



Based On

D.I.S.C. PROFILE ASSESSMENT

The DiSC® profile is a behavioral assessment that helps individuals understand their behavioral style and preferences. It identifies four primary styles: Dominance, Influence, Steadiness, and Conscientiousness, to promote greater self-awareness, communication, and teamwork.

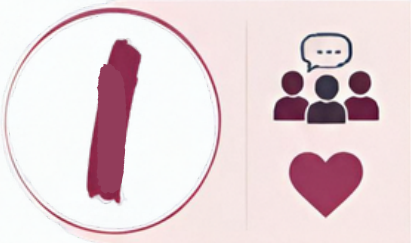


LET'S TALK



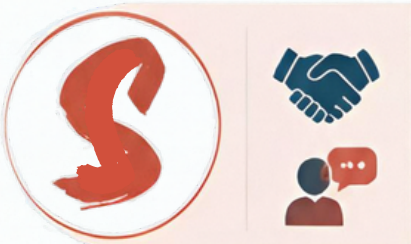
When communicating with a D:

- Start with the key point or desired outcome.
- Keep the conversation focused and efficient.
- Be confident and direct.
- Focus on solutions and what can be done.
- Give them room to make decisions and take action.
- Avoid unnecessary details or lengthy explanations.



When communicating with an I:

- Create a positive, engaging connection.
- Allow space for conversation and interaction.
- Share the bigger picture and possibilities.
- Invite their ideas and enthusiasm.
- Keep the conversation energetic and collaborative.
- Avoid overwhelming them with excessive detail.



When communicating with an S:

- Take a warm, respectful approach.
- Give them time to process information and respond.
- Explain expectations clearly and calmly.
- Show that you value their perspective and contribution.
- Provide reassurance when change or uncertainty is involved.
- Invite their concerns rather than assuming they'll volunteer them.



When communicating with a C:

- Lead with facts, evidence, and relevant details.
- Be prepared to explain your reasoning.
- Give them time to evaluate information before responding.
- Be precise about expectations and standards.
- Allow questions and thoughtful analysis.
- Don't interpret their need for information as resistance or disinterest.