

## DISC Behavior Style Needs

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### High D Dominance

Outgoing  
Gets things done

Taking charge gives me security.

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

Physical activities relive my stress.

I seek acceptance through competition.

I measure progress and results.

I do not like people touching me.

### Dominance Needs

Fast and decisive pace.

Results

Track record

Control

Options

Efficiency

Knowing how anything affects my success

Understanding what

Maintaining my success

Support for my goals

Answers that give high points about functions, timelines, and costs

### High I Influence

Outgoing  
Connects with people

Flexibility gives me security.

Under stress I will be sarcastic and attack verbally.

Social activities relieve my stress.

I seek acceptance through humor.

I measure acknowledgement and admiration.

I enjoy warm and friendly touch.

### Influence Needs

Fast and spontaneous pace

Personal and professional connections

Recognition and approval

Admiration

Opportunities to talk

Stimulation

Knowing how anything affects my prestige

Understanding who

Maintaining my dignity

Support for my ideas

Answer that give high points about people and relationships

## DISC Behavior Style Needs

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### High S Steadiness

Reserved  
Connects with people

Essential relationships give me security.

Under stress I will submit or give in.

Quiet activities relieve my stress.

I seek acceptance through conformity.

I measure compatibility and relationship depth.

I accept reassuring touch.

### Steadiness Needs

Slow and easy pace

Essential relationships

Attention

Appreciation

Patience

Sensitivity

Knowing how anything affects my close relationships.

Understanding how

Maintaining routines I create for myself

Support for my feelings

Answers that give details about proven procedures

### High C Conscientiousness

Reserved  
Gets things done

Preparations and some control over my surroundings give me security.

Under stress I will avoid people or withdraw from situations.

Time to myself relieves my stress.

I seek acceptance through correctness.

I measure precision and correctness.

I do not like people touching me.

### Conscientiousness Needs

Slow and systematic pace

Rules and procedures

Accuracy

Respect for my work

Quiet and unemotional interactions

Predictability

Knowing how anything affects my logical explanations.

Understanding why

Maintaining my credibility

Support for my thoughts

Answer that give details about rules and procedures