discflow

Discflow® Portrait 2.0 Report

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Report Generated: 01/07/2025

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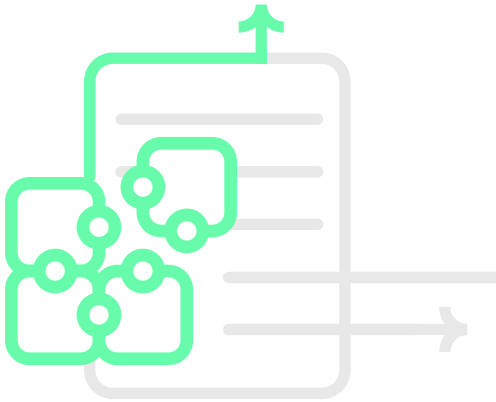
Introduction



Sean, how you communicate, interact, and respond to challenges directly impacts your success and relationships. Understanding yourself and others is key to building stronger connections and achieving better outcomes in both work and life.

This personalised report provides practical insights to help you maximise your strengths, focus your energy, and enhance your effectiveness. By increasing self-awareness and recognising others' tendencies, you can improve communication, collaboration, and adaptability. Think of the DISC model as a compass—it won't dictate your path, but it will help guide you in the right direction. The more you embrace these insights, the smoother your journey will be.

This report isn't about changing who you are—it's about leveraging your strengths, refining your approach, and creating more meaningful, productive relationships. Stay open to the strategies ahead and use them to support your growth.

Guiding Principles

- Every style has strengths and limitations—no style is better than another. Success comes from understanding your tendencies and adapting when needed.
- You are a blend of all four styles. While one may be dominant, you display traits of the others in different situations.
- Self-awareness is key. Understanding your behaviours, triggers, and tendencies helps improve interactions.
- Behaviour is flexible. Emotional Intelligence enhances your ability to adapt and adjust.
- Understanding others strengthens relationships. Recognising different styles and emotional responses improves communication and teamwork.
- DISC is a framework, not a box. Your profile offers insights but doesn’t define or limit you.

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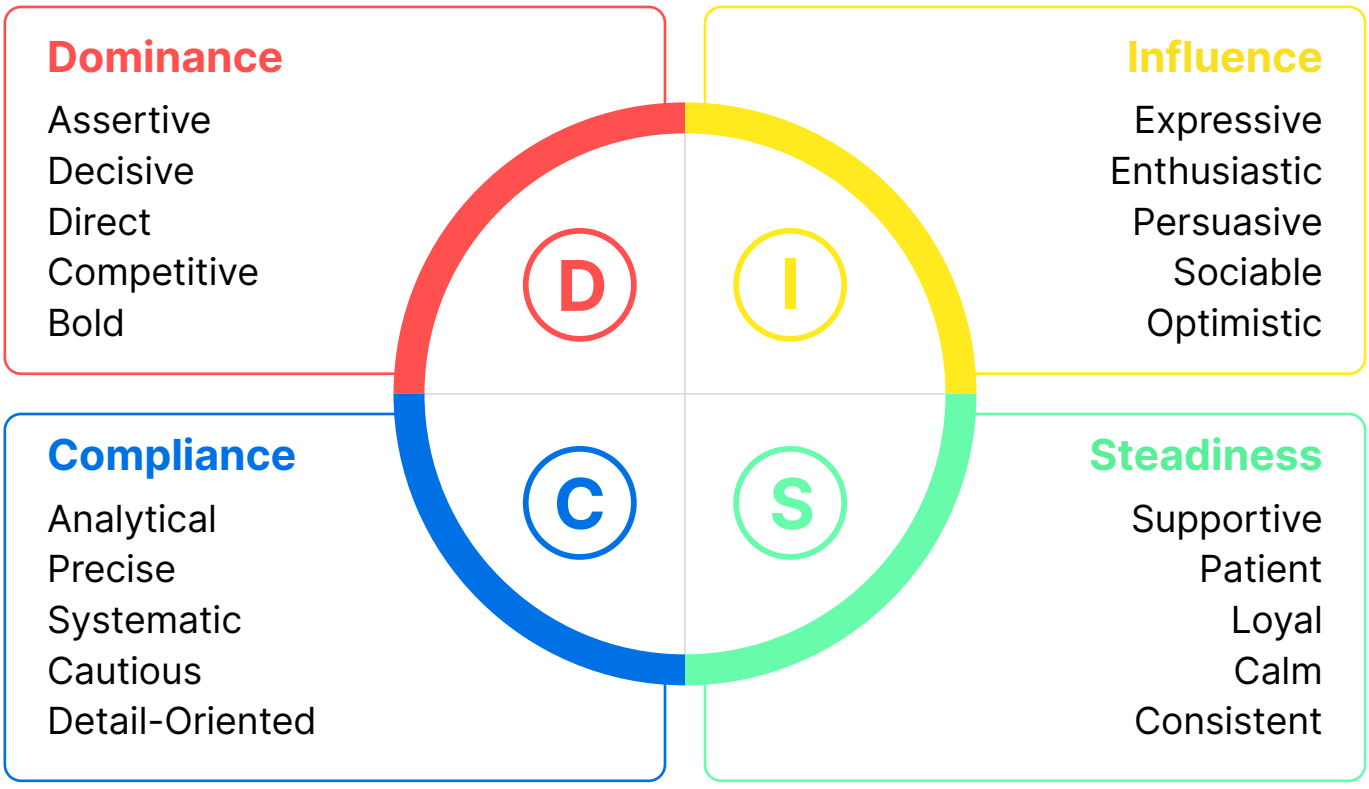
The DISC model

