

# DISC - Putting It All Together

## **Dominance – Achieves success by taking decisive actions towards their goal**

**Strengths:** comfortable in a leadership role, problem solver, can make tough decisions, not afraid to confront issues, sees change as a challenge, stays focused on the mission.

**Limitations** (Others may see): intimidating, insensitive, brusque, impatient, intolerant, unapproachable

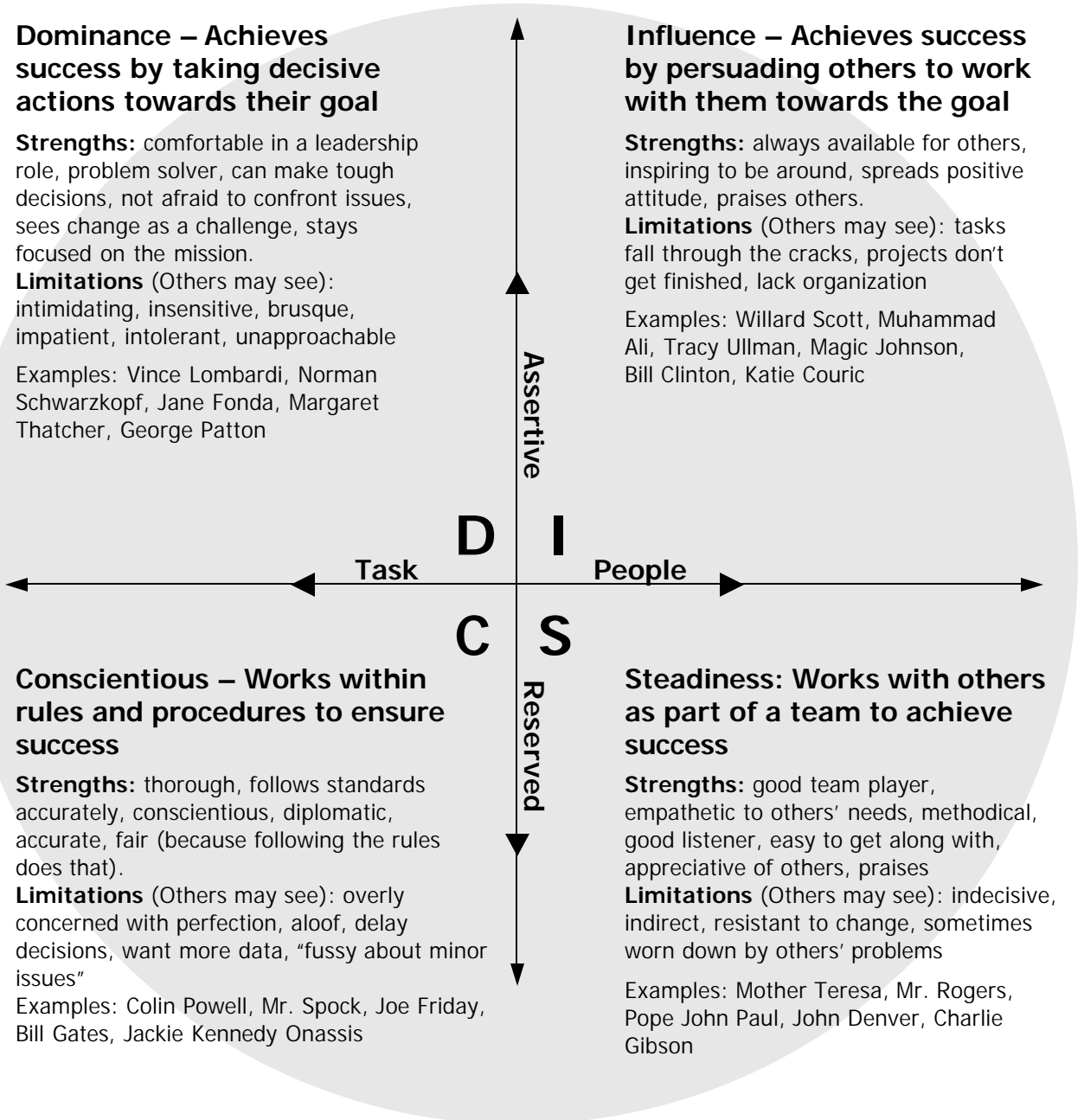
Examples: Vince Lombardi, Norman Schwarzkopf, Jane Fonda, Margaret Thatcher, George Patton

## **Influence – Achieves success by persuading others to work with them towards the goal**

**Strengths:** always available for others, inspiring to be around, spreads positive attitude, praises others.

**Limitations** (Others may see): tasks fall through the cracks, projects don't get finished, lack organization

Examples: Willard Scott, Muhammad Ali, Tracy Ullman, Magic Johnson, Bill Clinton, Katie Couric



## **Conscientious – Works within rules and procedures to ensure success**

**Strengths:** thorough, follows standards accurately, conscientious, diplomatic, accurate, fair (because following the rules does that).

**Limitations** (Others may see): overly concerned with perfection, aloof, delay decisions, want more data, "fussy about minor issues"

Examples: Colin Powell, Mr. Spock, Joe Friday, Bill Gates, Jackie Kennedy Onassis

## **Steadiness: Works with others as part of a team to achieve success**

**Strengths:** good team player, empathetic to others' needs, methodical, good listener, easy to get along with, appreciative of others, praises

**Limitations** (Others may see): indecisive, indirect, resistant to change, sometimes worn down by others' problems

Examples: Mother Teresa, Mr. Rogers, Pope John Paul, John Denver, Charlie Gibson