

DISC Shorthand Behavior Style Graph

DISC Origin

DISC is a theory about behavior styles. Psychologist William Moulton Marston created the DISC behavior system in the 1920s and wrote about them in his book, *The Emotions of Normal People*. Under the name Charles Moulton, Marston also created super hero Wonder Woman.

In Marston's DISC descriptions, "D" stands for Dominance, "I" stands for Inducement, "S" stands for Submission, and "C" stands for Compliance. Other descriptions make three of the behavior styles easier to understand in today's world. My choices are "Influence" for the "I" behavior style, "Steadiness" for the "S" behavior style, and "Conscientiousness" for the "C" behavior style. Other DISC researchers use different descriptions. They all refer to the same four behavior styles. Marston did not copyright his theory, so anyone can use it.

If you search online, you can find companies that will sell you a detailed DISC profile. Many of the companies use the phrase "personality test". I use the word behavior because that is what William Mouton Marston used and it is easily understandable today.

In my experience, some companies that offer DISC profile information fit the information to other services they offer. Their assessments could be effective for you, but the DISC information they offer could be less than complete. You can find free DISC profile assessments online. If you do a free assessment, do more than one and compare the results.

You can create your own shorthand DISC behavior style graph using the information below. A shorthand graph will give you a general understanding about your behavior style blend. Knowing how to create a shorthand graph for yourself should help you create shorthand graphs for people you want to understand better. Using DISC behavior styles and Spranger guiding values, I now understand every relationship in my life.

DISC Behavior Clues

Marston based his behavior styles on observable behavior. The observable behavior is based on four clues: tone of voice, words, pace, and body language.

<u>Tone of voice</u>	Loudness or softness, variety of pitch, ease or hesitancy of speech
<u>Frequently used words</u>	Used repeatedly in different conversations and situations
<u>Pace of speech and movement</u>	How fast or slow someone moves and speaks
<u>Body language</u>	Handshakes, eye contact, facial expressions, gestures

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High D Dominance

Tone of voice is a moderate range of pitch, clear, confident, may be loud, may sound forceful.

Words include results, productivity, control, success, goals, now, challenge, win, lead, new, benefits, bottom line.

Pace is fast, talking fast and moving quickly and decisively.

Body language is purposeful with lots of hand movements while talking, some big gestures.

High I Influence

Tone of voice is flowing with lots of variation, may be loud, dramatic variety in pitch.

Words include fun, recognition, ideas, feel, party, enthusiastic, exciting, spotlight, may drop names.

Pace is fast, talking fast and moving quickly and spontaneously.

Body language is dramatic, lots of hand and arm gestures with whole body movement at times and an expressive face.

High S Steadiness

Tone of voice is soft and warm, little variety in pitch, may be hesitant.

Words include family, promise, help me, guarantee, think about it, attention, relationship, routine, logical, trust, security.

Pace is slow, talking slowly and moving with a steady ease.

Body language includes hand gestures, close to the body arm gestures, and small changes in facial expression.

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High C Conscientiousness

Tone of voice is moderate in volume and controlled with very little variety in pitch.

Words include facts, proven, procedure, rules, analyze, guarantee, plan, thoughts, credibility, accuracy, preparation, think it over, risk, based on the data.

Pace is slow, talking slowly, moving with a slow and systematic pace. .

Body language is minimal with few changes in expressions.

Shorthand DISC Descriptions

You can use these shorthand descriptions to quickly identify your own and other people's High DISC behavior style.

<u>High D Dominance</u>	Outgoing Gets things done
<u>High I Influence</u>	Outgoing Connects with people
<u>High S Steadiness</u>	Reserved Connects with people
<u>High C Conscientiousness</u>	Reserved Gets things done

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DISC Behavioral Factors

Each behavior style focuses on a different behavioral factor – problems, people, pace, or procedure.

<u>Dominance Factor</u>	Problems: How we respond to problems and challenges How we use power
<u>Influence Factor</u>	People: How we attempt to influence other people How we interact with other people
<u>Steadiness Factor</u>	Pace: How we respond to the pace of our surroundings How we respond to change
<u>Conscientiousness Factor</u>	Procedure: How we respond to rules and procedures How we respond to authority

DISC Emotional Traits

Each behavior style also has an emotional trait:

<u>High D Dominance</u>	Anger
<u>High I Influence</u>	Trust
<u>High S Steadiness</u>	Nonexpression (keeping emotions inside)
<u>High C Conscientiousness</u>	Fear

Is There A Best Behavior Style?

No behavior style is best. Each behavior style has success characteristics and failure characteristics. Each behavior style is good at something the other three behavior styles have trouble doing well.

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Graphing DISC

DISC behavior styles can be graphed in great detail. If you buy a graph from a company, you will get a detailed graph. The graphs have a midline that defines the behavior styles as either High or Low. Using High and Low behavioral factors, however, you can also create a shorthand graph that gives you a general understanding of your own behavior style blend. Most people will have two behavior styles above the midline and two behavior styles below the midline.

High/Secondary High
Low/Secondary Low

Some people will have three behavior styles above the midline and one behavior style below the midline.

High/Secondary High/Tertiary High
Low

Some people will have one behavior style above the midline and three behavior styles below the midline.

High
Low/Secondary Low/Tertiary Low

Be honest when you fill out the shorthand graph. It's all right to be better at getting things done than at connecting with people. Just learn to connect with people so you can be better at getting things done. I

3 Behavior Styles Above The Midline

If you have three behavior styles above the midline, determining your Secondary High behavior style is more complicated. You may have to think about it for a while before you figure it out. Your Secondary High behavior style will play a bigger part in your life than the other two behavior styles.

