

# Unlock the Power of Extended DISC®

And See the Results FAST



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# Introduction

## How to utilise Extended DISC® with your team every day

Understanding behaviour is **the key to stronger relationships, better communication, and a more productive team**. The Extended DISC® framework offers a simple yet powerful way to recognise and adapt to different behavioural styles in everyday situations. Whether you are managing a team, leading a project, or improving workplace dynamics, **DISC can help you navigate interactions more effectively.**

Every team is made up of individuals with unique **strengths, challenges, and communication preferences**. When you understand your team members' DISC styles, you can **foster a more inclusive, supportive, and efficient work environment**. Recognising how different styles interact helps prevent misunderstandings, improves collaboration, and ensures that everyone is working towards shared goals in the **most effective way**.

In this booklet, you will find practical insights into the four DISC styles: **Dominance (D), Influence (I), Steadiness (S), and Compliance (C)**. Each section will help you identify these styles, understand what they need from others, and learn how to interact with them for the best outcomes.

By applying these strategies, you can **build stronger connections, reduce conflicts, and create a more cohesive and productive team environment.**

**Let's dive in and unlock the power of DISC in your everyday interactions!**

# High D = Dominance

## how can you identify them

A D Style (Dominance) is bold, confident, and results-driven. They thrive on challenges, enjoy taking charge, and focus on achieving goals quickly. D Styles value efficiency, direct communication, and are motivated by competition and success.

### What they want from others:

**D Styles like others to be direct, straightforward and open to their need for results**

### You should try to:

Keep communication brief and direct  
Respect their need for autonomy  
Clearly outline rules and expectations  
Allow them to take charge where possible  
Demonstrate your expertise  
Stay focused on the topic

### Be prepared for:

A blunt/demanding approach  
Lack of empathy  
Lack of sensitivity  
Rule Breaking

## how to manage your high D

### What they want from you and your organisation:

- Power & authority
- Short-term goals
- Big challenges
- Authority to make changes
- To know the bottom line
- Freedom from details
- Direct answers

### You can help them learn...

- To identify with others
- Empathy for others
- More logic, less gut feeling
- Listening skills
- To “soften” their body language
- Ways to pace themselves
- To relax
- To be approachable
- To compliment others
- To ask more questions

# High I = Influence

## how can you identify them

An I Style (Influence) is outgoing, enthusiastic, and people-oriented. They thrive on social interactions, enjoy inspiring and motivating others, and value collaboration. I Styles are energised by recognition, enjoy being in the spotlight, and excel at building relationships.

### What they want from others:

**I Styles like others to be friendly, emotionally-honest and they like to be recognised for their contributions**

### You should try to:

Be Friendly and energetic  
Be relaxed and flexible  
Let them tell you how they feel  
Keep the conversation light  
Provide written short details  
Acknowledge and Appreciate  
Use humour

### Be prepared for:

Attempts to persuade/ influence  
Need for the spotlight  
Over-estimation of self/ others  
Over-selling of ideas  
Vulnerability to feeling rejected

## how to manage your high I

### What they want from you and your organisation:

- Positive recognition
- Opportunities for creativity
- Collaboration
- Fun and energetic culture
- Opportunities to build relationships
- Variety and excitement

### You can help them learn...

- Help with time management
- Focus and follow through
- Emphasis on clear results
- Balancing relationships and results
- Conflict resolution
- Planning and organisation
- Analysis of data
- The value of procedures

# High S = Steadiness

## how can you identify them

An S Style (Steadiness) is calm, supportive, and dependable. They value harmony, consistency, and strong relationships. S Styles thrive in stable environments, prefer teamwork, and are motivated by helping others. They may be resistant to change but are loyal and patient contributors.

### What they want from others:

**S Styles like others to be relaxed, agreeable and cooperative and to show appreciation**

### You should try to:

Be organised and methodical  
Create a stable and supportive environment  
Communicate changes well in advance  
Offer genuine appreciation for their efforts  
Emphasise their value and contribution  
Allow them time to adjust to change at their own pace

### Be prepared for:

Resistance to change  
Challenges with setting priorities  
Underestimating the amount of time required to meet deadlines  
It can be difficult to interpret how they are feeling

## how to manage your high S

### What they want from you and your organisation:

- Maintaining stability
- Personal and sincere recognition
- Peaceful and harmonious relationships
- Consistent and structured processes
- Stability and reassurance
- Ample time to adapt to changes
- Attentive and empathetic listening
- Genuine and heartfelt interactions

### You can help them learn...

- Streamline approaches
- Assertiveness
- Become more confident in decision-making
- Prioritisation skills
- Become more open to change
- To celebrate the contributions

# High C = Compliance

## how can you identify them

A high C (Compliance) style is detail-oriented, analytical, and focused on accuracy. They value structure, rules, and high standards. High C individuals thrive on logic and precision, prefer clear guidelines, and are motivated by quality and correctness in their work.

### What they want from others:

**C Styles like others to minimise socialising and give details; they value accuracy and attention to detail.**

### You should try to:

Provide clear expectations and deadlines  
Demonstrate reliability and consistency  
Exhibit loyalty and commitment  
Communicate with tact and restraint  
Respect established procedures and traditions  
Maintain precision and a focused approach  
Appreciate and uphold high standards

### Be prepared for:

Unease with uncertainty  
Preference for clear and detailed information  
Tendency to verify accuracy  
Minimal need for social interaction

## how to manage your high C

### What they want from you and your organisation:

- Well-defined expectations
- Focus on achieving their goals
- Professional and structured environment
- Reliance on references and validation
- Avoidance of abrupt changes
- Freedom to work independently
- Opportunities to demonstrate expertise
- Minimal public exposure or visibility

### You can help them learn...

- The ability to manage conflict
- To ask for support
- Skills for effective group collaboration
- Openness to others' perspectives
- Things do not always need to be perfected
- To recognition and acceptance of personal limitations

# Creating Stronger Connections Through Extended DISC®

Understanding and leveraging the Extended DISC® styles in daily interactions can lead to remarkable improvements in communication, teamwork, and overall workplace harmony. By recognising each person's natural tendencies and adapting your approach, you **create an environment where individuals feel valued, understood, and empowered to perform at their best.**

As you put these insights into practice, remember that DISC **is not about changing who you are but about enhancing how you interact with others.** Small adjustments in communication, expectations, and leadership can make a significant impact on your team's success.

By fostering a culture of awareness and adaptability, you will not only strengthen relationships but also drive performance and collaboration to new heights. Keep learning, keep refining your approach, and watch how the power of **Extended DISC® transforms your personal and professional relationships.**

A series of thin, red, wavy lines that flow across the bottom of the page, creating a sense of movement and connection.

# Enhance Your Team's Success with Extended DISC®

**Looking to apply Extended DISC® in a meaningful way? Our tailored DISC assessments and training programs provide practical strategies to improve workplace communication, strengthen collaboration, and transform challenges into opportunities.**

**Get in touch to explore how DISC can support  
your team's growth and success!**



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