

DiSC™ Dimensions of Behavior Map

D ominance	i nfluence	S teadiness	C onscientiousness
<ul style="list-style-type: none"> • Motivated to solve problems and get immediate results. • Tends to question the status quo. • Prefers direct answers, varied activities, and independence. <p>“I like being my own boss.” “I know what I want and I go after it.” “I like to test myself with new challenges.”</p>	<ul style="list-style-type: none"> • Motivated to persuade and influence others. • Tends to be open and verbalizes thoughts and feelings. • Prefers working with people rather than alone. <p>“I enjoy telling stories and entertaining people.” “I get fired up about things.” “I like freedom from control and detail.”</p>	<ul style="list-style-type: none"> • Motivated to create a stable, organized environment. • Tends to be patient and a good listener. • Prefers participating in a group rather than directing it and listening more than talking. <p>“I like working with people who get along.” “I enjoy helping people.” “I can be counted on to get the job done.”</p>	<ul style="list-style-type: none"> • Motivated to achieve high personal standards. • Tends to be diplomatic and carefully weighs pros and cons. • Prefers environments with clearly defined expectations. <p>“I enjoy analyzing things.” “I am uncomfortable with emotional situations.” “I enjoy working with people who are organized and have high standards.”</p>

Chart a Course to Success! *DiSC Dimensions of Behavior* helps you to discover and capitalize on your unique behavioral strengths. DiSC can also help you better respond to the communication needs of other people. Use **Strategies for Success** as a guide to more successful interaction with others.

Strategies for Success

<p>Dominance</p> <p>If you emphasize dominance, be aware that others may prefer: time to weigh pros and cons, an explanation of your decisions, to socialize briefly before getting down to business, and a cautious approach to change.</p>	<p>influence</p> <p>If you emphasize influence, be aware that others may prefer: facts and short answers, systematic and organized approaches, your personal follow-through, and a low-key, sincere approach.</p>	<p>Steadiness</p> <p>If you emphasize steadiness, be aware that others may prefer: to focus on the big picture and set priorities, to make decisions quickly, to know your needs and wants, and to challenge the way things are done.</p>	<p>Conscientiousness</p> <p>If you emphasize conscientiousness, be aware that others may prefer: to deal directly with conflict, to use policies only as guidelines, to openly communicate and negotiate with you, and a clear explanation of your rules and standards.</p>
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You've just taken the first step on the road to self-discovery! You are now pointed in the direction of greater self-awareness and positive relationships.

