Saturday, March 26, 2022 Session 4 and Session 5 8:30 a.m. - 12:15 p.m.





OCRA 2022 Annual Conference "We Are Family" with Erin Lydy Participant Handout



Direct, Assertive, and Take-Charge "D" Dominance



Social, Talkative and Optimistic "i" Influence



Harmonious, Calm and Helpful "S" Steadiness



Logical, Questioning and Precise "C" Conscientiousness





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OVERVIEW OF THE DISC® STYLES



The graphic below provides a snapshot of the four basic DiSC® styles.

DOMINANCE **INFLUENCE** Priorities: getting immediate results, Priorities: expressing enthusiasm, taking action, challenging self taking action, encouraging Active and others collaboration Fast-paced Assertive Motivated by: power and authority, Motivated by: social recognition, group Dynamic competition, winning, success activities, friendly relationships Bold Fears: loss of control, being taken Fears: social rejection, disapproval, advantage of, vulnerability loss of influence, being ignored You will notice: self-confidence. You will notice: charm, enthusiasm, directness, forcefulness, sociability, optimism, risk-taking talkativeness Limitations: lack of concern Limitations: impulsiveness, for others, impatience, disorganization, lack of insensitivity follow-through Questioning Accepting Logic-focused People-focused Objective Empathizing Skeptical Receptive Challenging Agreeable Priorities: ensuring accuracy, Priorities: giving support, maintaining stability, maintaining stability, challenging assumptions enjoying collaboration Motivated by: stable environments, Motivated by: opportunities to use expertise or gain knowledge, attention sincere appreciation, cooperation, to quality opportunities to help Fears: criticism, slipshod methods, Fears: loss of stability, change, loss of harmony, offending others being wrong Thoughtful Moderate-paced You will notice: patience, team player, calm You will notice: precision, analysis, skepticism, reserve, quiet approach, good listener, humility Calm Methodical Limitations: overly accommodating, Limitations: overly critical, Careful tendency to overanalyze, tendency to avoid change, indecisiveness isolates self CONSCIENTIOUSNESS STEADINESS