

# DISC BEHAVIOURAL TRAITS V6 WORKBOOK



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## MODULE INTRODUCTION:

### DISC PROFILING

#### Learn better faster

The concepts and ideas within each module are provided as suggestions and should be adapted to fit your unique environment, personality, and style, while still preserving the core value of the information presented.

Your workbook includes ample white space for you to jot down personal notes, thoughts, or ideas you may want to put into practice.

The workbook is designed to be completed in combination with the video.

Have fun and enjoy yourself.

To make sure you get the most out of this course, please ensure you're fully prepared to begin. Here's a quick checklist to help you get ready:

1. **Tools and Materials:** Have pens, and any required textbooks or resources organised and easily accessible.
2. **Time Management:** Schedule dedicated time for each module in advance. Block out these periods in your calendar to avoid interruptions.
3. **Distraction-Free Environment:** Choose a quiet space where you can focus solely on the course material, minimizing distractions from phone calls, emails, or other activities.
4. **Progress Tracking:** Consider keeping a checklist or journal to track your completion of each module or refer to your portal which will help keep you motivated and organised.
5. **Complete the quiz**

**Remember, this learning platform offers resources that you can access anytime.**

Don't hesitate to reach out to Graham anytime if you want to explore this topic further, clarify any questions, or share your thoughts. He's here to assist you!

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# MODULE STRUCTURE

## KEY CONCEPTS

The DISC model is focused on how you behave in different environments rather than how you think or feel. It looks at external behaviours, like communication style, work habits, and decision-making.

Understanding your DISC type can help you improve communication, build stronger teams, manage conflicts, and become more effective in your role.

By identifying which DISC types you align with, you can gain a clearer understanding of your strengths (e.g., leadership, empathy, attention to detail) and areas for growth (e.g., assertiveness, adaptability, delegation). You are not confined to one type.

**No Right or Wrong Answer:** The assessment measures preferences in behaviours and styles, so there's no "correct" or "ideal" personality type. Each type has its advantages and potential challenges.

## Expectations

1. **Self-Reflection:** The DISC assessment is designed to make you reflect on your natural tendencies, helping you better understand your behaviours in both professional and personal settings.
2. **Insight into Personality:** You can expect the assessment to provide insights into how you approach work, decision-making, and relationships. It doesn't label you but rather offers a framework to describe your core behaviour patterns.
3. **Non-Judgmental:** The DISC is a neutral tool, meaning no personality type is considered "better" or "worse." It simply categorizes your behaviours, giving you a clearer picture of your strengths and potential blind spots.

## WHAT YOU WILL ACHIEVE

1. **Improved Self-Awareness:** Knowing your DISC profile helps you become more conscious of how you tend to act, which can lead to better decision-making and more productive interactions with others.
2. **Enhanced Communication:** Understanding both your own style and the styles of others can greatly improve communication, especially in team settings. It allows you to adapt your approach to suit different individuals, making you more effective in conversations, presentations, or negotiations.
3. **Better Conflict Resolution:** Since the DISC model helps identify the root causes of communication breakdowns (often linked to differing behavioural styles), you can approach conflicts with a clearer understanding of each person's perspective and find resolutions more easily.
4. **Career Development:** The DISC profile can offer insights into your ideal work environment, preferred roles, and how you may best contribute to a team or organization. This can guide career choices and professional growth, helping you align your work style with your strengths.

