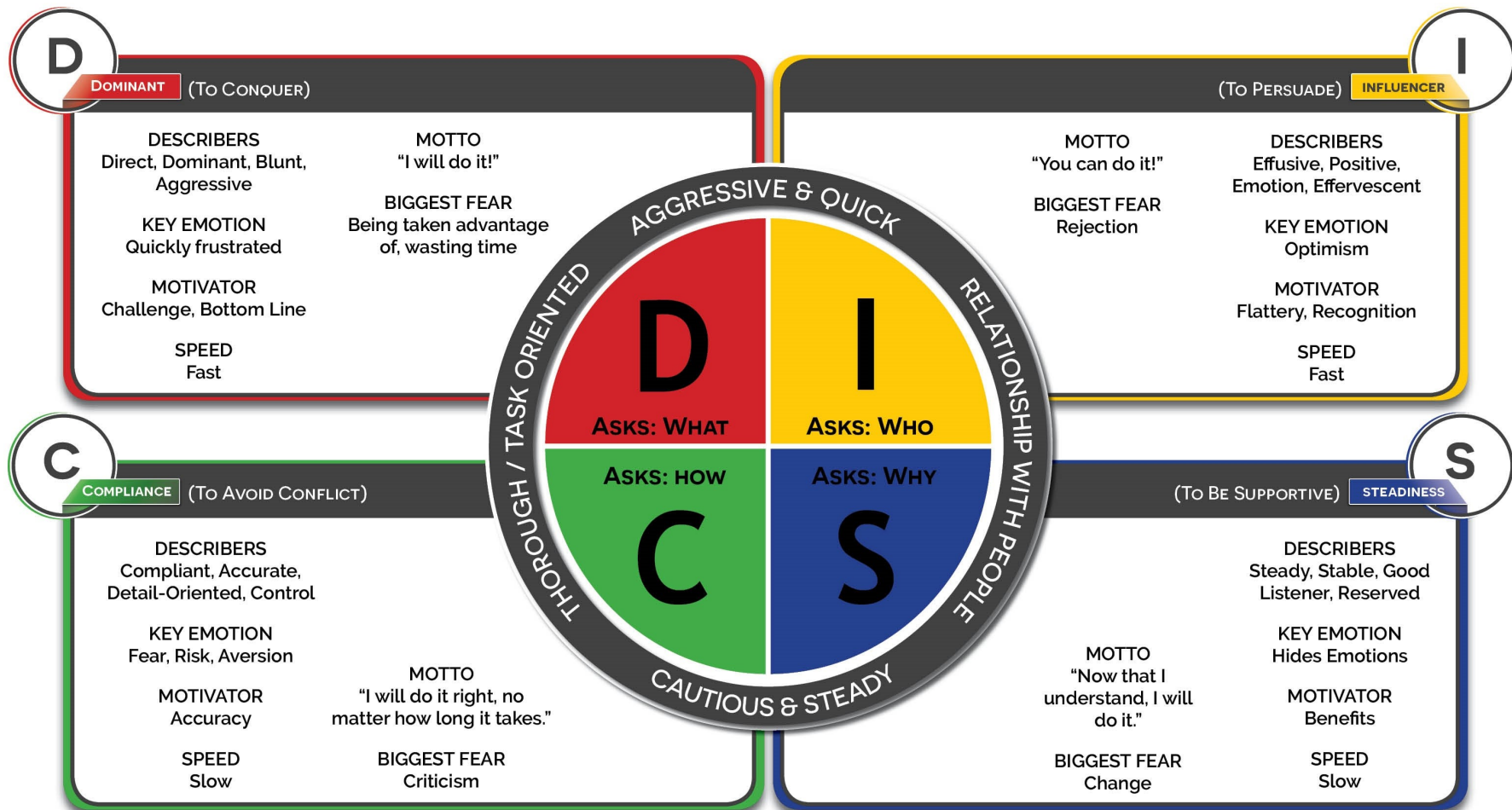
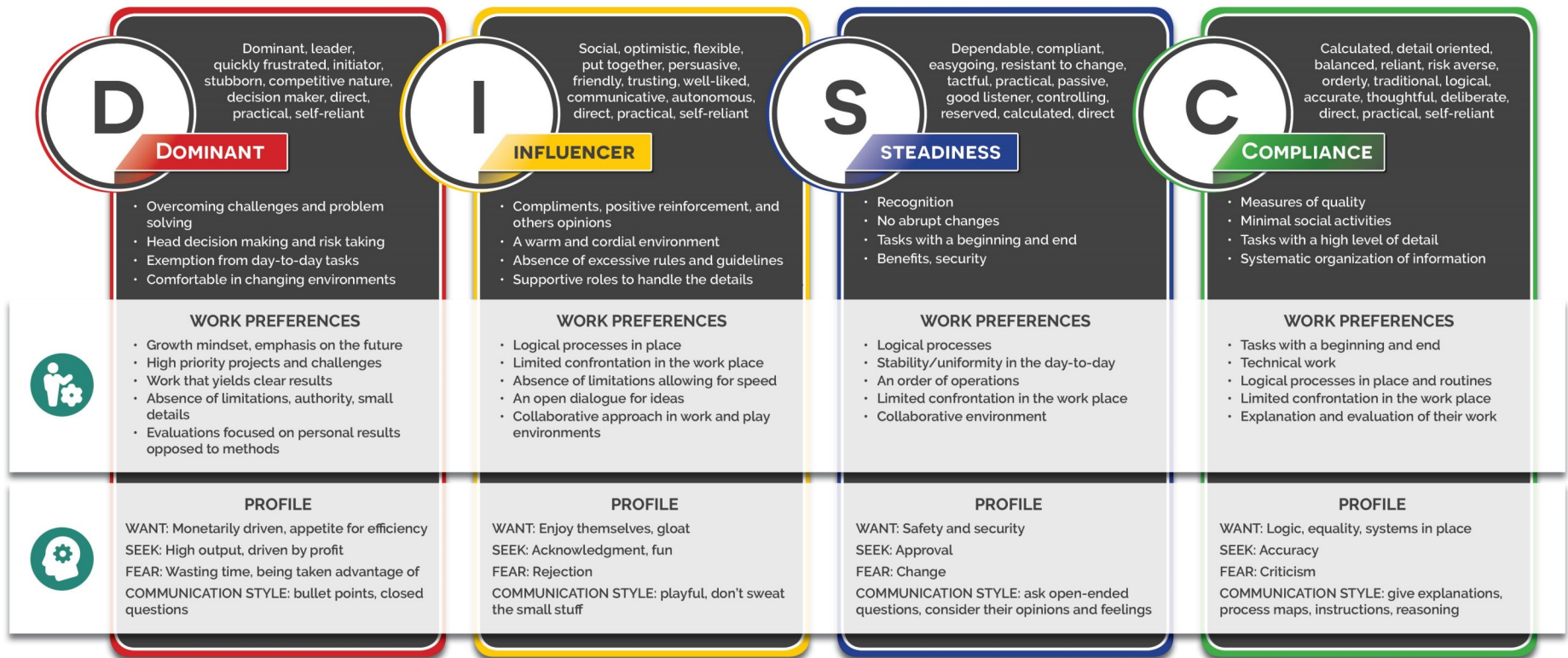


