

DiSC Profile Responds to Conflict (Fight or Flight)

“D”- Demands

Overly Assertive
Autocratic – Unbending
Overly-Controlling
Strong-Willed
Attempts to impose thoughts
and feelings on others

“i”- Attacks

Explosive
Emotionally attacks
others and their ideas
Uses condemnations and
put downs to discredit others
Tells people how he/she
“feels” about things

D & i - Tends to Vent (Fight)

S & C - Tends to Suppress (Flight)

“C”- Avoids

Less Assertive
Keeps thoughts to self
More controlled
Withdraws from people
and/or undesirable situations,
Plans next move

“S”- Complies

Gives in to keep peace
and reduce conflict
Appears to agree with others,
Tolerates things even
though he/she may disagree
Desires to save the relationship
even if it hurts them the most