## TIME TO COMPLETE

This module should take you approximately: 30 MINUTES

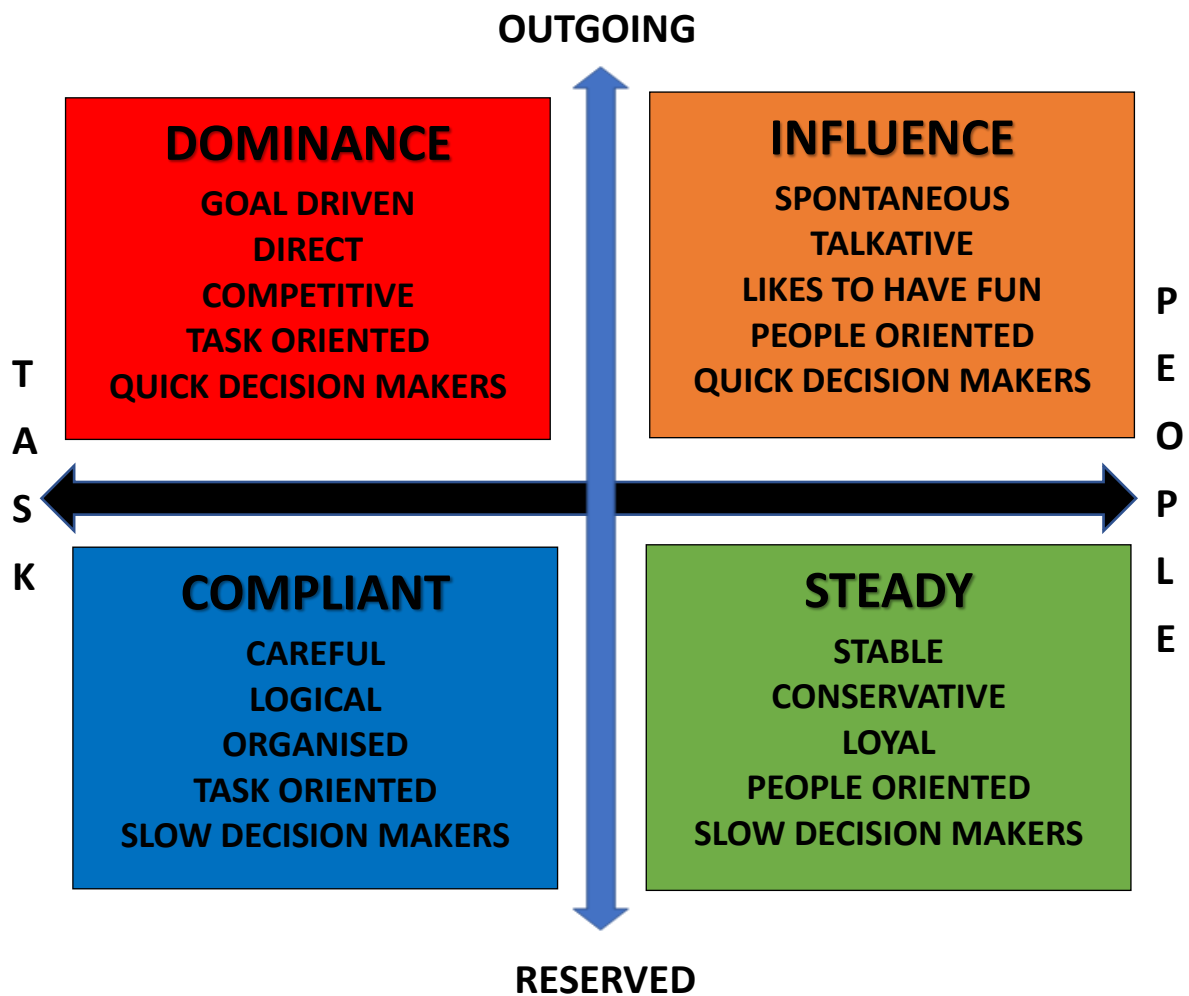
Workbook, Video and complete the Quiz

## DISC BEHAVIOURAL TRAITS

The personality styles analysis used in this module are all derived from the work of Dr William Moulton Marston. Born in Cliftondale, Massachusetts, in 1893, Mr. Marston was educated at Harvard university. He also received an LLB in 1918 and a PHD in 1921.

Dr Marston believed that people tend to learn a self-concept which is basically in accord with one of the four factors.

It is possible, therefore, using Marston's theory, to apply the powers of scientific observation to behaviour and to be objective and descriptive rather than subjective and judgemental.



## DOMINANCE



### The 'D' Style

The 'D' Style are into **immediate results**. They want **to make things happen, make quick decisions, and love challenges**.

Their goals are short term and **bottom line oriented**.

They need an environment in which they have authority, prestige and power and the opportunity to create and accomplish on an individual basis.

They are always challenging the status quo, full of ideas and soon bored with routine.

- ☐ Demanding
- ☐ Strong willed
- ☐ Egocentric
- ☐ Competitive
- ☐ Inquisitive
- ☐ Forceful
- ☐ Ambitious
- ☐ Driving
- ☐ Decisive
- ☐ Determined
- ☐ Aggressive
- ☐ Pioneering



### The 'I' Style

'I' Style desire social recognition, freedom of expression and wants to be convincing and impressive.

'I' Style are poised, gregarious and extremely comfortable in one-to-one situations.

