



# RECOGNIZING DISC STYLES

## **C** COMPLIANCE

The “C” is looking for: **INFORMATION**

**Emotion:** Fear

**Quick Observations:** Introverted, task-oriented

**Communication:** Direct

**Overextension:** Critical

**Body Language:**

**Stance** - Arms folded, one hand on chin

**Walks** - Straight line

**Gestures** - Very reserved, little or no gestures

**Communication Clue:** Asks detailed questions

## **D** DOMINANCE

The “D” is looking for: **RESULTS**

**Emotion:** Anger

**Quick Observations:** Extroverted, task-oriented

**Communication:** Direct

**Overextension:** Impatient

**Body Language:**

**Stance** - Forward leaning, hand in pocket

**Walks** - Fast, always going somewhere

**Gestures** - A lot of hand movement when talking, big gestures

**Communication Clue:** Doesn't want others' opinions, only facts

## **S** STEADINESS

The “S” is looking for: **SECURITY**

**Emotion:** Non-emotional

**Quick Observations:** Introverted, people-oriented

**Communication:** Indirect

**Overextension:** Possessiveness

**Body Language:**

**Stance** - Leaning back, hand in pocket

**Walks** - Steady, easy pace

**Gestures** - Will gesture with hands

**Communication Clue:** Has a “poker” face

## **I** INFLUENCE

The “I” is looking for: **THE “EXPERIENCE”**

**Emotion:** Trust/Optimism

**Quick Observations:** Extroverted, people-oriented

**Communication:** Indirect

**Overextension:** Disorganized

**Body Language:**

**Stance** - Feet spread, two hands in pockets

**Walks** - Weaves, people focused, may run into things

**Gestures** - A lot of big gestures and facial expressions when talking

**Communication Clue:** Talks with hands