



Control Dimension:

The degree to which an individual seeks to be either the one who exercises control within a relationship or the one who adapts to the one in control.

Style Reading Question:

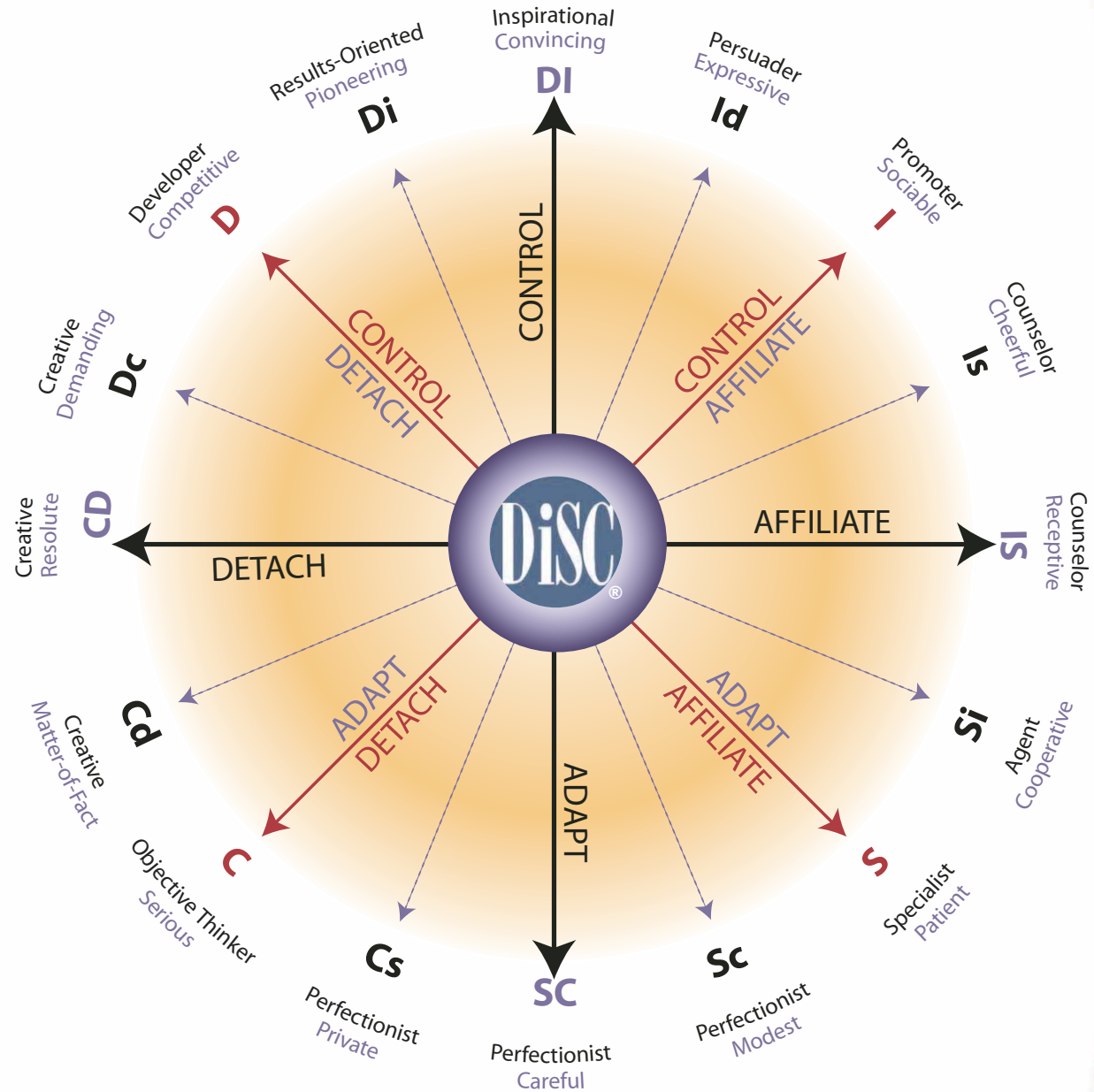
Does this person: Seek to lead, guide, direct, or assume responsibility for others — **CONTROL** — OR — Seeks direction and guidance from others and feels comfortable in adapting to others — **ADAPT**

Affiliation Dimension:

The degree to which an individual seeks to become either closely involved or separate from others.

