

Summary of the DISC Model

Style	D	I	S	C
Basic Tendencies	Fast-Paced Task-Oriented	Fast-Paced People-Oriented	Slower-Paced People-Oriented	Slower-Paced Task-Oriented
Greatest Strengths	Decisive Action Takes Charge Gets Results Self-Confident Independent Risk-Taker	Fun-Loving Involved with Others Enthusiastic Emotional Optimistic Good Communicator	Patient Easygoing Team Player Calming Influence Steady, Stable Good Follow Through	Accurate Analytical Attentive to Key Details High Standards Intuitive Controlled
Natural Limitations	Impatient Stubborn Harsh or Blunt	Disorganized Not Detail Oriented Unrealistic	Indecisive Over Accommodating Too Passive Sensitive	Too Critical Perfectionist Overly Sarcastic
Communication	One Way Direct "Bottom Line"	Positive Inspiring Persuasive	Two Way Best Listener Empathetic Feedback	Diplomatic Keen Observer Provides Details
Fears	Being Taken Advantage of	Loss of Social Approval	Loss of Stability	Irrational Acts Criticism of Their Work
Love Language	Admiration	Acceptance and Approval	Appreciation	Affirmation
Under Pressure	Autocratic Aggressive Demanding	Emotional Attack (But May Avoid Public Confrontation)	Acquiesces Tolerates Complies	Avoids, Withdraws, Plans Strategy to Get Even
Money Viewed As Means of	Power	Freedom	Showing Love	Insuring Security
Decision Making	Quick: Result-Focused Very Few Facts	Impulsive: Whether It "Feels" Right	Relational: Trusts in Others	Reluctant: Needs a Lot of Information
Greatest Needs	Challenges Change Choices Direct Answers	Fun Activities Social Recognition Freedom From Details	Status Quo/Stability Time to Adjust to Changes, Sincere Appreciation	Time to Do Quality Work Facts Time to Analyze
Recharge	Physical Activity	Social Time	"Nothing" Time	Private Time

Strategies For Each Temperament

“D” Determined Child

- Provide him with responsibilities where he can exercise some control. Responsibility should increase with age and maturity of the child.
- Teach him to accept the importance of limits and boundaries even when he disagrees with you.
- Give choices rather than ultimatums. “What is your plan for getting your room clean?”
- Provide for plenty of physical activity.
- Above all else, do NOT let yourself be pulled into a power struggle. Be brief and to the point. You are in charge.

“I” Influencing Child

- Give lots of encouragement and consistent affection.
- Understand that he wants to do what everyone else is doing.
- Don't be critical or judgmental. Do not harshly correct him in public.
- Allow plenty of time for family fun. This child is looking for people who will accept him for who he is.
- Be sure there are opportunities to be with friends, but insure that family remains the primary bond.

“S” Soft-hearted Child

- Do not be domineering or demanding.
- Help him make decisions on his own by presenting options and encouraging the child to make a choice and live with it.
- Make your home as stable as possible.
- Provide personal assurances and support.
- Make every effort to keep your promises. This child will struggle with intense disappointment if things don't go as planned.

“C” Contentious Child

- Don't rush him with decision making.
- Help him develop a tolerance for imperfection.
- Avoid interrupting him when he is working.
- Don't set standards too high. His own personal standards are already high enough.
- Help him learn that mistakes are opportunities to learn rather than personal failures.
- Allow him time alone to recharge.