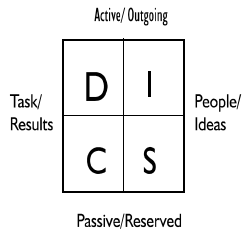


General DISC Information



D stands for Active/Task oriented

I stands for Outgoing/People oriented

S stands for Reserved/People oriented

C stands for Passive/Task oriented

<p style="text-align: center;">Primary High D Personality</p> <p><i>Incidence:</i> 5- 10 % of the population <i>Description:</i> Dominant, Decisive, Independent <i>Basic need:</i> Challenge; to control choices <i>Focus:</i> Get the job done— just do it! <i>Motivated by:</i> Having authority to do the job <i>Like an environment:</i> With opportunity for advancement; freedom from controls <i>Need others who:</i> recognize the needs of others <i>Standards:</i> High for others, low for self <i>D leaders</i> take control <i>D followers</i> respect strong leaders <i>High D works best with:</i> I/S/C. I/C, S/I <i>High D parents are:</i> forceful, impatient, direct, and dominant <i>High D children:</i> Are strong willed, impulsive and try everything</p>	<p style="text-align: center;">Primary High I Personality</p> <p><i>Incidence:</i> 20- 25% of population <i>Description:</i> Inspiring, Influential, Social <i>Basic need:</i> Recognition, approval <i>Focus:</i> I'm for you! <i>Motivated by:</i> Popularity and acceptance <i>Like an environment:</i> With freedom of expression and opportunity to verbalize proposals <i>Need others who:</i> Prefer dealing with tasks rather than people <i>Standards:</i> Low for others, low for self <i>I leaders</i> are inspiring and enthusiastic <i>I followers</i> are impulsive and talk a lot <i>High I works best with:</i> C, C/S. C/S/D, S/C <i>High I parents are:</i> impulsive, persuasive, emotional/demonstrative, and relational <i>High I children:</i> Are fun-loving and enjoy the spontaneous</p>
<p style="text-align: center;">Primary High C Personality</p> <p><i>Incidence:</i> 20- 25% of population <i>Description:</i> Conscientious, Compliant <i>Basic need:</i> Excellence, value <i>Focus:</i> Do it right the first time! <i>Motivated by:</i> Detailed tasks <i>Like an environment:</i> With reassurances and no sudden changes <i>Need others who:</i> Can state unpopular positions and delegate important tasks <i>Standards:</i> High for others, high for self <i>C leaders</i> are competent and compliant <i>C followers</i> analyze each decision <i>High C works best with:</i> I, I/C, I/D, I/S, S/C <i>High C parents are:</i> conscientious, logical perfectionistic, and non-assertive <i>High C children:</i> Want to know what the rules are and why and expects himself to be perfect</p>	<p style="text-align: center;">Primary High S Personality</p> <p><i>Incidence:</i> 40- 50% of population <i>Description:</i> Serving, Supporting, Submissive <i>Basic need:</i> Security, appreciation, approval <i>Focus:</i> We make a great team! <i>Motivated by:</i> Tasks to be done from start to finish <i>Like an environment:</i> With identification with a group and sincere appreciation <i>Need others who:</i> react quickly to unexpected change <i>Standards:</i> Low for others, high for self <i>S leaders</i> are sweet, steady, and stable <i>S followers</i> establish relationships and serve the cause <i>High S works best with:</i> I/D, D/I, I/C, I, S, C <i>High S parents are:</i> non-assertive, steady, supportive, and peacemaking <i>High S children:</i> Want to be good and wants peace; need a slower pace</p>