Influencing types are natural salespeople and others are naturally drawn to this style because they are warm and make a good first impression.

They are also optimistic, sometimes too much for some people. They are also very emotional who wear their hearts on their sleeves.

- ☐ Magnetic
- ☐ Enthusiastic
- ☐ Demonstrative
- ☐ Persuasive
- ☐ Warm
- ☐ Friendly
- ☐ Convincing
- ☐ Optimistic
- ☐ Polished
- ☐ Poised
- ☐ Trusting
- ☐ Sociable



## STEADY



### The 'S' Style

The 'S' Style usually prefers to stay in one place and have a sense of **loyalty** and **commitment**.

This style likes things to be **stable** and **secure** and will work for the same boss for years.

They will gather technical data together first and talk to their friends before they buy.

When it comes to decision-making, the 'S' likes to confer with others and is far more deliberate.

Their real strength lies in their willingness to listen and ability to calm excited people.

They make great counsellors.

- ☐ Stable
- ☐ Consistent
- ☐ Passive
- ☐ Possessive
- ☐ Patient
- ☐ Predictable
- ☐ Deliberate
- ☐ Steady
- ☐ Resistant to change





### The 'C' Style

This person knows 'there is a right way to do things' and wonders why others do not do it that way too. They are **sticklers for rules and regulations** and are committed to **structure, procedure, systems, and policy**.

A critical thinker who likes to know how things work; they follow a slower, more deliberate way of doing things.

This style is often the perfectionist who may end up with paralysis by analysis.

Their goals are long-term and autonomous. They do not care much for working in a team.

- ☐ Careful
- ☐ Dependent
- ☐ Worrisome
- ☐ Cautious
- ☐ Exacting
- ☐ Conventional
- ☐ Neat
- ☐ Systematic
- ☐ Diplomatic
- ☐ Accurate
- ☐ Tactful
- ☐ Balanced judgement

## PERSONAL PROFILE

We are now giving you the opportunity to assess your personal profile. This presents you with a plan to help you understand yourself and others in a specific environment.

You will learn more about the differences of others and the environment they require for maximum productivity and harmony in the workplace.

The personal profile is not a test. You cannot pass or fail. There is no best pattern and research shows the most productive people are the ones that know themselves. They can understand limitations and how to adapt certain strategies to achieve and understand what others are experiencing.

### YOU WILL

- a) IDENTIFY YOUR BEHAVIOURAL STYLE
- b) CREATE A MOTIVATIONAL ENVIRONMENT FOR SUCCESS
- c) INCREASE YOUR APPRECIATION OF DIFFERENT WORK STYLES
- d) IDENTIFY AND MINIMISE POTENTIAL CONFLICTS WITH OTHERS.

### DISC BEHAVIOURAL SURVEY (COMPLETE IN YOUR NORMAL HANDWRITING NOT PRINTED)

Your name including first, middle and last.

Write the same as above with your other hand.

### Result

- ☐ Uncomfortable.
- ☐ Took longer.
- ☐ Not particularly good.

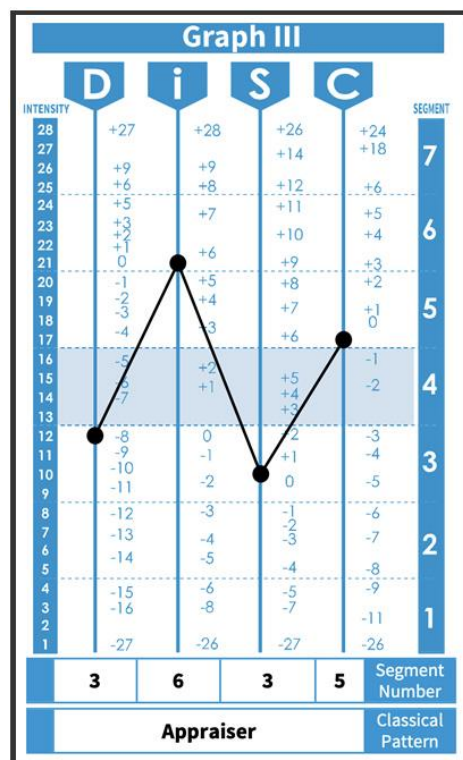
## DISC PROFILE SCORING

Rank each horizontal row of words on a scale of 4,3,2,1 with 4 being the score that best describes you and 1 that least describes you. Use all rankings in each line only once.

