

**DISC PERSONALITY STYLES MATRIX**  
**How to Recognize and Win**

<b>VALUE</b>	<b>Dominance (DIRECTOR) THE JOB</b>	<b>Compliant (CRITIC) THE JOB</b>	<b>Steadiness (SUPPORTER) THE PEOPLE</b>	<b>Influencing (INSPIRER) THE PEOPLE</b>
<b>What they look for:</b>	Results Aggressiveness Goal orientated	Standards Details	Friendliness Amicable people Consistency	Verbal skills Flexibility
<b>Action tendencies:</b>	Achievers Don't supervise Acts quickly "Here's what should be done"	What? When? Where? Who? How? Why? "Reassure me"	Accommodating Sincere appreciation "How's the family?"	Social recognition "Look at me"
<b>Motivating needs:</b>	To be challenged Control Power Authority	Accuracy Time to analyze	Stability Time to adjust to changes	Recognition Flexibility Options Freedom of speech
<b>Your reaction to their communication style:</b>	Overpowering Intimidates Alienates	Very quiet Indifference Passive	Soft fuzziness Vague on objectives Low power Low business skills	Impulsive Selfish Egomaniac Thoughtless
<b>They fear:</b>	Being taken advantage of Personal criticism	Imperfection Careless acts Anger Changes	Being challenged Changes Personal rejection	No Social Recognition Criticism
<b>Characteristics:</b>	Create results Take charge Create change	Well organized Detail oriented Must justify change	Passive Slow to change	Talkative Enthusiastic idea person Likes change
<b>When stressed they become:</b>	Openly hostile Bossy, Loud Impatient Aggressive Expressive	Critical Strict Wants to be left alone	Slow down more Sulks Wants to check out	Get emotional Overly sells Opportunistic
<b>Your recovery skills with them:</b>	Be specific Talk about action Talk about results	Be accurate Show logic Link steps	Talk with them Pace them	Talk about ideas Use enthusiasm Listen to them