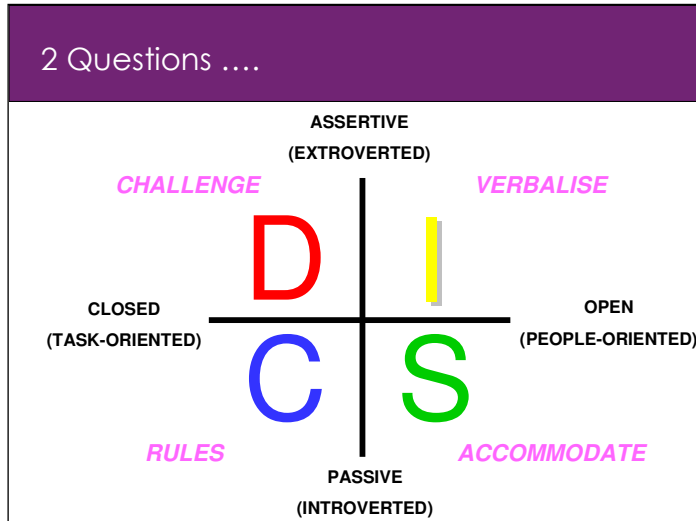


DISC - Understand, Recognise, Adapt



D	I	S	C
DRIVEN	EFFUSIVE	PATIENT	ACCURATE
DIRECT	INSPIRING	RELIABLE	METICULOUS
COMPETITIVE	BUBBLY	STABLE	CONVENTIONAL
AMBITIOUS	SOCIABLE	UNDEMONSTRATIVE	CAREFUL
DEMANDING	CHARISMATIC	RESISTANT TO CHANGE	DIPLOMATIC
AGREEABLE	LOGICAL	DYNAMIC	INDEPENDENT
SYSTEMATIC	REFLECTIVE	RESTLESS	SELF-WILLED
CONSIDERED	RESERVED	INNOVATIVE	UNCONVENTIONAL
WIN-WIN SOLUTIONS	INCISIVE	IMPULSIVE	CARELESS WITH DETAIL

Factor	Situation	Need
Dominance	Problems & Challenges	Challenge
Influence	People & Contacts	Verbalise
Stability	Pace & Change	Accommodate
Compliance	Procedures & Constraints	Rules



	D	I	S	C
55% Body Language	Keep your distance Strong handshake Lean forward Direct eye contact Controlled gestures	Get close Use touch Relaxed, fun Friendly eye contact Expressive gestures	Relaxed, close Methodical Lean back Friendly eye contact Small gestures	Keep your distance Stand or sit Firm posture Direct eye contact No gestures
38% Tone, Pace & Pitch of Voice	Strong Clear, loud Confident Direct	Enthusiastic High & low modulation Friendly Energised	Warm Soft Steady Low in volume	Clear Precise Limited inflection
7% Words & Content	Win Lead the field Results Now New and unique Challenge	Fun I feel Socialise Recognition Exciting	Step by step Help me out Security Promise Think about it	Here are the facts Proven No risk Analyse Guarantee

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