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

<table>
<thead>
<tr>
<th>Behavioral Style</th>
<th>DECISIVE</th>
<th>INTERACTIVE</th>
<th>STABILIZING</th>
<th>CAUTIOUS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Areas to Improve</strong></td>
<td>Results-oriented, driver</td>
<td>Expressive, persuasive</td>
<td>Team player, understanding</td>
<td>Analytical, loves detail</td>
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<tr>
<td><strong>Dealing with Issues</strong></td>
<td>Overlooks details, can hurt feelings</td>
<td>Loses focus on tasks, impulsive</td>
<td>Dislikes conflict, resistant to change</td>
<td>Can seem rigid, resistant to change</td>
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<tr>
<td><strong>Celebrating</strong></td>
<td>Be direct, clear, concise</td>
<td>Reinforce your belief in them and that you like them</td>
<td>Be cautious, slow, and methodical with follow-up</td>
<td>Be factual, not speculative, with time frame for resolution</td>
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<tr>
<td><strong>Giving Feedback</strong></td>
<td>Be direct, clear, concise</td>
<td>Chit-chat before tackling the subject</td>
<td>Keep it low key with not a lot of attention on the specific person</td>
<td>Acknowledge accomplishment including all the details</td>
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<td></td>
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<td>Focus on what needs to improve with expected results</td>
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