The DISC model is a powerful tool for understanding human behaviour, offering valuable insights into how we communicate, make decisions, and interact. It identifies four key behavioural styles—Dominance, Influence, Steadiness, and Compliance—each with unique strengths and challenges.

As you explore your report, remember that no one style is better than another. Everyone is a mix of all four, with certain tendencies more prominent than others. Your DISC profile helps you recognise these preferences and understand how they shape your approach to work, relationships, and problem-solving.

More than just self-awareness, DISC helps you appreciate and adapt to the differences in others. By tailoring your communication and approach, you can build stronger relationships, boost collaboration, and increase your effectiveness. Your DISC profile isn't a label but a guide to playing to your strengths and navigating challenges with confidence.



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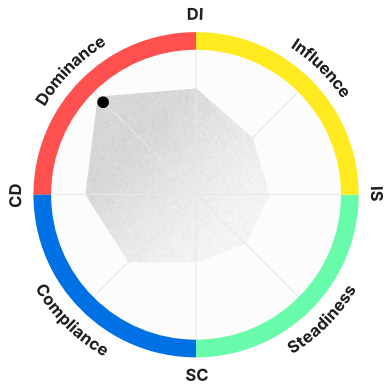
How to Interpret Your Graph



Your DISC results are displayed on a circumplex graph, which visually maps your behavioural preferences across eight distinct styles. The shaded areas on the graph represent the strength of your connection to each style—the further the shading extends from the centre, the stronger your natural inclination toward that behaviour.

The dot on the graph marks your Core Style—the behavioural style you most identified with based on your assessment responses. This indicates the behaviours that feel most instinctive to you and are likely to appear consistently in how you think, communicate, and interact with others.

Closer to the Outside or the Centre

In the DISC model, intensity refers to how strongly you express a particular behavioural style. The closer your dot is to the outer edge of the circle, the more naturally, consistently, and visibly that style is expressed. This means your pace, tone, and decision-making tend to be more pronounced and predictable. Conversely, if your dot is positioned nearer the centre, it reflects a lower intensity. While you still connect with that style, your behaviours may appear more moderate or adaptable, making your preferences less immediately noticeable to others.

It's important to note that DISC intensity does not define or limit you. Rather, it provides meaningful insight into your behavioural tendencies and helps you understand how to better communicate, collaborate, and adjust your approach in different situations.

Unassociated Items

Unassociated Items are statements you prioritised when completing your assessment that don't align with the typical behavioural patterns of your primary DISC style. These items are included to provide a fuller picture of your results, reflect your behavioural complexity and add depth to the interpretation of your profile. The numbers in parentheses represent your rating on a 5-point scale, with only items rated 4 or 5 shown.

