

Working with the DISC Profiles

Managing in the moment

	D	I	S	C
WHAT THEY NEED	Results	Fun, Experience	Trust	Information
WHAT THEY VALUE	Success	Trust	Loyalty	Good Answers
HOW THEY BUY	Quick Decisions	Showy Presentations	Slow Decisions	Move Slow
FEARS	Taken Advantage of	Not Being Liked	Security, Lack of Respect	Criticism of Work or Questions
DEAL WITH FEAR BY	Defense	Withdraw Or Change Subject	Band Together	Withdraw & Return With Facts
WHEN STRESSED	Blame Others	Self-Promote	Withdraw Within	Picky, Pessimistic, Critical
CONFLICT RESPONSE	Fight Back	Run	Puts Up With It	Avoidance