

UNDERSTANDING YOUR & OTHERS BEHAVIOR

Attribute	D	I	S	C
Your value to a team	Provides the drive to keep it moving	Gets people on board and brings them along	Builds stable bonds and keeps harmony	Ensures that the details are not overlooked
Your major strength(S)	Initiative; task oriented, gets things done	Excitement; gets people involved, motivated and enthused	Good listening skills; team player or leader	Very thorough and accurate in looking at all of the facts
Your major weakness(s)	Can be oblivious to feelings of others; impatient with others' weaknesses	Can be impulsive and may not focus attention on details or important facts	Can sacrifice results for harmony or stability; reluctant to initiate	Can be too cautious or too thorough and lose sight of the goal
You are motivated by	Getting the task completed, and a challenge	Being important and approval of others; being visible	Stable environments and relationships; appreciation	Being recognized as right; high quality and accurate
Your time management	The focus is on the completion; Efficient use of time; likes to get to the point quickly without process	The focus is on the possible; Tends to rush to the next exciting thing without completing the now	The focus is on the harmony; Spends time on interpersonal connections, sometimes to the detriment of the task	The focus is on precision; Works more slowly to ensure utmost quality and all of the "bases are covered"
The way you communicate	Tends to be one-way; not great listeners; better at starting conversations; becomes forceful under pressure:	Tends to be enthusiastic, often one-way; can inspire others; becomes talkative under pressure	Tends to be very good listener to others; becomes quiet and withholds under pressure	Tends to be a considerate listener, especially in relation to tasks; becomes very precise and defensive under pressure
Your decision making	Quickly; makes decisions with goal in mind	Intuitive; impulsively with lots of wins and losses	Stable; moves slowly, seeks the input from others	Reluctant; usually wants lots of information
Your behavior under pressure	Domineering	Talkative	Resigning	Cautious/Critical
You need more of	Asking questions and listening to others	Pausing, being quiet and listening	Initiating, in spite of hesitation or reservations	Making decisions without all of the information