

# DISC DURING CRISIS

## Typical Behaviors and Needs of Each Style Under Stress

### D – DOMINANCE

#### MAY APPEAR

- Restless
- Critical
- Blunt
- Intrusive
- Uncooperative
- Aggressive

#### NEEDS

- Control of situation and self
- Tangible evidence of progress
- Fast pace for moving towards goals
- Accomplishments



*May dictate in order to control*

### I – INFLUENCE

#### MAY APPEAR

- Manipulative
- Overeager
- Impulsive
- Inconsistent
- Unrealistic
- Wasteful of time

#### NEEDS

- To get credit
- Action and interaction
- Quick pace for stimulation and excitement
- Prestige

*May verbally attack source of stress*

### S – STEADINESS

#### MAY APPEAR

- Indecisive
- Submissive
- Passive
- Dependent
- Hesitant
- Defensive

#### NEEDS

- Reassurance that they're liked
- Personal assurance
- Slow pace for comfort and security
- Relationships

*May appear to "go-along," but resentment builds*

### C – CONSCIENTIOUSNESS

#### MAY APPEAR

- Over-reliant on data or documentation
- Resistant to change
- Slow to act
- Can't meet deadlines
- Unimaginative

#### NEEDS

- Guarantees they're right
- Understanding of principals and details
- Slow pace for processing information
- Accuracy

*May withdraw to avoid conflict*



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