



*Your DISC Personality Styles  
Ultimate Hack Playbook*

48DAYS.COM





# Personality Styles Get Started Guide

% of people in the general population who are high in this category	STRENGTHS	WEAKNESSES
<p><b>3%</b></p> <p><i>"Let's do it now!"</i></p>	<p><b>D</b>ominant</p> <ul style="list-style-type: none"> <li>Takes charge</li> <li>Likes power &amp; authority</li> <li>Confident - Very direct</li> <li>Adventurous</li> <li>Bold</li> <li>Determined</li> <li>Competitive</li> <li>Self-reliant</li> </ul>	<ul style="list-style-type: none"> <li>Can hurt others' feelings</li> <li>Can turn people off</li> <li>Overlooks details</li> </ul>
<p><b>11%</b></p> <p><i>"Trust Me. It'll Work Out."</i></p>	<p><b>I</b>nfluencer</p> <ul style="list-style-type: none"> <li>Good talkers</li> <li>Outgoing</li> <li>Entertains others</li> <li>Fun loving</li> <li>Impulsive</li> <li>Enjoys change</li> <li>Creative</li> <li>Energetic</li> <li>Optimistic</li> <li>Promoter</li> </ul>	<ul style="list-style-type: none"> <li>Can waste time</li> <li>Won't be quiet and listen</li> <li>Loses sight of the task</li> </ul>
<p><b>69%</b></p> <p><i>"Let's Keep Things The Way They Are."</i></p>	<p><b>S</b>teadiness</p> <ul style="list-style-type: none"> <li>Steady</li> <li>Loyal</li> <li>Good listeners</li> <li>Calm</li> <li>Enjoys routine</li> <li>Sympathetic</li> <li>Patient</li> <li>Understanding</li> <li>Reliable</li> <li>Avoids conflict</li> </ul>	<ul style="list-style-type: none"> <li>Can be slow to act</li> <li>Maintains a low profile</li> <li>May seem unrealistic</li> </ul>
<p><b>17%</b></p> <p><i>"How Was It Done In the Past?"</i></p>	<p><b>C</b>ompliance</p> <ul style="list-style-type: none"> <li>Loves detail</li> <li>Very logical</li> <li>Diplomatic</li> <li>Factual</li> <li>Deliberate</li> <li>Controlled</li> <li>Inquisitive</li> <li>Predictable</li> </ul>	<ul style="list-style-type: none"> <li>Can appear rigid</li> <li>Resistant to change</li> <li>Too serious</li> </ul>

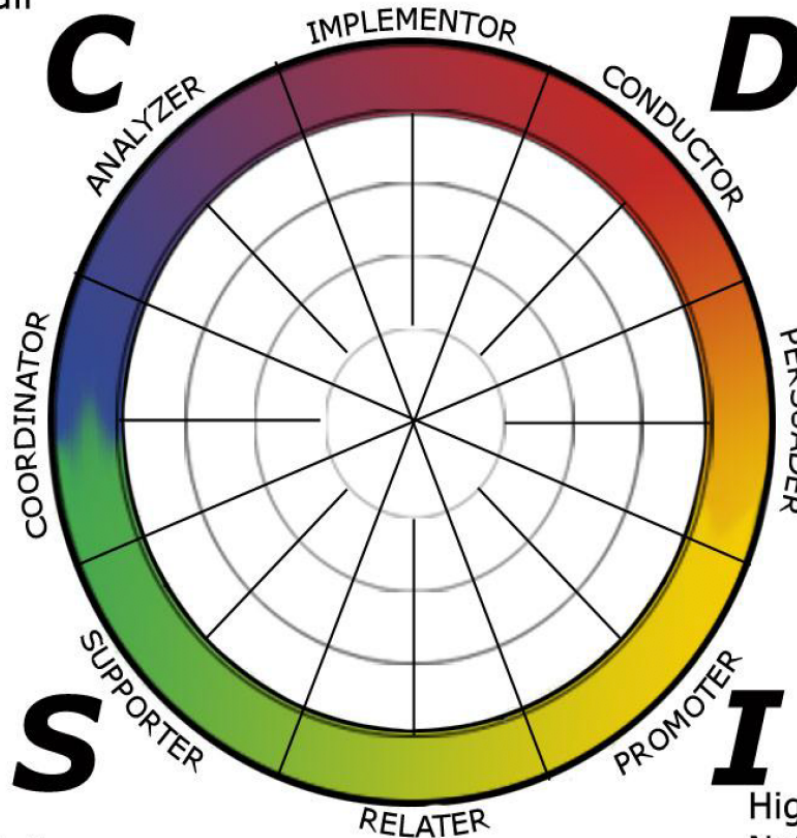
# Success Insights Wheel

Precise  
Accurate  
Concern for Quality  
Critical Listener  
Non-Verbal Communicator  
Attention to Detail

Creative  
Slow Start/Fast Finish  
Vacillating  
Temperamental

Competitive  
Confrontational  
Direct  
Results-Oriented  
Sense of Urgency  
Change Agent