DISC BEHAVIORAL ASSESSMENT



DISC PROFILES



DISC STYLE IDENTIFICATION

	D STYLE	I STYLE	S STYLE	C STYLE
	• Decisive, tough, impatient • Strong-willed, competitive • Demanding, independent • Direct, does not listen	• Sociable, talkative, open • Enthusiastic, energetic • Persuasive, spontaneous, impulsive • Emotional, talks more than listens	• Calm, steady, laid back • Caring, patient, amiable • Listens carefully, sincere • Modest, indecisive, trustworthy	• Precise, exact, analytical • Logical, systematic • Quiet, does not express emotions • Careful, formal, disciplined
✓	DO • Give immediate feedback • Concentrate on subject • Maintain result-orientation	DO • Show enthusiasm, smile, chat • Focus on the positive, make it fun • Let him/her talk	DO • Slow down, take your time • Provide assurance and support • Give enough time to decide	DO • Give detailed information • Answer questions patiently • Give time to think and decide
✗	DON'T • Frustrate his/her desire to take action • Restrict his/her power • Spend time on non-essentials	DON'T • Put down his/her enthusiasm • Focus on the details • React negatively; remain positive	DON'T • Be restless, pressure for action • Make sudden changes • Fail to deliver on promises	DON'T • Keep information to yourself • Pressure for immediate decisions • Be too chatty