



# DISC Cheat Sheet for Teams

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# The Four Styles at a Glance



## D - DOMINANCE (The Driver)

Core Drive: Results & Control

Energy: Fast-paced, Direct, Decisive

Motto: "Let's get it done NOW!"

### Strengths:

- Takes charge and makes quick decisions
- Drives results and pushes through obstacles
- Comfortable with conflict and tough conversations
- Natural leader who accepts responsibility

### Potential Blind Spots:

- May seem impatient or pushy
- Can overlook people's feelings
- Might skip details in favor of speed
- May struggle with collaborative processes

# The Four Styles at a Glance



## I - INFLUENCE (The Inspirer)

Core Drive: People & Recognition

Energy: Fast-paced, Outgoing, Optimistic

Motto: "Let's make it fun and exciting!"

### Strengths:

- Builds enthusiasm and motivates others
- Excellent at networking and relationship building
- Creative problem solver with big-picture thinking
- Brings energy and positivity to teams

### Potential Blind Spots:

- May overpromise or struggle with follow-through
- Can get distracted by new ideas
- Might avoid difficult or detail-oriented tasks
- May make decisions based on emotion rather than data

# The Four Styles at a Glance



## **S - STEADINESS (The Supporter)**

Core Drive: Harmony & Stability

Energy: Steady-paced, Collaborative, Patient

Motto: "Let's work together and support each other."

### **Strengths:**

- Creates calm, stable team environment
- Excellent listener who builds trust
- Reliable follow-through on commitments
- Helps mediate conflicts and find common ground

### **Potential Blind Spots:**

- May avoid necessary conflict or difficult decisions
- Can be slow to adapt to change
- Might not speak up about concerns
- May prioritize harmony over necessary progress

# The Four Styles at a Glance



## C - CONSCIENTIOUSNESS (The Analyst)

Core Drive: Accuracy & Quality

Energy: Steady-paced, Analytical, Systematic

Motto: "Let's do it right the first time."

### Strengths:

- Ensures high quality and attention to detail
- Excellent at research and systematic analysis
- Identifies potential problems before they occur
- Maintains standards and follows processes

### Potential Blind Spots:

- Ensures high quality and attention to detail
- Excellent at research and systematic analysis
- Identifies potential problems before they occur
- Maintains standards and follows processes

# Remember: Flex Your Style!



The key to great teamwork is adapting your communication style to match what others need to be successful.



## Slow down

For S's and C's who need time to process



## Speed up

for D's and I's who want quick action



## Focus on people

with I's and S's who value relationships



## Focus on tasks

with D's and C's who want results and quality