

Understanding the DISC Profiles

Assessing in the moment

	D	I	S	C
UNDER STRESS	Impatient	Disorganized	Possessive	Critical
COMMON EMOTION	Anger	Optimism	Non-emotion	Fear
ORGANIZATIONAL STYLE	Efficient	Disorganized	Systematic but sloppy	Perfectly Organized
OFFICE DECOR	Status	Experiential	Family photos	Graphs. Functional
EMAILS	To the Point For Results	Wordy & Warm	Long And Wordy	To The Point With Much Data
GESTURES	Big Gestures	Facially Expressive	Small Hand Gestures	Reserved, Few Gestures
WHEN STANDING	Forward Lean, Hand In Pocket	Feet Spread, Two Hands In Pockets	Lean Back, hand in Pocket	Arms Folded, Hand On Chin