



## **DiSC® for Team Builders**

The response to the following statement might help you ascertain someone's behavioral style:  
*Tell me a little bit about yourself.*

	<b>D</b> <b>Dominance</b>	<b>I</b> <b>Influence</b>	<b>S</b> <b>Steadiness</b>	<b>C</b> <b>Conscientiousness</b>
<b>How she will most likely respond to statement</b>	Will talk about her job and accomplishments	Will talk about herself and what she likes	Will talk about her family and the work she does for family or church	Will ask you to clarify the question, perhaps saying, "What do you mean by that question?"
<b>Characteristics</b>	<ul style="list-style-type: none"> <li>• Results-oriented</li> <li>• Career-focused</li> <li>• Makes quick decisions</li> <li>• Direct</li> <li>• Independent</li> <li>• Self-confident</li> <li>• Impatient</li> </ul>	<ul style="list-style-type: none"> <li>• People-oriented</li> <li>• Recognition-focused</li> <li>• Expressive</li> <li>• Loves to talk</li> <li>• Enthusiastic</li> <li>• Impulsive</li> <li>• Not detail-oriented</li> </ul>	<ul style="list-style-type: none"> <li>• Family-oriented</li> <li>• Security-focused</li> <li>• Loyal</li> <li>• Easy going</li> <li>• Abides by the rules</li> <li>• Friendship is important</li> <li>• Slow to change</li> </ul>	<ul style="list-style-type: none"> <li>• Detail-oriented</li> <li>• Perfectionist</li> <li>• Analytical</li> <li>• Exacting</li> <li>• Precise</li> <li>• Organized</li> <li>• Likes the facts</li> </ul>
<b>What you might focus on during team-building appointment</b>	<ul style="list-style-type: none"> <li>• Leadership and income potential</li> <li>• Independence</li> <li>• Moving quickly up the career path</li> <li>• Be your own boss</li> <li>• Flexibility</li> </ul>	<ul style="list-style-type: none"> <li>• Working with people</li> <li>• Prizes</li> <li>• Impact she can have on others</li> <li>• Ability to be creative</li> <li>• Recognition</li> <li>• Seminar</li> </ul>	<ul style="list-style-type: none"> <li>• Keeping priorities in order</li> <li>• Time spent with family and how this will help her provide for them</li> <li>• Friends she will make</li> <li>• Free education she'll receive</li> </ul>	<ul style="list-style-type: none"> <li>• Able to work own hours</li> <li>• Personal growth</li> <li>• Leadership</li> <li>• Will appreciate all educational material available</li> </ul>
<b>Team-building appointment</b>	<ul style="list-style-type: none"> <li>• Short appointment</li> <li>• Be brief, but thorough</li> <li>• Don't dwell on the fluff</li> <li>• Explain marketing plan</li> <li>• Provide direct answers</li> <li>• Outline steps to leadership roles</li> <li>• Let her do the talking</li> <li>• Will probably decide quickly</li> </ul>	<ul style="list-style-type: none"> <li>• Long appointment</li> <li>• Allow time for relationship-building</li> <li>• Let her do the talking</li> <li>• Simple explanations</li> <li>• Don't bore her with details</li> <li>• Ask her lots of questions</li> <li>• Provide I-stories of people who've been successful</li> <li>• Show pictures rather than written material</li> <li>• Will probably decide quickly</li> </ul>	<ul style="list-style-type: none"> <li>• Give simple explanations</li> <li>• Share the facts about how much it costs, how much time it takes, how to get started</li> <li>• Explain how she'll be able to fit it into her busy schedule</li> <li>• Answer questions</li> <li>• Will probably take more than 1 appointment</li> </ul>	<ul style="list-style-type: none"> <li>• Be concise</li> <li>• Build on Company's credibility</li> <li>• Use facts in print</li> <li>• Answer all questions</li> <li>• Explain exactly what it takes to move up the career path</li> <li>• Will probably take more than 1 appointment</li> </ul>