

DISC Behavior Style Keys for Opening Doors to Good Relationships

High D: Dominance

Outgoing
Gets things done

Under stress I will get angry quickly and dictate or assert my power.

My stress relief is physical activity.

Opening Doors: We can have a good relationship if you...

- ...match my fast and decisive pace.
- ...get me results.
- ...give me track records.
- ...put me in charge.
- ...show how anything affects my success.
- ...explain the “what”.
- ...help to maintain my success.
- ...support my goals.

High I: Influence

Outgoing
Connects with people

Under stress I will attack verbally or be sarcastic.

My stress relief is social activity.

- ...match my fast and spontaneous pace.
- ...connect me with people I admire.
- ...give me recognition and approval.
- ...admire me.
- ...show how anything affects my prestige.
- ...explain the “who”.
- ...help to maintain my dignity.
- ...support my ideas.

High S: Steadiness

Reserved
Connects with people

Under stress I will submit or give in.

My stress relief is quiet activity.

- ...match my slow and easy pace.
- ...protect my essential relationships.
- ...give me attention.
- ...appreciate me.
- ...show how anything affects my close relationships.
- ...explain the “how”.
- ...help to maintain my routines.
- ...support my feelings.

High C: Conscientiousness

Reserved
Gets things done

Under stress I will avoid people or withdraw from the situation.

My stress relief is alone activity.

- ...match my slow and systematic pace.
- ...follow my procedures.
- ...give me detailed information.
- ...respect my work.
- ...show how anything supports my logical explanations
- ...explain the “why”.
- ...help to maintain my credibility.
- ...support my thoughts.

Closing Doors: We will have a poor relationship if you...

- ...answer my questions with pointless details.
- ...be indirect when I want you to get to the point.
- ...touch me before I touch you.
- ...give me your opinions rather than my options.

- ...answer my questions with frustrating high points.
- ...assume I agree with you because I listen to you.
- ...go too fast or push me.
- ...criticize anyone who is important to me.

- ...answer my questions with unsubstantial high points.
- ...act loud and emotional and get too personal.
- ...touch me before I touch you.
- ...make fun of my need to be prepared

SLAMMING DOORS: We have little chance of any relationship if you...

- ...threaten my control.
- ...frustrate me with indecision.
- ...offend me with inefficiency.

- ...threaten me with confrontation.
- ...frustrate me with insensitivity.
- ...offend me with impatience.

- ...threaten me with embarrassment.
- ...frustrate me with surprises.
- ...offend me with impulsiveness.

Everyone is a combination of all four behavior styles. Most people have a High behavior style and a Secondary High behavior style.

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

Behavior style keys are actions that satisfy behavior style needs. Satisfying another person’s High and Secondary High behavior style needs may spark relationship success. Relationships can improve only if both people are willing to open doors to each other. Mental illness, alcohol, and drugs will make opening doors difficult. Opening closed or slammed doors will require repetition over time to create the ability to trust. Doors closed or slammed because of stereotypes may never open.

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 (Publication date uncertain)

Spranger Guiding Value Keys for Opening Doors to Good Relationships

Usefulness

Principle of Least Action

Passions:	Seeking self-preservation and comfort Accumulating more wealth than others Getting rid of anything that is wasteful
Opening	Making everything useful to them Helping them get the results they want
Closing	Wasting their resources Forcing issues or activities they see as harmful to their self-preservation
SLAMMING	Destroying their expected results

Belief

Principle of Moral Consciousness

Passions:	Living a belief that gives meaning to their lives Converting others to their belief Working on causes that express their belief
Opening	Helping them live their belief
Closing	Opposing their meanings or causes
SLAMMING	Preventing them from living their belief

Knowledge

Principle of Adequate Reason

Passions:	Seeking ideas and evidence Identifying and organizing information Solving problems or mysteries
Opening	Respecting their knowledge Providing ways to use their knowledge Introducing them as knowledgeable
Closing	Acting irrationally Using evidence based only on feelings
SLAMMING	Denying or deriding their knowledge

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
Opening	Providing opportunities for helping people Providing resources for helping people
Closing	Focusing only the bottom line
SLAMMING	Making decisions or taking actions that ignore people's needs or pain

Harmony

Principle of Form

Passions:	Striving for harmony, balance, beauty, self-perfection Imagining feelings, moods, and impulses into objects, experiences, and relationships Appreciating all sensations Enjoying easygoing social relationships without obligation
Opening	Helping them fulfill themselves Respecting their feelings, moods, and impulses
Closing	Disrupting their harmony, balance or beauty Using arguments based only on logic
SLAMMING	Creating obstacles to their personal fulfillment

Position

Principle of Will and Consistency

Passions:	Achieving leadership positions and maintaining power Planning and carrying out winning strategies Forming beneficial alliances in a chain of command Forming beneficial alliances with equals in status and power
Opening	Providing opportunities for improving their status and power Providing opportunities to lead and direct others
Closing	Threatening their status or power Hindering their ability to advance Disrespecting the chain of command
SLAMMING	Removing them from all power

First and second values are guiding values, the values that guide decisions.

Guiding value keys are actions that satisfy guiding value passions. Satisfying another person's guiding value passions may spark relationship success. Relationships can improve only if both people are willing to open doors to each other. Mental illness, alcohol, and drugs will make opening doors difficult. Opening closed or slammed doors will require repetition over time to create the ability to trust. Doors closed or slammed because of stereotypes may never open.

Sources: *Types of Men: The Psychology and Ethics of Personality* by Eduard Spranger, Ph.D.
Success and Relationship Keys: Identifying Behavior Style and Value Keys for Opening Doors to Personal and Professional Success by Paula M. Kramer (Publication date uncertain)