

DiSC Profiler Pattern	Corresponding MBTI® Preferences	Focus	On a Team	As a Leader	In Conflict
Achiever	ST	Accountability for own work	Get it done	Accurate	Will be precise about facts
Agent	NF	Group acceptance	Get along	Appreciative	May avoid to preserve group
Appraiser	ST	Winning fairly and creatively with others	Get buy-in	Analyst	Will be fair and objective
Counselor	NF	Friendship and happiness	Make people happy	Approachable	Will want a win-win solution
Creative	NT	Unique accomplishments through change	Move the team forward	Progressive	Will engage if for progress
Developer	IT	Independent work focused on logic	Contributes behind the scenes	Innovative	Will be better at one-on-one conflict
Inspirational	NT	Creating the vision	Make it happen	Motivational	Will try to understand and influence
Investigator	SJ(I)	Power through authority	Prove the reason for movement	Determined	Will provide rationale
Objective Thinker	ST	Correctness and critical thinking	Do it right	Analytical	Will be aggressive
Perfectionist	SJ	Stability and competence	Show their knowledge	Competent	Will be persistent about details
Persuader	EP	Verbal acuity and flexibility	Be open to ideas	Poised	Will be open-minded
Practitioner	ST	Self-discipline for growth	Stay the course	Proficient	Will stay on track
Promoter	NF(P)	Approval, popularity	Enjoy them and their style	Optimistic	Will look at the bright side
Result oriented	NT(IJ)	Dominance and independence	Shut up and get it done	Dominant	Will push for closure
Specialist	SF(J)	Maintaining the status quo	Change only if necessary	Cautious	Will want to keep things the same