Product-Oriented  
Slow to Change  
Self-Disciplined  
Pessimistic



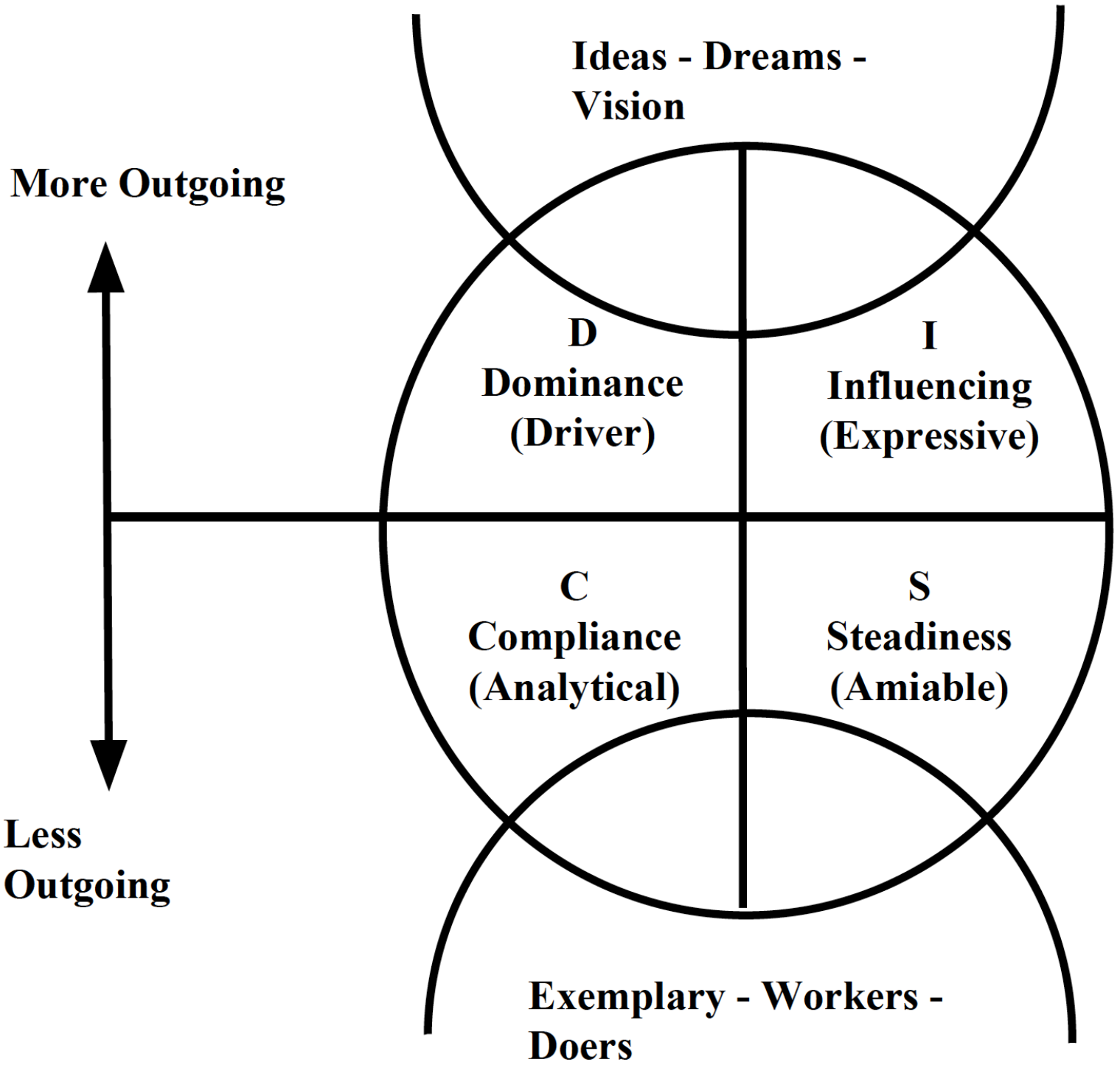
Process-Oriented  
Quick to Change  
Independent  
Optimistic

Accommodating  
Dislikes Confrontation  
Persistent  
Controls Emotion  
Adaptable  
Good Listener

Good Supporter  
Team Player  
Persistent  
Cooperative  
Sensitive to Others' Feelings

High Trust Level  
Not Fearful of Change  
Contactability  
Rather Talk Than Listen  
Verbal Skills  
Projects Self-Confidence

# Success Insights Wheel



# D Personality Style

Imagine a **Lion** or an **Eagle** when thinking about this personality style. The automobile equivalent of the D Personality Style is a **Rolls Royce**.



## Gifts

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Highly driven, assertive, decisive, great delegator, leader, decision-maker, results-oriented (task focused), loves to be challenged, determined.

## Triggers

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Biggest Fear: Loss of control.

Reaction: Micromanage/controlling, confrontational, aggressive, blunt/insensitive, overbearing, misses the details, impatient.

Stress relief is exercise, workaholism, accomplishment.

## How To Identify

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Professional/power clothing, rewards/accomplishments, very direct, office full of “wins”, fast-paced, all about the bottom line.

