

Behavior Style Quick Look

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.

High D Dominance

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

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High I Influence

Blend High I Influence/Secondary High D Dominance
Orientation People/Task
Focus Connections/Results
Blended Focus Makes connections for the control they need to get results.

Blend High I Influence/Secondary High Steadiness
Orientation People/People
Focus Connections/Essential Relationships
Blended Focus Makes connections that maintain their stability and relationships.

Blend High I Influence/Secondary High C Conscientiousness
Orientation People/Task
Focus Connections/Rules & Procedures
Blended Focus Makes connections by following rules and procedures.

High S Steadiness

Blend High S Steadiness/Secondary High D Dominance
Orientation People/Task
Focus Essential Relationships/Results
Blended Focus Maintains relationships that help them get results.

Blend High S Steadiness/Secondary High I Influence
Orientation People/People
Focus Essential Relationships/Connections
Blended Focus Maintains relationships using connections that foster steadiness.

Blend High S Steadiness/Secondary High C Conscientiousness
Orientation People/Task
Focus Essential Relationships/Rules & Procedures
Blended Focus Maintains relationships through rules and procedures.

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High C Conscientiousness

Blend High C Conscientiousness/Secondary High D Dominance
Orientation Task/Task
Focus Rules & Procedures/Results
Blended Focus Uses rules and procedures to control situations.

Blend High C Conscientiousness/Secondary High I Influence
Orientation Task/People
Focus Rules & Procedures/Connections
Blended Focus Uses rules and procedures to make connections.

Blend High C Conscientiousness/Secondary High S Steadiness
Orientation Task/People
Focus Rules & Procedures/Essential Relationships
Blended Focus Creates rules and procedures for maintaining relationships.