

Quick Look At *High/Secondary High* DISC Behavior Style Blends

William Moulton Marston identified four observable behavior styles.

High D	Dominance
High I	Influence
High S	Steadiness
High C	Conscientiousness

Everyone is a blend of all four DISC behavior styles. Most of us have a High behavior style modified by a Secondary High behavior style. Each behavior style has a task or people orientation and a focus of purpose. Each behavior style focuses on what it purposely wants to accomplish. Each blend of High and Secondary High behavior styles has a blended focus. Below is one possible blended focus for each High/Secondary High DISC behavior style blend.

Dominance

Blend	High D/Secondary High I
Orientation	Task/People
Focus	Results/Connections
Blended Focus D/I	Uses results to make connections that help them stay in charge.
Blend	High D/Secondary High S
Orientation	Task/People
Focus	Results/Essential Relationships
Blended Focus D/S	Tries to control any situation that could affect essential relationships.
Blend	High D/Secondary High C
Orientation	Task/Task
Focus	Results/Rules & Procedures
Blended Focus D/C	Achieves results through rules and procedures.

Influence

Blend	High I/Secondary High D
Orientation	People/Task
Focus	Connections/Results
Blended Focus I/D	Makes connections for the control they need to get results.
Blend	High I/Secondary High S
Orientation	People/People
Focus	Connections/Essential Relationships
Blended Focus I/S	Makes connections that maintain their stability and relationships.
Blend	High I/Secondary High C
Orientation	People/Task
Focus	Connections/Rules & Procedures
Blended Focus I/C	Makes connections by following rules and procedures.

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Steadiness

Blend	High S/Secondary High D
Orientation	People/Task
Focus	Essential Relationships/Results
Blended Focus S/D	Maintains relationships that help them get results.
Blend	High S/Secondary High I
Orientation	People/People
Focus	Essential Relationships/Connections
Blended Focus S/I	Maintains relationships using connections that foster steadiness.
Blend	High S/Secondary High C
Orientation	People/Task
Focus	Essential Relationships/Rules & Procedures
Blended Focus S/C	Maintains relationships through rules and procedures.

Conscientiousness

Blend	High C/Secondary High D
Orientation	Task/Task
Focus	Rules & Procedures/Results
Blended Focus C/D	Uses rules and procedures to control situations.
Blend	High C/Secondary High I
Orientation	Task/People
Focus	Rules & Procedures/Connections
Blended Focus C/I	Uses rules and procedures to make connections.
Blend	High C/Secondary High S
Orientation	Task/People
Focus	Rules & Procedures/Essential Relationships
Blended Focus C/S	Creates rules and procedures for maintaining relationships.