

DiSC® Behavioral Styles

Four Types of Conflict

The Four Types of Conflict

Similar DiSC® styles tend to be compatible and can be strengthened by mixing different styles. Although mixing these different styles may result in conflict. Conflict occurs on four levels: *Intra-Personal* (within me), *Inter-Personal* (between you and me), *Personal/Functional* (between me and my job), and *Personal/Organizational* (between me and my organization). Conflict is usually expressed through our feelings and behaviors. Anger, fear, disappointment, frustration, hostility, and depression can all be effects of a conflict and eventually lead to drained energy and an irritable worker.

