DISC®
ADVANCED

Do you find some people easy to work with and others more challenging?

Do you avoid people who talk a lot, focus on too many details or are abrupt?

Do you really know how others perceive you?

Do you want to know how to influence people in the workplace?

DISC IS THE ANSWER

The science behind DISC Behavioural Styles suggests that all people possess four basic behavioural tendencies to differing degrees.

DISC is an acronym of the four behavioural styles;

Dominance Influence Stability Correctness

JEST FOR SCHOOLS

C - SLOWER PACED & TASK ORIENTATED

How to identify a C Style Behaviour

- Appears reserved and somewhat timid
- Asks many questions
- Proceeds cautiously
- Does not easily express disagreeing views
- May be very critical; criticism based on facts, not opinions

How to approach a C Style person

- Provide facts
- Be patient, slow down
- Give plenty of detailed information
- Do not pressure for quick decisions or answers
- Focus on issues

S - SLOWER PACED & PEOPLE ORIENTATED

How to identify an S Style Behaviour

- Listens carefully
- Is easy going
- Asks questions and inquires about specifics
- Seems to have strong opinions but may not express them vocally
- Completely new ideas/things seem to make him/her uncomfortable

How to approach an S Style person

- Present issues/ideas logically
- Focus on people
- Be sincere, do not dominate
- Provide the information he/she needs
- Secure commitment piece by piece

D - FAST PACED & TASK ORIENTATED

How to identify a D Style behaviour

- Often appears to be in a hurry
- Is direct. Says what he/she thinks
- May talk to many people at the same time
- Wants to know the bottom line
- Becomes irritated easily with off topic discussions or small talk

How to approach a D Style person

- Be direct and specific
- Disagree only on facts
- Enjoy the battle
- Do not dominate
- Ensure he/she "wins"

I - FAST PACED & PEOPLE ORIENTATED

How to identify an I Style behaviour

- Is open and friendly
- Talks about people he/she knows
- Jumps from subject to subject
- Does not pay close attention
- May ask same questions several times

How to approach an I Style person

- Be a friend – do not ignore
- Schedule time for chatting
- Speak about people and feelings
- Acknowledge the positive
- Remember to follow up

HOW CAN I FIND OUT MY STYLE?

There are many behavioural profiling tools available to help you identify your style and it can be confusing as to which one is the best.

JUST FOR SCHOOLS

We did the research for you and believe that when it comes to the workplace, DISC ADVANCED® is the best.

Contact Just for Schools to implement DISC ADVANCED® behavioural profiling in your workplace.

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