

## DISC Behavior Style Keys for Personal & Professional Success

High D: <u>D</u> ominance	High I: <u>I</u> nfluence	High S: <u>S</u> teadiness	High C: <u>C</u> onscientiousness
<p style="text-align: center;">Outgoing Gets things done</p> <p>Taking charge gives me security.</p> <p>Under stress I will get angry quickly and dictate or assert my power.</p> <p>Physical activities relieve my stress.</p> <p>I seek acceptance through competition.</p> <p>I measure progress and results.</p>	<p style="text-align: center;">Outgoing Connects with people</p> <p>Flexibility gives me security.</p> <p>Under stress I will attack verbally or be sarcastic.</p> <p>Social activities relieve my stress.</p> <p>I seek acceptance through humor.</p> <p>I measure acknowledgment and admiration.</p>	<p style="text-align: center;">Reserved Connects with people</p> <p>Essential relationships give me security.</p> <p>Under stress I will submit or give in.</p> <p>Quiet activities relieve my stress.</p> <p>I seek acceptance through conformity.</p> <p>I measure compatibility and relationship depth.</p>	<p style="text-align: center;">Reserved Gets things done</p> <p>Preparations and control over my surroundings give me security.</p> <p>Under stress I will avoid people or withdraw from situations.</p> <p>Time to myself relieves my stress.</p> <p>I seek acceptance through correctness.</p> <p>I measure precision and correctness.</p>

### Keys for Sparking Success

<p>Fast and decisive pace</p> <p>Results</p> <p>Track records</p> <p>Control</p> <p>Options</p> <p>Efficiency</p> <p>Knowing how anything affects my success</p> <p>Understanding “what”</p> <p>Maintaining my success</p> <p>Support for my goals</p> <p>Answers that give high points about functions, timelines, and costs</p>	<p>Fast and spontaneous pace</p> <p>Personal and professional connections</p> <p>Recognition and approval</p> <p>Admiration</p> <p>Opportunities to talk</p> <p>Stimulation</p> <p>Knowing how anything affects my prestige</p> <p>Understanding “who”</p> <p>Maintaining my dignity</p> <p>Support for my ideas</p> <p>Answers that give high points about people and relationships</p>	<p>Slow and easy pace</p> <p>Essential relationships</p> <p>Attention</p> <p>Appreciation</p> <p>Patience</p> <p>Sensitivity</p> <p>Knowing how anything affects my close relationships</p> <p>Understanding “how”</p> <p>Maintaining my routines</p> <p>Support for my feelings</p> <p>Answers that give details about anything affecting my relationships</p>	<p>Slow and systematic pace</p> <p>Rules and procedures</p> <p>Accuracy</p> <p>Respect for my work</p> <p>Quiet and unemotional interactions</p> <p>Predictability</p> <p>Knowing how anything affects my logical explanations</p> <p>Understanding “why”</p> <p>Maintaining my credibility</p> <p>Support for my thoughts</p> <p>Answers that give details about rules and procedures</p>
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 Everyone is a combination of all four behavior styles. Most people have a High behavior style and a Secondary High behavior style. Behavior style keys are actions that satisfy behavior style needs. Spark success for yourself by satisfying your High and Secondary High behavior style needs.

We all adapt to a different behavior style when success in a particular situation requires behavior that is different from our natural behavior style.

Sources: *The Emotions of Normal People* by William Moulton Marston, Ph.D.  
*Success & Relationship Keys: Identifying Behavior Style & Value Passion Keys for Opening Doors to Personal & Professional Success*  
 by Paula M. Kramer (No publication date.)

# Spranger Guiding Value Keys for Personal & Professional Success

## Usefulness *Principle of Least Action*

**Passions:** Seeking self-preservation and comfort  
Accumulating more wealth than others  
Getting rid of anything that is wasteful

**Keys:** Enhance self-preservation by including other people in your comfort.  
Make everything useful while respecting others.  
Recognize that anyone in your life could provide resources and connections.

## Belief *Principle of Moral Consciousness*

**Passions:** Living a belief that makes sense of the world  
Converting others to your belief  
Working on causes that express your beliefs

**Keys:** Join groups that share your belief.  
Work with people whose beliefs share some of your meanings.

## Knowledge *Principle of Adequate Reason*

**Passions:** Seeking evidence and ideas  
Identifying and organizing information  
Solving problems or mysteries

**Keys:** Apply knowledge to solving problems for others using their definitions of the problems  
Connect with people who consider you knowledgeable.  
Work with people who appreciate rationality.  
Give evidence to people who seek it.

## Helping *Principle of Loyalty*

**Passions:** Helping people in both big and small ways for the pleasure seeing smiles  
Supporting causes that improve lives  
Making society better

**Keys\*:** Satisfy behavior style needs & guiding value passions so people are more capable of helping themselves.  
Identify situational factors that prevent people from helping themselves.  
Identify steps for changing the factors that prevent success.

## Harmony *Principle of Form*

**Passions:** Striving for harmony, fulfillment, beauty self-perfection  
Imagining feelings, moods, and impulses into objects, experiences, and relationships  
Appreciating all sensations  
Enjoying easygoing social relationships without obligation

**Keys:** Identify when, where, and how you feel harmony and fulfillment and see beauty.  
Identify what self-perfection means to you.  
Investigate ways to seek fulfillment, harmony, beauty, and self-perfection while respecting the needs of others.  
Connect with people who share your feelings, moods, and impulses.

## Position *Principle of Will and Consistency*

**Passions:** Achieving positions of power and leadership  
Planning and carrying out winning strategies  
Forming beneficial alliances in a chain of command  
Forming beneficial alliances with equals in status and power

**Keys:** Give people reasons to respect you as a leader by including them in planning and decision making.  
Use your power to give other people opportunities for advancement.  
Respect a respectful chain of command.  
Form additional alliances with equals in merit, regardless of their status or power.

Your First and Second values are your guiding values, the values that guide your decisions.

Value passion keys are actions that satisfy value passions. Spark success for yourself by satisfying your guiding value passions.

\* Based on Paula Kramer's experiences needing several kinds of help.

Sources: *Types of Men: The Psychology and Ethics of Personality* by Eduard Spranger, Ph.D.  
*Success & Relationship Keys: Identifying Behavior Style & Value Passion Keys for Opening Doors to Personal & Professional Success* by Paula M. Kramer (No publication date.)