## Communication Tips for a High D

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Hear people out. You may have the answer right away, but maturity and wisdom is in allowing others to go at their own pace and not be forced into your way or the highway. Use a gentler tone of voice and be polite.

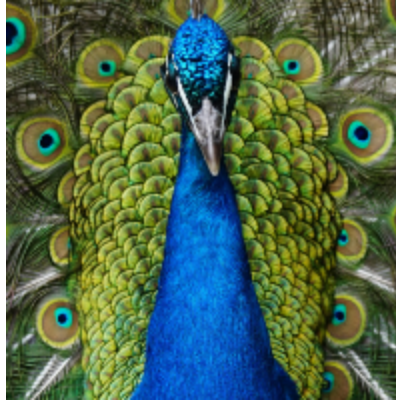
## When Communicating with a High D

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Get to the point. Don't small talk, and don't beat around the bush. They appreciate a direct approach that gets to the bottom line. Start with the end in mind, and don't overanalyze.

# I Personality Style

Imagine an **Otter** or a **Peacock** when thinking about this personality style.  
The automobile equivalent of the I Personality Style is a **Ferrari**.



## Gifts

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Life of the party, entertaining, gregarious, storyteller, adaptable, optimistic, adventurous, creative, visionary, charismatic, open book.

## Triggers

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Biggest Fear: Rejection.

Reaction: Blabbermouth, indecisive, scatterbrained/shiny object syndrome, close-talker/space invader, impulsive, loses track of time, won't be quiet and listen - interrupts. Stress relief is shopping/eating out/socializing with friends.

## How To Identify

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Colorful, loud, decor is fun & has stories behind it, motivated/recharged by people. Play hard, sleep hard/high energy. Hates to be bored. Exaggerates & elaborates for a better story.

## Communication Tips for a High I

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If you are interrupted, don't continue with your story - it may be the person needs a break. Wait 7 seconds after asking a question - slow down. Limit wordiness.

## When Communicating with a High I

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Have fun. Allow for storytelling, and offer encouragement - they want to feel heard. If something needs to be accomplished, have a clear agenda and stick to it.

# *S Personality Style*

Imagine an **Labrador Retriever** or a **Dove** when thinking about this personality style. The automobile equivalent of the S Personality Style is a Minivan.



## **Gifts**

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Loyal, sympathetic, good listener, thoughtful, introspective, easygoing, dependable, reliable, organized, patient, calm, enjoys routine, avoids conflict, quiet but witty, peacemaker.

## **Triggers**

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Biggest Fear: Loss of security.

Reaction: Apathetic, lazy, shut down, passive aggressive, carry a grudge, indecisive, quick to quit, slow to act.

Stress relief is seclusion - reading a book, taking a nap.

## **How To Identify**

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Lower energy - needs rest & affirmation. Relationships are most important - pictures of family/friends around, dress for comfort, helpful, observes before speaking, seeks to understand & connect.

## **Communication Tips for a High S**

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Remember that your opinion matters - speak up. If you clearly communicate the small things, it won't be as big of a confrontation on the big things - don't bottle it in.

## **When Communicating with a High S**

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Give support and affirmation - no pressure. Allow time to process. Don't overload them with choices/options. Focus on being kind vs. being right. Relationships trump rebuttal.

# C Personality Style

Imagine an **Beaver** or an **Owl** when thinking about this personality style. The automobile equivalent of the C Personality Style is a **Volvo**.



## Gifts

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Analytical, detailed, systematic, factual, logical, pragmatic, deliberate, inquisitive, precisionist, thoughtful, task-focused.

## Triggers

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Biggest Fear: Criticism.

Reaction: Perfectionist to the point of missing the priority, realist on the verge of negativity, paralysis by analysis, resistant to change, rigid, hoarder.

Reduces stress by space - both physical and emotional.

## How To Identify

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Closed body language, cautious speaker, looks to the past for answers, classic style. Knows the facts and statistics and is very inquisitive by nature - they want to know the "why" behind everything.

## Communication Tips for a High C

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Focus on the good in others, don't overload them with details, be encouraging. People always come before the task. Sometimes the truth hurts. Ask yourself "What is my goal?"

## When Communicating with a High C

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Check to make sure it's a time to talk, allow them space, and be clear with the details. If you have an idea, don't try to just dream with them - be prepared to back the dream up with logic.

# What's Next?

Remember as you review this material, that we are all a unique combination of these four personality styles, so it is very common to see tendencies from two of these groups.

Here are some links and resources to help you discover more about your personality style and how to live in your strengths as well as how to understand the personality styles of those around you in work and at home.

- [How understanding your personality style can open the door to self awareness.](#)
- [How understanding your personality style can help you find work you love.](#)
- [Get your own 28-page report on your personality style, complete with Motivational Characteristics of your behavioral style, Communication DOs and DONTs, PowerDISC – discover your strengths, Action Plan – to improve interpersonal skills.](#)
- [Find a coach that can help you unpack your personality style and help you determine specific action points to move forward in your job, your relationships and your life.](#)

**[NEW! DISCovering You Course: Moving From Communication To True Connection With Yourself and Others](#)**