## Peers, Partners and the DiSC Profile

<table>
<thead>
<tr>
<th></th>
<th>Before Relationship with peer or partner</th>
<th>After Relationship with peer or partner</th>
</tr>
</thead>
</table>
| **D** | Decisive  
Independent  
Efficient  
Competitive  
Determined  
Courageous | Impatient  
Self-sufficient  
Never slows down  
Attacks First  
Stubborn  
Reckless |
| **I** | Enthusiastic  
Talkative  
Optimistic  
Outgoing  
Personable  
Persuasive | Excitable  
Talks too much  
Unrealistic  
Disorganized  
Undisciplined  
Manipulative |
| **S** | Steadfast  
Stable  
Systematic  
Dependable  
Agreeable  
Listening | Resistant to change  
Over accommodating  
Slower-paced  
Unwilling to take charge  
Indecisive  
Non-communicative |
| **C** | Analytical  
Serious  
Conscientious  
Intuitive  
Orderly  
Industrious | Critical  
Unsociable  
Worries too much  
Overly sensitive Perfectionistic  
Fears criticism |