

DISC CHEAT SHEET

Unlocking the Secrets of
How Your Team Ticks

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In a perfect world, all of your team members instantly know the best way to work and communicate with each other. Everyone simply gets along. The same holds true for your sales team. In just a matter of seconds, they can instantly connect with any customer and seal the deal.

In the real workplace, though, not so much. Fortunately, you can build a winning team who like, respect and communicate with each other, their leaders and customers by learning the four distinct behavioral styles used in the DISC Profile System.

Dave believes it's so important that DISC has its own EntreLeadership lesson today. The test breaks down behaviors into four categories. They are:

1. D: DECISIVE

D's Style: Getting the job done is the most important thing. Never mind minor details or possible hurt feelings. As long as the end goal is achieved, they're good.

Why We Like Them: They're our problem solvers and they'll keep the company moving.

2. I: INTERACTIVE

I's Style: They are outgoing and the life of the party. They're also expressive, impulsive and persuasive, and they can lose focus easily.

Why We Like Them: They're creative and fun to be around.

3. S: STABILIZING

S's Style: The ultimate team player, they're unbelievably loyal and steady. They're also very concerned about how everyone feels. They run from conflict and can sometimes be slow to make a decision.

Why We Like Them: They are patient, make great teachers or coaches, and are devoted to the team and the company.

4. C: CAUTIOUS

C's Style: The perfect job for a C? Anything with more rules than you can shake a bureaucrat at. They love rules, as well as details and procedures.

Why We Like Them: They have some of the highest quality-control interests of any of the styles.

Keep in mind that DISC is not a magical test that will guarantee success, and no one fits into just one behavioral category. It is, however, a good indicator if someone's a good fit for hiring and a great way to improve communication with anyone.

LEADING WITH DISC



	D DECISIVE	I INTERACTIVE	S STABILIZING	C CAUTIOUS
BEHAVIORAL STYLE	Results-oriented, driver	Expressive, persuasive	Team player, understanding	Analytical, loves detail
AREAS TO IMPROVE	Overlooks details, can hurt feelings	Loses focus on tasks, impulsive	Dislikes conflict, resistant to change	Can seem rigid, resistant to change
DEALING WITH ISSUES	Be direct, clear, concise	Reinforce your belief in them and that you like them	Be cautious, slow, and methodical with follow-up	Be factual, not speculative, with time frame for resolution
CELEBRATING	Celebrate as soon as possible after the accomplishment	Celebrate in a big way with as many people as possible	Keep it low key with not a lot of attention on the specific person	Acknowledge accomplishment including all the details
GIVING FEEDBACK	Be direct, clear, concise	Chit-chat before tackling the subject	Ask a lot of questions and allow time to process	Focus on what needs to improve with expected results

NEXT STEPS

To help you on your path to becoming a better business leader, check out the resources EntreLeadership has to offer:

ENTRELEADERSHIP PODCAST

Our highly rated EntreLeadership Podcast features interviews with some of the top business and thought leaders across the country. [EntreLeadership.com/podcast](https://entroleadership.com/podcast)

UPCOMING EVENTS

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