Style Reading Question:

Does this person: Seek being involved with others, talking, sharing, getting along and belonging — **AFFILIATE** — OR — Seek personal space, privacy, independence and autonomy — **DETACH**





DiSC® Style	Goals and Motivators	Fears and Demotivators	Preferred Environment	Behavior in Conflict Situations
Dominance/Control-Detach D–Developer/Competitive Di–Results-Oriented/Pioneering DI–Inspirational/Convincing Dc–Creative/Demanding	<ul style="list-style-type: none"> Wants to get results Wants to be in charge Likes new opportunities and challenges Likes initiating change and taking risks 	<ul style="list-style-type: none"> Not having control Being closely managed by others Being required to perform routine, predictable tasks Having to check in frequently and report step-by-step on activities Appearing soft or weak 	<ul style="list-style-type: none"> Fast-paced, results-orientation Maximum freedom to determine how things are done Performance measurements and rewards based on achieving results Opportunity to control events 	<ul style="list-style-type: none"> Tends to take a direct, aggressive approach May escalate levels of aggression May create win/lose outcomes May overpower others Tends to become defensive
Influence/Control-Affiliate I–Promoter/Sociable Id–Persuader/Expressive Is–Counselor/Cheerful IS–Counselor/Receptive	<ul style="list-style-type: none"> Wants to be involved with people Wants to have fun while getting things done Likes to help people talk things out 	<ul style="list-style-type: none"> Situations where others become hostile or negative Losing approval Being required to follow-through on details Routine, repetitive, task work Rigid time limits 	<ul style="list-style-type: none"> Fast moving pace Relating to others with enthusiasm Recognition and positive feedback Opportunities for creative “brainstorming” 	<ul style="list-style-type: none"> Tends to avoid open, direct conflict Tends to become emotionally expressive May become personally attacking Tends to minimize negative information or placate others
Steadiness/Adapt-Affiliate S–Specialist/Patient Si–Agent/Cooperative Sic–Practitioner/Cooperative Sc–Perfectionist/Modest	<ul style="list-style-type: none"> Likes to be involved with people Likes things to run smoothly Wants stability and security Dislikes conflict 	<ul style="list-style-type: none"> Unpredictable or disorganized situations Situations where other people become hostile Having to become aggressive Having to provide a solution without having time to study the situation 	<ul style="list-style-type: none"> Predictable tasks and activities Friendly, informal, cooperative involvement with others Little or no interpersonal hostility Methodical approaches 	<ul style="list-style-type: none"> Tends to avoid interpersonal aggression Seeks to find solutions that are acceptable to everyone Attempts to calm people who are upset
Conscientiousness/Adapt-Detach C–Objective Thinker/Serious CS–Perfectionist/Careful Cs– Perfectionist/Private Cd–Creative/Matter-of-Fact CD–Creative/Resolute	<ul style="list-style-type: none"> Likes accuracy Likes setting and meeting high standards Wants opportunities to analyze and assess Likes logical, systematic approaches to work 	<ul style="list-style-type: none"> Unclear situations resulting in criticism of performance Being held accountable for quality in situations without having sufficient time Reacting quickly to situations requiring analysis 	<ul style="list-style-type: none"> A plan or performance system which provides specific feedback A reserved, business-like atmosphere Time to complete tasks to personal standards 	<ul style="list-style-type: none"> May withdraw from conflict initially May become defensive or use indirect aggression May overpower others with logic and facts