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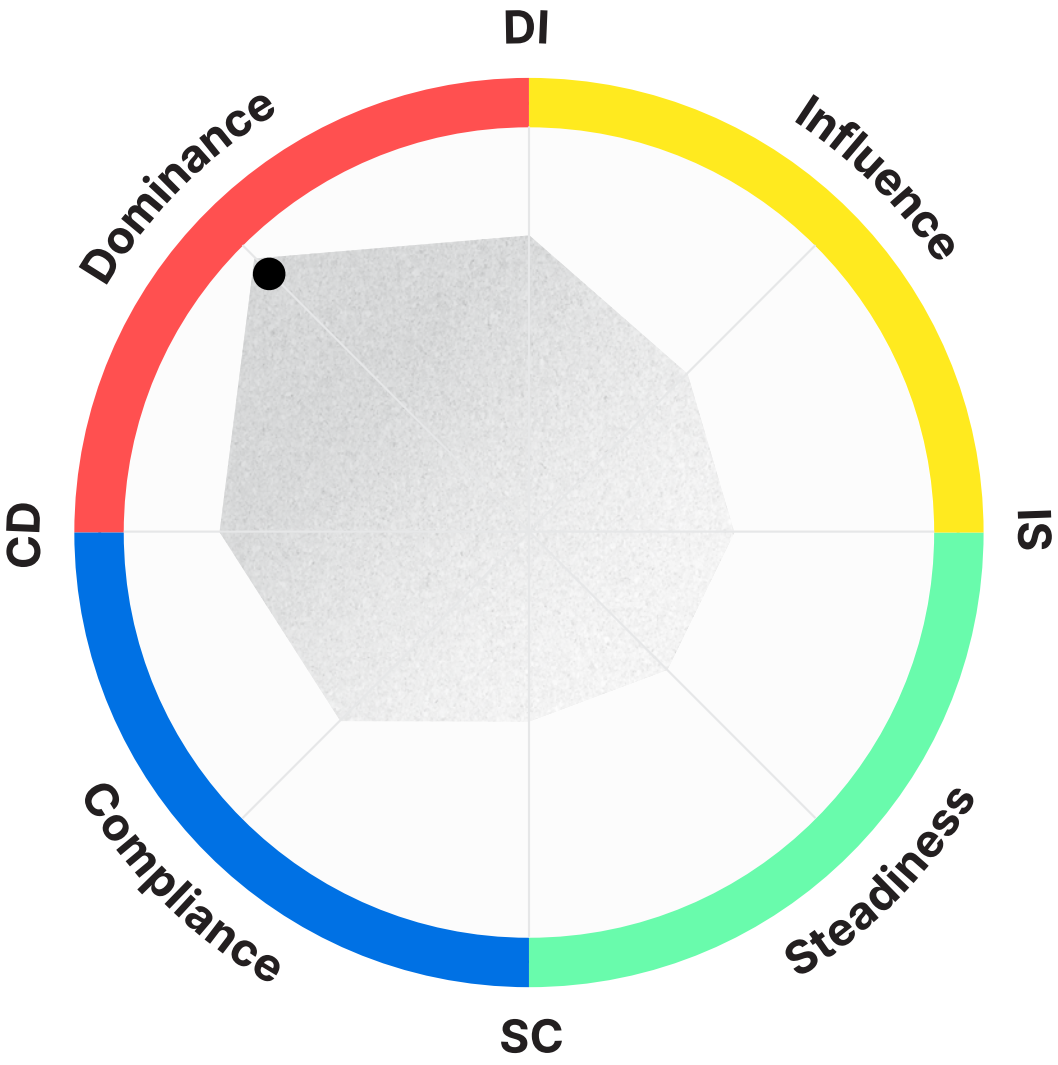
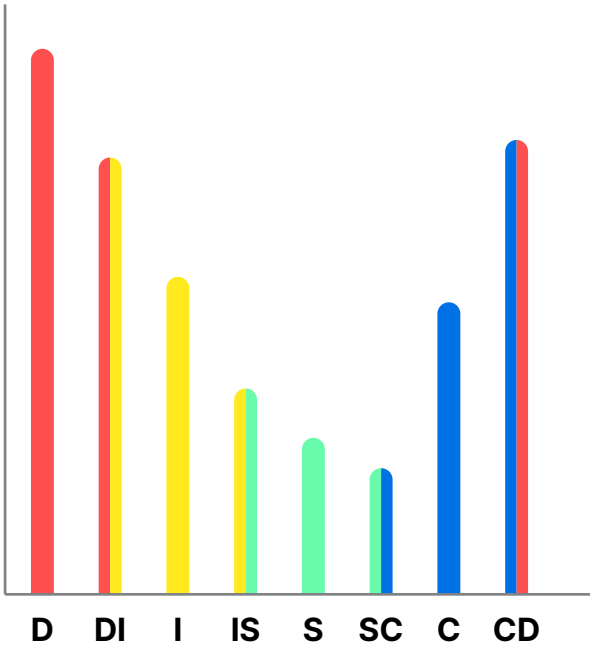
DISC Style: Dominance