There is no right or wrong answers so please do not over think it. Respond according to your personal preferences rather than what you think is wanted.

Behaviour	Score	Behaviour	Score	Behaviour	Score	Behaviour	Score
Forceful		Lively		Modest		Tactful	
Aggressive		Emotional		Accommodating		Consistent	
Direct		Animated		Agreeable		Accurate	
Tough		People orientated		Gentle		Perfectionist	
Daring		Impulsive		Kind		Cautious	
Competitive		Expressive		Supportive		Precise	
Risk taker		Talkative		Gentle		Factual	
Argumentative		Fun loving		Patient		Logical	
Bold		Spontaneous		Stable		Organised	
Take charge		Optimistic		Peaceful		Conscientious	
Candid		Cheerful		Loyal		Serious	
Independent		Enthusiastic		Good listener		High standards	
Total		Total		Total		Total	

Your totals should add up to 120 when you add across the line. If not check your calculations.



CIRCLE THE NUMBERS FROM THE LEFT. JOIN THE CIRCLES WITH STRAIGHT LINES FROM D-I-S-C

Level	D	I	S	C
High	48	48	48	48
	46	46	46	46
	44	44	44	44
	42	42	42	42
Strong	40	40	40	40
	38	38	38	38
	36	36	36	36
	34	34	34	34
	32	32	32	32
Mid-line	30	30	30	30
	28	28	28	28
	26	26	26	26
	24	24	24	24
	22	22	22	22
Strong	20	20	20	20
	18	18	18	18
	16	16	16	16
	14	14	14	14
Low	12	12	12	12

## DISC PATTERN

ENTER YOUR DISC SCORES D \_\_\_\_\_ I \_\_\_\_\_ S \_\_\_\_\_ C \_\_\_\_\_

CIRCLE THE ONES THAT ARE OVER 30

IDENTIFY THE SEQUENCES AND SUB TRAITS BY ENTERING THE HIGHEST SCORE FIRST, SECOND HIGHEST SCORE SECOND.

EXAMPLE D 32 I 41 S 28 C 19 - CIRCLE I AND D (PERSUADER) ID

Sequences and Subtraits	Personality Patterns
<b>IS; SI</b> <b>Subtraits:</b> Friendliness, Self-confidence, Patience, Persistence	<b>RELATER: Advisor/Merciful/Counselor</b> Warm, sympathetic, understanding; good listener, stable, dependable; won't force ideas on others; criticism of his/her work a personal affront; can overuse the indirect approach; goal is maintaining friendships; fears social rejection.
<b>SCI; SIC</b> <b>Subtraits:</b> Friendliness, Patience, Co-operativeness	<b>SUPPORTER: Advocate/Peacemaker/Agent</b> Can be very detail-oriented; moderate, thorough, dependable; steady, sociable, independent, individualistic; tends to support underdog; goal is acceptance from others; fears dissension, conflict.
<b>IC; CI</b> <b>Subtraits:</b> Friendliness, Enthusiasm, Co-operativeness, Sensitivity	<b>PROMOTER/ANALYZER: Assessor/Teacher/Appraiser</b> Outgoing, at home with strangers, develops friends easily; promotes projects of others and his/her own; seeks freedom from control; goal is approval, popularity; fears loss of social recognition.
<b>DS; DSC; SD</b> <b>Subtraits:</b> Efficiency, Independence, Thoughtfulness, Persistence, Accuracy	<b>CONDUCTOR/COORDINATOR: Attainer/Achiever/Perseveres</b> Objective, analytical, determined, task-oriented; independent, questioning, practical; may appear blunt and non-demonstrative; goal is personal accomplishment (sometimes at expense of the group); fears those with different or inferior work standards.
<b>DI</b> <b>Subtraits:</b> Self-motivation, Independence, Enthusiasm, Self-confidence	<b>PERSUADER: Concluder/Doer/Gets results</b> Forceful, direct, individualistic; can be impatient, competitive; good leadership abilities; high standards, critical when standards not met; goal is dominance and independence; fears slowness or being seen as too jovial.
<b>I</b> <b>Subtraits:</b> Friendliness, Enthusiasm, Self-confidence	<b>PROMOTER: Convincer/Persuader/Promoter</b> Enthusiastic, optimistic, articulate in communication; can become careless, inconsistent and disorganized, but tries to look good and please others; goal is social approval and prestige; fears loss of social approval, conflict.
<b>DC; DCS; CD</b> <b>Subtraits:</b> Efficiency, Self-motivation, Accuracy, Sensitivity, Thoughtfulness	<b>IMPLEMENTOR/CONDUCTOR: Designer/Administrator/Creator</b> Sensitive to problems, creative in finding solutions; high in foresight, often quite intelligent; can overuse bluntness and criticism; bored with routine, prefers working alone, doesn't trust easily; goal is dominance, discovering unique solutions; fears not being influential.
<b>D</b> <b>Subtraits:</b> Efficiency, Self-motivation, Independence	<b>CONDUCTOR: Establisher/Visionary/Developer</b> High ego strength, high standards; approaches issues alone rather than drawing others into the process; can be manipulative, controlling; has vision of "big picture"; very direct, forceful; goal is new challenges, opportunities; fears loss of control, lack of challenge.

