DiSC Behavioral Styles
for understanding self and others

DOMINANCE

EFFECTIVE TRAITS
Direct and self-assured
Seizes opportunities
Results oriented

IN有效不合适的属性
Dictatorial / Demanding
Boastful
Sarcastic

INTERESTED IN

QUALITY & ACCURACY OF WORK

EFFECTIVE TRAITS
Critical thinker
Detail oriented
Precise / Accurate

IN有效不合适的属性
Critical of self and others
Overly perfectionistic
Detached and aloof

Asks What?

GOALS

• Control
  • Dominance
  • Challenge

FEARS

• Being taken advantage of
• Loss of control
• Personal criticism

INTERESTED IN

CONSCIOUSNESS

EFFECTIVE TRAITS
Great listener
Loyal / Supportive
Consistent / Persistent

IN有效不合适的属性
Passive / Indecisive
Resistance to change
Overly tolerant

Asks Why?

GOALS

• Order
• Precision
• Proper ways

FEARS

• Order
• Precision
• Proper ways

INTERESTED IN

STEADINESS

EFFECTIVE TRAITS
People oriented
Persuasive
Good communicator

IN有效不合适的属性
Talks too much
Overly enthusiastic
 Difficulty with focus

Asks Who?

GOALS

• Status
• Popularity
• Approval

FEARS

• Social rejection
• Disapproval
• Loss of influence

INTERESTED IN

STRENGTHS

RELATING & PERSUADING

EFFECTIVE TRAITS
Cooperating & Accepting Others

IN有效不合适的属性
• Traditions
• Status quo
• Stability

Asks How?

GOALS

• Control
• Perfection
• Order

FEARS

• Being taken advantage of
• Discreet
• Loss of influence

INTERESTED IN

RESERVED

• Order
• Precision
• Proper ways

Asks What?

GOALS

• Control
• Dominance
• Challenge

FEARS

• Being taken advantage of
• Loss of control
• Personal criticism

INTERESTED IN

DIRECTING & GETTING RESULTS

EFFECTIVE TRAITS
Getting things done
Making the most of available
resources

IN有效不合适的属性
Dictatorial / Demanding
Boastful
Sarcastic

Asks What?

GOALS

• Control
• Dominance
• Challenge

FEARS

• Being taken advantage of
• Loss of control
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INTERESTED IN

QUALITY & ACCURACY OF WORK

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Asks How?

GOALS

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“A person’s strength, when used inappropriately, becomes a weakness.” —Dr. John Geier