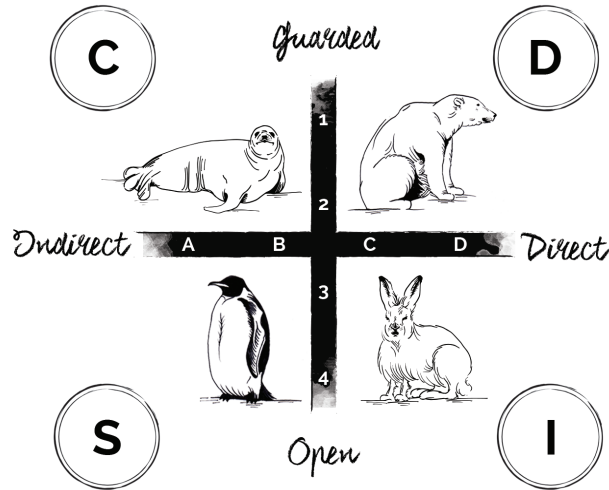


IDENTIFYING THE FOUR DISC STYLES

AND POLAR BEARS AND PENGUINS

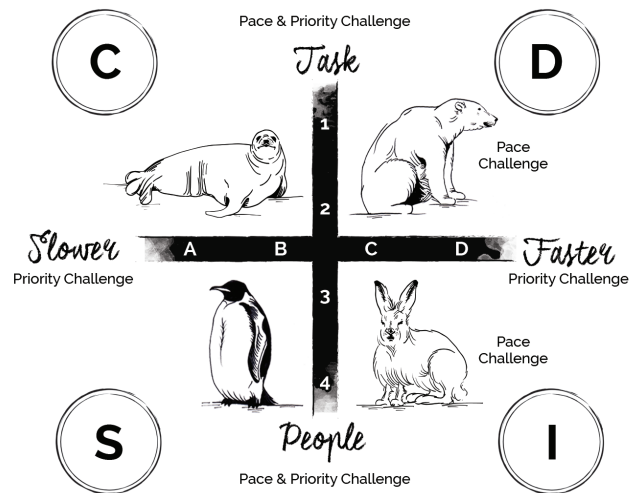
There are two questions you can ask yourself to identify what you and others on your team may be:

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

AND THE POLAR BEARS AND PENGUINS

	D	I	S	C
DISC Focus	Problems /Tasks	People	Pace (or Environment)	Procedures
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyse
Observable	Decisive, risk-taker	Optimistic, trust others	Patience, stabiliser	Cautious, careful decision
Fears	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