<b>D=I</b> <b>Subtraits:</b> Self-motivation, Independence, Enthusiasm, Self-confidence	<b>PERSUADER: Influencer/Implementer/Inspires</b> High energy, optimistic, aggressive, confident; goal-minded, harnesses people to accomplish goals; can be impatient, having little time for details; loses interest once challenge is gone; goal is control of environment; fears losing, failing, loss of prestige.
<b>SDC; SCD</b> <b>Subtraits:</b> Efficiency, Thoughtfulness, Accuracy	<b>COORDINATOR/SUPPORTER: Inquirer/Investigator/Consistent</b> Patient, controlled, enjoys digging for clues and facts; easy-going and amiable; consistent, loyal, accommodating; slow to take initiative, doesn't adapt quickly to change; holds grudges, internalizes conflict; goal is maintaining clear systems; fears change, disorganization.
<b>C</b> <b>Subtraits:</b> Co-operativeness, Accuracy, Sensitivity	<b>ANALYZER: Logical Thinker/Analytical/Objective</b> Practical, proper, discrete, accurate; self-evaluating, critical of self and others; enjoys detail and logic; makes decisions slowly from logic rather than emotion; can over-analyze, be hurt easily; goal is to develop control, correctness; fears criticism, ridicule.
<b>CIS; CSI; ISC; ICS</b> <b>Subtraits:</b> Friendliness, Patience, Co-operativeness	<b>COORDINATOR/ANALYZER: Practitioner/Realist/Steadfast</b> Results-oriented, verbally fluent, loyal; friendly, enthusiastic, informal, talkative; may worry too much about what others think; can intellectualize and become restless and impatient; goal is to accomplish results through others; fears rejection, loss of security.
<b>CS; SC</b> <b>Subtraits:</b> Patience, Thoughtfulness, Co-operativeness, Accuracy	<b>COORDINATOR: Precisionist/Traditionalist/Perfectionist</b> Orderly, systematic, precise, attentive to detail; tactful, highly diplomatic, extremely conscientious; can become bogged down in details, dislikes sudden changes; prefer protected, secure environment; goal is security; fears antagonism.
<b>ID</b> <b>Subtraits:</b> Self-motivation, Independence, Enthusiasm, Self-confidence	<b>PERSUADER: Prompter/Communicator/Persuader</b> Outgoing, high interest in people, trusting; can gain respect and admiration from varied types of individuals; can be impulsive, overly enthusiastic, inattentive to the "little things"; prefers variety; goal is authority and prestige; fears rejection, being taken advantage of.
<b>S</b> <b>Subtraits:</b> Patience, Thoughtfulness, Persistence	<b>SUPPORTER: Technician/Specialist/Steady</b> Patient, loyal, consistent, helpful to friends; steady, calculating, reserved; not bored by routine; needs clear guidelines and rules; avoids confrontation, internalizes feelings; goal is maintaining status quo and an environment with few changes; fears loss of security, unplanned change.
<b>All scores around 30</b> <b>(None clearly higher than others)</b>	<b>Transition/Stress pattern</b> Lack of goal clarity; insufficient action planning, confusion, uncertainty, anxiety about expectations; behavior alternates between furious activity to slow, methodical action; can be brought on by periods of change—new job, new home, bad health, etc. Person will make quick decisions and then try to gain approval from others.

