss of accuracy and quality

Some famous D people include Donald Trump and Martha Stewart. Some famous I people include Jim Carrey, Oprah Winfrey and Ellen Degeneres. Some famous S people include Mother Theresa, Princess Diana and Tom Hanks. Some famous C people include Bill Gates, Warren Buffett and Einstein.

DISC examines our observable behaviours that are driven by our needs and fears.

**The above table shows:**

- A reminder of the DISC focus of each style
- The needs of each style
- The observable behaviours of each style
- The fears of each style