

DISC Stage 2 - Pick Pattern

Technique © 2019 elevanto.com.au Treat others the way they want to be treated.

Stage 2 - PICK PATTERN

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State differences without judgment. Ask What. No ramble. Confirm deal.	
2. DEVELOPER (D) Innovative <i>Contribute Behind Scenes</i>	4. INSPIRATIONAL (D) <i>Motivational Make it happen</i>
Meeting personal needs	Accepts aggression; downplays need for affection
Works alone on tasks; belligerent if individualism threat or challenges go	Manipulative; Quarrelsome; Belligerent
Boredom; loss of control	Weak behaviour; loss of social status
Speedy Gonzales	Show off
1. DIRECTOR (D) Progressive <i>Move team forward</i>	3. RESULTS (D) Dominant <i>Shut up and get it done</i>
Accepts aggression; restrains expression	Ego; rugged individualism
Becomes bored with routine work; sulks; acts independently	Critical and fault-finding; resists team participation; oversteps boundaries
Lack of influence; failure to meet their standards	Being taken advantage of; slowness with tasks; being a pushover
Shy	Troublemaker
16. ENHANCER (C) Progressive <i>Move team forward</i>	13. PRACTITIONER (C) <i>Proficient Stay the course</i>
Accepts aggression; restrains expression	Wants to keep up with others in effort and technical performance
Becomes bored with routine work; sulks; acts independently	Becomes restrained; is sensitive to criticism
Lack of influence; failure to meet their standards	Predictability; no recognition as an expert
Shy	Expert
14. OBJECTIVE THINKER (C) <i>Analytical Do it right</i>	15. PERFECTIONIST (C) <i>Competent Show their knowledge</i>
Rejects interpersonal aggression	Displays competence; is restrained and cautious
Becomes worrisome	Becomes tactful and diplomatic
Irrational acts; ridicule	Antagonism
Sleepy	Nit picker
State calmly, logically, factually. Ask Why. Give time to think.	

Recognise discomfort with conflict and loss of approval. Ask Who. Limit efforts to side-track. Tell what is to happen not who is to do what.	
5. PERSUADER (I) Poised <i>Be open to ideas</i>	7. PROMOTER (I) Optimistic <i>Enjoy them and their style</i>
Trusts others; is enthusiastic	Accepts others
Becomes indecisive and easily persuaded; becomes organised to look good	Becomes careless; sentimental; disorganised
Fixed environment; complex relationships	Loss of social acceptance and self worth
Eager Puppy	Optimist
6. APPRAISER (I) Adaptable <i>Get buy-in</i>	8. COUNSELOR (I) <i>Approachable Make people happy</i>
Driven to look good	Being approachable; showing affection and understanding
Becomes restless, critical and impatient	Becomes overly flexible and intimate; too trusting without differentiating
Loss or failure; others disapproval	Pressuring people; fear of causing harm
Whisperer	Woolly thinker
12. ACHIEVER (S) Missionary <i>Get it done</i>	11. AGENT (S) Appreciative <i>Get along</i>
Diligent; frustrated	Accepts affection; rejects aggression
Becomes frustrated and becomes more of a doer than a delegator	Becomes persuasive using key information and friends if necessary
Others with competing or inferior work standards affecting results	Dissenting; conflict
Hostile	Hijacker
10. INVESTIGATOR (S) <i>Determined Prove the reason for it</i>	9. SPECIALIST (S) Cautious <i>Change only if necessary</i>
Is dispassionate; demonstrates self-discipline	Calculatingly moderate; accommodates others
Tends to internalise conflict; holds onto grudges; tactless	Becomes adaptable to authority and thinks with group
Involvement with the masses; responsibility to sell abstract ideas	Change; disorganization
Gripes; has mood swings	Dinosaur
Resolve to maintain harmony. Ask How. Ask what needed to resolve.	

Conflict resolution strategy by quadrant
No., title, quadrant, as leader, on team
Emotion
Under pressure
Fear
In a meeting
No., title, quadrant, as leader, on team
Emotion
Under pressure
Fear
In a meeting
No., title, quadrant, as leader, on team
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Conflict resolution strategy by quadrant

← ← ← More into THINGS

More into PEOPLE → → →