

THE SECRET WEAPON FOR IMPROVING ALMOST EVERY RELATIONSHIP

UNDERSTANDING DISC BEHAVIORAL STYLES



CJ RIVARD | [HTTP://CJRIVARD.CO/](http://CJRIVARD.CO/)

Understanding DISC Behavioral Styles



Each of us is a unique combination of the four primary DISC styles; but being able to recognize the primary style of yourself and others, will increase your self-awareness and ability to create better relationships with others. I've included a summary of communication tips for easy reference.

Understanding DISC Behavioral Styles



As a review, these are characteristics of the four styles:

- **D - Dominant Style** is decisive, direct, results-oriented, and seeks control.
- **I - Influencing Style** is persuasive, spontaneous, friendly, and enjoys the spotlight.
- **S - Steady Style** is loyal, team-oriented, accepting, and great at follow-through.
- **C - Compliant Style** is a rule follower, analytical, a planner, and values accuracy.

Understanding DISC Behavioral Styles

Which DISC style or combination of styles best describes you and why?

Based on your primary style, what would you say is your zone of genius?

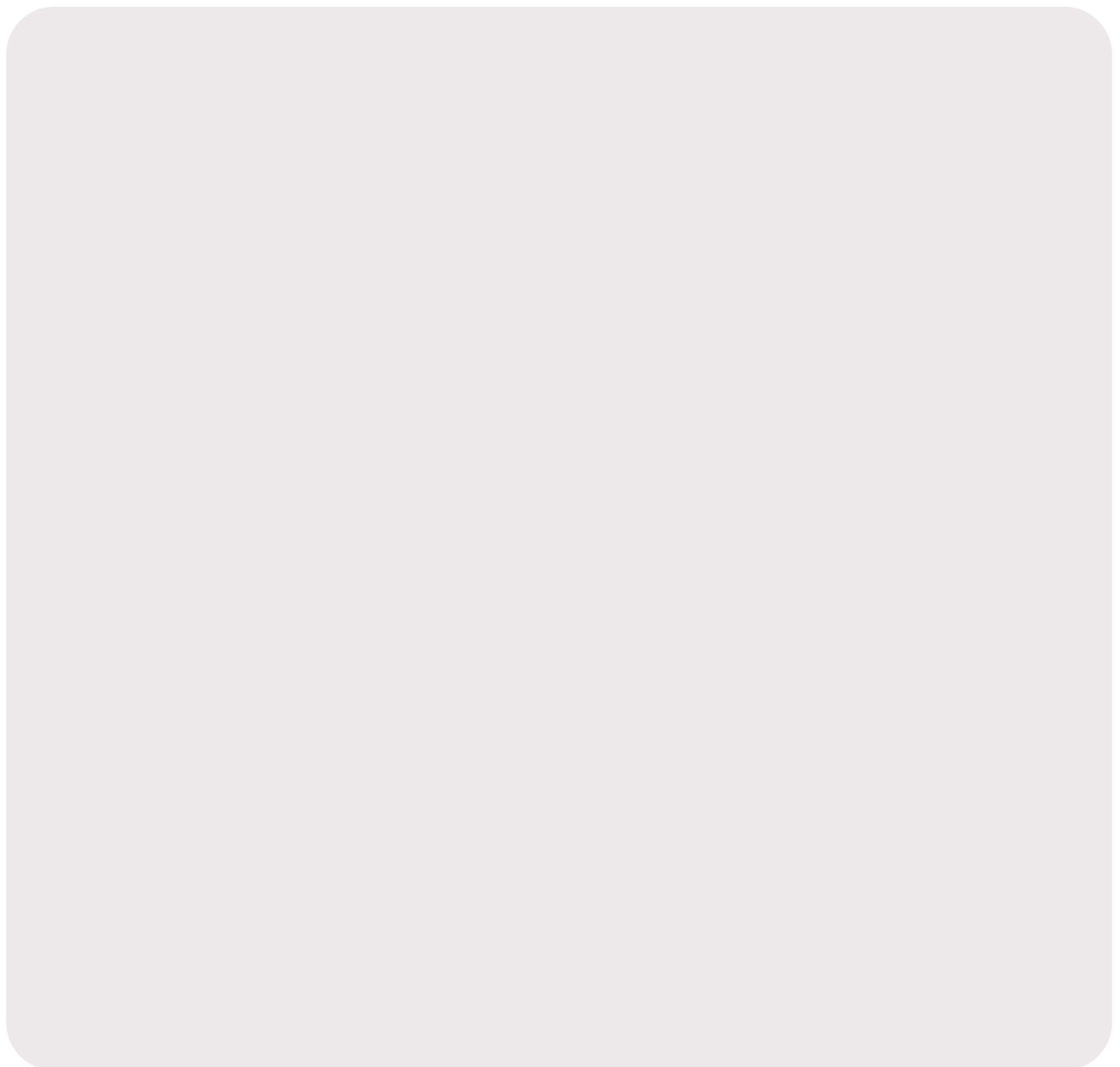
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How can you lean into your zone of genius more?

Based on the challenge areas of your primary style, can you recognize any areas for improvement in yourself? What are they?

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Outline at least 3 action items you can take over the next 1-3 months to lean into your super power and work around or neutralize your challenge areas.



