

Unlock the Power of Extended DISC®

And See the Results FAST



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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