DESCRIPTION	DOMINANT	INFLUENCING	STEADINESS	COMPLIANT
MEASURES	How a person solves a problem and responds to challenges	How a person attempts to influence or persuade people	The pace at which a person undertakes activities and responsibilities	How a person responds to rules and regulations set by others
THE HIGHEST SCORE	Active and aggressive in trying to overcome problems and obstacles, will anger more quickly.	Verbal and persuasive in trying to influence people to their way of thinking. Will be joyful and optimistic.	Prefers to start and complete one project at a time. Resistant to change and will be less emotional. They can be difficult to read.	Comply with rules set by others and will be motivated more out of fear of getting things wrong.
THE LOWEST SCORE	The greater the tendency to gather data prior to deciding. Will be slow to anger.	Will use data and facts. Will be pessimistic.	Will want a faster pace and likes change. They will be more emotional and expressive.	Will challenge rules and seek independence. They will be more fearless.
EMOTIONS	ANGER	OPTIMISM	LACK OF EMOTION	FEAR
GENERAL CHARACTERISTICS	Direct, decisive, high ego, strength, problem solver, risk taker, self-starter, innovative, challenges the status quo.	Enthusiastic, trusting, optimistic, encouraging, persuasive, talkative, impulsive, sense of humour, peacemaker	Good listener, positive, steady, predictable, friendly understanding, reliable, dependable, patient, empathetic	Accurate, analytical careful, conscientious, fact finder, precise, high standards, systematic, even tempered, realistic.
POSSIBLE WEAKNESSES	Oversteps authority, argumentative, dislikes routine, attempts too much, opinionated, poor listener.	Lacks detail, more concerned with popularity than results, overuses gestures, listens when convenient, undisciplined.	Resist change, holds a grudge, oversensitive, critical, difficulty prioritising, stingy, stubborn.	Bogged down on details, won't verbalise feelings, gives in, won't argue, bound by procedures, needs clear boundaries, moody and negative.
GREATEST FEAR	Being taken advantage of	Rejection	Loss of security	Criticism



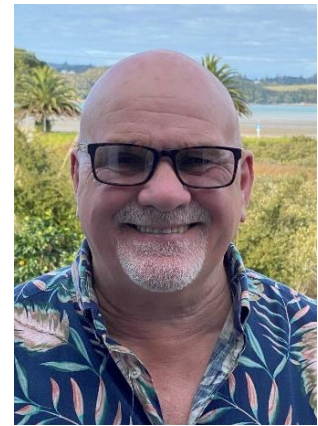
## TAKEAWAY

## GRAHAM TAYLOR-EDWARDS

GRAHAM (GT) is a successful leadership, sales, service and customer experience coach, mentor and workshop facilitator.

### GRAHAM HOLDS:

- **ADVANCED DIPLOMA OF LEADERSHIP AND MANAGEMENT**
- **DIPLOMA IN AUTOMOTIVE MANAGEMENT**
- **DIPLOMA OF TRAINING AND EDUCATION AND DESIGN**
- **CERTIFICATE IV IN FINANCE AND MORTGAGE BROKING**
- **CERTIFICATE IV IN BUSINESS SALES**
- **NZ CERTIFICATE IN MARKETING**
- **NLP PRACTITIONER.**



### BEHAVIOURAL TRAITS

QUESTION	ANSWER
WHAT IS THE D BEHAVIOUR	<input type="checkbox"/> DOMINANCE <input type="checkbox"/> DELIBERATE <input type="checkbox"/> DISGUISED <input type="checkbox"/> DANGEROUS
WHAT IS THE I BEHAVIOUR	<input type="checkbox"/> INFURIATED <input type="checkbox"/> INFECTIOUS <input type="checkbox"/> INFLUENCE <input type="checkbox"/> INEFFECTIVE
WHAT IS THE S BEHAVIOUR	<input type="checkbox"/> SILLY <input type="checkbox"/> STEADY <input type="checkbox"/> SLOW <input type="checkbox"/> SOMBER
WHAT IS THE C BEHAVIOUR	<input type="checkbox"/> COMPLIANT <input type="checkbox"/> CAREFUL <input type="checkbox"/> CAREFREE <input type="checkbox"/> CRAFTY
WHICH TWO BEHAVIOURS ARE QUICK DECISION MAKERS	<input type="checkbox"/> DOMINANCE <input type="checkbox"/> INFLUENCE <input type="checkbox"/> STEADY <input type="checkbox"/> COMPLIANT