Observable Clues to Reading DISC Styles

DISC describes observable behavior and emotions - "how you do what you do". Therefore, as an expert people reader you can often identify a person's lead (predominant) DISC behavioral style. By using DISC to understand people better and communicate more effectively, you will build stronger relationships with others and be better able to get the results you need to successfully sell to prospects, service clients to exceed their expectations, effectively interview candidates to determine who has the right behavioral strengths to do the job, etc. Remember, people are much more complex than these clues. Whenever possible, you should obtain assessment reports to give you more insight about a person.

High Compliance Style
Task-focused / Introverted
Speech clues: monotone, slow, deliberate, asks questions to seek facts and figures, attentive, critical listener, blunt, little emotion, avoids chit chatting, seeks more information, precise and logical use of words
Body clues: few gestures, low enthusiasm, walks quickly but scans environment for obstacles, leans head on hands covering chin and mouth, reserved expressions, keeps their distance from others
General clues: skeptical, suspicious, little emotion, solitude, neat, conservative, perfectionist, careful, compliant, critical of self and others, organized, cautious

High Dominance Style
Task-focused / Extroverted
Speech clues: talks fast and usually loudly, direct, blunt, takes control of conversations, argumentative, listens for key points only, self-assured, answers quickly, asks specific 'what' questions
Body clues: walks fast, sits with arms crossed behind head to show a stance of power, impatient, paces, moves around a lot, firm handshake
General clues: demanding, aggressive, challenging, strong willed, decisive, independent, goal oriented, restless, draws quick conclusions, seeks win-win opportunities

High Steadiness Style
People-focused / Introverted
Speech clues: methodical, soft spoken, relaxed, great listener, unemotional, reserved, uses facts, calm tone, receptive, friendly, asks detailed 'how' questions
Body clues: walks deliberately and moderately cautious, crosses arms in front of body, maintains friendly eye contact, casual, does not show facial expressions or emotions
General clues: possessive, stubborn, patient, predictable, logical, steady, reliable, modest, small groups of people, cooperative, enjoys team work

High Influence Style
People-focused / Extroverted
Speech clues: chit chats, wordy, enthusiastic, loud, persuasive, demonstrative, spends more time talking than listening, optimistic, loud, rapid, responds energetically, asks questions about feelings
Body clues: uses many hand gestures, may meander or walk into things, smiley, friendly, happy demeanor, may have hand in pant/skirt pocket, hugs,
General clues: emotional, enjoys large groups of people, disorganized, resists personal rejection, seeks social recognition, imprecise about the use of time, impulsive, seeks fun, spontaneous

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