

DISC Behavior Style Needs In Personal & Professional Relationships

High D Dominance Outgoing Gets things done	High I Influence Outgoing Connects with people	High S Steadiness Reserved Connects with people	High C Conscientiousness Reserved Gets things done
Under stress I will get angry quickly and dictate action or assert my power. My stress relief is physical activity.	Under stress I will attack verbally or be sarcastic. My stress relief is social activity.	Under stress I will submit or give in. My stress relief is quiet activity.	Under stress I will avoid people or withdraw from the situation. My stress relief is alone activity.
<u>Opening Doors: We can have a good relationship if you...</u>			
...match my fast & decisive pace. ...get me results. ...give me track records. ...put me in charge. ...show how anything affects my success. ...explain what. ...help to maintain my success. ...support my goals.	...match my fast & spontaneous pace ...connect me with people I admire. ...give me approval. ...recognize my influence. ...show how anything affects me prestige. ...explain who. ...help to maintain my dignity. ...support my ideas.	...match my slow & easy pace. ...protect my essential relationships. ...give me attention. ...appreciate my loyalty. ...show how anything affects my essential relationships. ...explain how. ...help to maintain my routines. ...support my feelings.	...match my slow & methodical pace ...follow my procedures. ...Give me detailed information. ...respect my work. ...show how anything affects my logical explanations. ...explain why. ...help to maintain my credibility. ...support my thoughts.
<u>Closing Doors: We will have a poor relationship if you...</u>			
...answer my questions with points details that slow me down. ...be indirect when I want you to get to the point. ...touch me before I touch you. ...give me your opinion instead of my options.	...answer my questions with details that bore me. ...stop me from talking or talk down to me. ...push me to do anything. ...fail to recognize what my ideas achieve.	...answer my questions with high points that frustrate me. ...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 high that explain nothing for me. ...act loud and emotional and get personal. ...touch me before I touch you. ...make fun of my need to be prepared.
<u>Slamming Doors: We have little chance of any relationships if you...</u>			
...threaten my control. ...frustrate me with indecision. ...offend me with inefficiency.	...threaten my dignity. ...frustrate me with boredom. ...offend me with disapproval.	...threaten confrontation. ...frustrate me with insensitivity. ...offend me with impatience.	...threaten embarrassment. ...frustrate me with surprises. ...offend me with impulsiveness

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 require repeated moments of dignity over time to create the ability to trust. Doors closed or slammed because of stereotypes may never open.