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D Seeks results. Active.
Multi-tasker.

- Be brief, direct, and to the point. Then leave.
- Ask "What" not "How" questions.
- Focus on results.
- Don't ramble.
- Discuss a problem and its effect on outcomes.

Greatest Fear: Being taken advantage of



I Seeks friendly environment.
Always active.

- Don't do all the talking.
- Don't ignore their ideas.
- Allow time for socializing.
- Follow up with the details in writing.
- Four short 10-minute discussions are better than one 40-minute discussion.

Greatest Fear: Rejection / Loss of Approval

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S Seeks a team environment. Very loyal.

- Create a friendly tone for the discussion.
- Show interest in them as a person.
- Don't be overly aggressive.
- Minimize the potential for confrontation.
- Give definition to the goal and everyone's role.
- Give them time to adjust to any changes.

Greatest Fear: Loss of Security / Confrontation



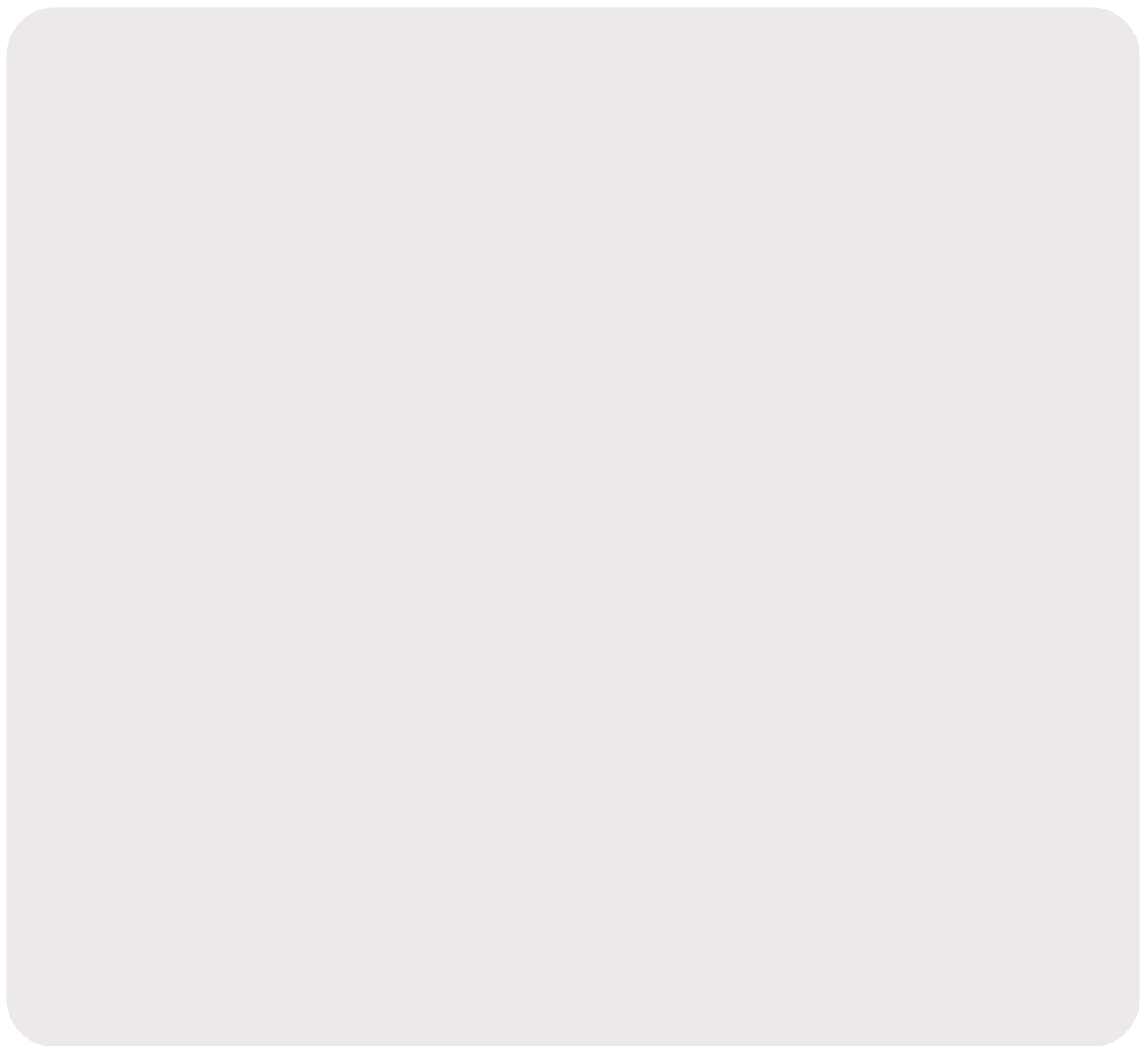
C Seeks an environment that honors logic and facts.

- Provide all the details.
- Use validated facts.
- Be precise in your explanation.
- Be very specific.
- Be patient, answer all their questions, and follow up to provide them with the additional data they request.
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Greatest Fear: Criticism

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What is the primary style of the person you are most challenged to get along with but need to? Outline below, the steps you can take to better communicate with that person based on their style.

A large, empty, light gray rounded rectangular box with rounded corners, intended for the user to write their response to the prompt above.