If you have three behavior styles above the midline and you have figured out your High and Secondary High behavior styles, you have nothing else to figure out. The third behavior style above the line is your Tertiary High behavior style. Your Low behavior style is the one behavior style below the midline.

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1 Behavior Style Above The Midline

If you have one behavior style above the midline, your Secondary behavior style (the one that modifies your High behavior style the most) is your Low behavior style.

Your Low behavior style is the one that has more meaning in your life than the other two behavior styles below the midline. You may have to think about your other two Low behavior styles for a time to figure out which one is Secondary and which one is Tertiary. Your Tertiary style has the least meaning in your life.

Shorthand Graph Example

To illustrate creating a shorthand graph, I will use myself as an example. I know I am a High I because I talk fast, use dramatic body language, and want to influence people with my ideas. I know I have a Secondary High S because I need self-determined routines and quiet times in my personal and professional lives in order to maintain stability in my relationships.

As for my Low behavior styles, cooperating with other people (Low D) is almost continuously important to me. I take charge of situations only if cooperating looks impossible or difficult and it seems that no one else knows enough to take charge. When I take charge, I try to do so in a cooperative way unless other people resist my efforts to be cooperative. As for my Low C, whether or not I follow rules and procedures depends on the situation and the authority involved. If I feel respect from an authority, I will respect that authority and follow rules and procedures. If I do not feel respect from an authority, I will make my own rules and procedures out of respect for myself. Cooperating with other people to solve problems is a continuing need for me. Following rules is not a continuing need for me. Creating my own rules is not a continuing need for me. My Low D has more meaning in my life than my Low C, so my D is lower than my C. D is my Low behavior style and C is my Secondary Low behavior style.

A shorthand way of describing my behavior style combination is to say that I am a “High I over S” and to write that I am an “I/S.” People with three behavior styles above the line would use these examples: saying “High S over C over D” and writing “S/C/D.” People with one behavior style above the line could use these examples: saying “High C over Low S” and writing “High C/Low S.” The Low S is the Secondary behavior style because it is the strongest behavior style after the High behavior style.

The shorthand graph below is mine. It shows my High I and Secondary High S. It also shows my Low D and Secondary Low C.

I/S
D/C

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Shorthand DISC Graph Worksheet

We are all combinations of all four behavior styles. We cannot have both the High and Low characteristics at the same time for any behavior style. We have either the High or Low characteristics for each behavior style.

Remember, though, that if you have trouble choosing between the High and Low characteristics for one behavior style, you probably go back and forth between the High and Low characteristics of that behavior style. That behavior style is situational for you. In a detailed graph, your situational behavior style would be close to the midline.

Decide which High and Low behavior style characteristics describe you when you are feeling comfortable and safe.

Fill in the appropriate graph on the next page.

___ High D Copes with challenging situations by taking charge
Fast anger fuse

___ Low D Copes with challenging situations by looking for ways to cooperate with others
Slow anger fuse

___ High I Feels comfortable with people
Optimistic and trusting

___ Low I **Feels cautious about people**
Pessimistic and skeptical

___ High S Functions best following the steady pace of self-determined routines
Keeps emotions inside

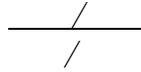
___ Low S Functions best with frequent changes of pace
Expresses emotions freely

___ High C Respects authority
Fears breaking authority's rules and procedures

___ Low C Ignores authority
Fearlessly breaks authority's rules and procedures

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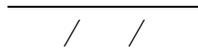
Two Above Midline, Two Below Midline Graph



Three Above Midline, One Below Midline Graph



One Above Midline, Three Below Midline Graph



Using Your Graph To Create More Success For Yourself

Once you have figured out your shorthand graph, use My Needs on my website to satisfy your behavior style needs and spark more success for yourself. If we do not have the food and water we need to satisfy our hunger and thirst, we have difficulty sparking success. If we do not have what we need to satisfy our behavior style needs, we have difficulty sparking success. Just as you would make a point of satisfying your hunger and thirst needs, make a point of satisfying your High and Secondary High behavior style needs. You will be most successful if you satisfy your behavior style needs in ways that are respectful to the behavior style needs of other people.

You can also use the Our Needs information to tell people how to communicate with you in ways that satisfy your behavior style needs.

In a close relationship, use the Comparing Needs to understand your relationship better.

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Adapted Behavior Styles

We also have several adapted behavior styles that help us create success in particular situations. Think about a continuing situation in which you don't feel comfortable and safe.

Do you take control even though you feel uncomfortable taking control?
Your adapted behavior style in that situation is High D Dominance.

Do you try to think up ideas when you normally wait for others to think up ideas?
Your adapted behavior style in that situation is High I Influence.

Do you try to please someone more than you normally try to please people?
Your adapted behavior style in that situation is High S Steadiness.

Do you follow the rules more carefully than you normally do?
Your adapted behavior style in that situation is High C Conscientiousness.

Creating Shorthand Graphs For Other People

To determine someone else's shorthand behavior style graph, follow the same steps.

Satisfy the behavior style needs of other people only in the ways that leave you feeling safe and respected.

Do not allow other people to manipulate you into questionable actions.

Satisfy the behavior style needs of other people for their sake, not for your sake.

Never assume that you can change the behavior style blend of another person.