Unassociated Items

- I prefer working with well-established processes. (4)
- I usually identify the possible margins of error when planning. (4)
- I often seek the opinions of others before deciding on matters. (4)
- I see myself as a reserved person. (5)
- I am careful when making decisions. (5)
- I prefer to be seen as thoughtful. (4)
- I work best in a predictable environment. (5)

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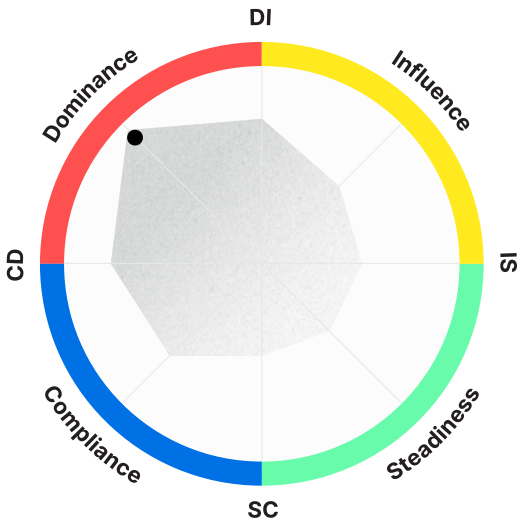
Your Dominance Style



Sean, you move with confidence and purpose, always seeking the next challenge. You thrive in environments where results matter, goals are clear, and progress is fast. Taking control comes naturally, and you step in when others seem unsure. You trust your instincts, act quickly, and focus on the big picture rather than getting lost in detail. Your ability to push through obstacles makes you someone people look to for direction.

Your decisiveness and ability to take charge are among your greatest strengths. When faced with a challenge, you don't waste time overanalysing—you act. You're direct and assertive, ensuring people know where they stand. Others value your ability to bring clarity to complex situations. You set ambitious goals, push boundaries, and thrive in competitive environments. When leading a project or team, you expect others to match your pace and commitment. Your strong-willed approach can sometimes present challenges. Your focus on efficiency and results may make you appear impatient with those who are more methodical. You might be so driven to reach a goal that you overlook the emotional impact of your directness. While you value competence and decisiveness, not everyone works at your speed. Slowing down to check in and consider different perspectives can help build stronger relationships.

You are motivated by achievement, control, and shaping outcomes. You feel energised when leading a project and ensuring it moves forward on your terms. You enjoy overcoming obstacles and proving what's possible. Winning—whether in business, negotiations, or competition—drives you, and you take pride in succeeding where others hesitate. You prefer fast-moving environments where decisions are quick, and impact is visible. However, inefficiency, indecision, and delays can be frustrating. Environments where people avoid responsibility or hesitate to act may drain you. You struggle with bureaucracy or situations where you lack control. Being micromanaged or stuck in rigid processes can be stressful, as you prefer independence and freedom to execute your ideas.

Your ultimate goal is to achieve success, make an impact, and be recognised for your contributions. You want to be seen as strong, capable, and effective. But your biggest fear is failure—especially public failure. The idea of losing control or appearing ineffective pushes you to work harder, raise your standards, and push yourself further. While this drive fuels your success, taking time to reflect, adjust, and collaborate can lead to even greater long-term results.

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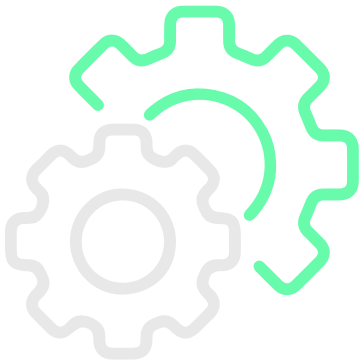
Your Behavioural Drivers



Sean, your DISC style is guided by key drivers—core needs, motivations, and underlying influences that shape where you naturally focus your energy. These drivers help explain what fuels you and how you tend to approach work and connect with others. The following three drivers are likely to have a strong influence on your behaviour. Use these insights to better navigate the workplace in a way that plays to your natural strengths.

Results

You are driven by results. For you, success isn't just about effort—it's about outcomes. You set ambitious goals and push yourself to achieve them quickly and efficiently. Whether it's hitting sales targets, leading a high-stakes project, or finding the fastest solution to a problem, you measure success by what gets done. Delays and indecision frustrate you because they slow down progress. You focus on the bigger picture, always looking for the most effective and direct route to success. If there's a challenge in your way, you don't dwell on it—you find a way to push through and win.

Control

You like to be in control of your environment, your decisions, and your results. Letting things drift or waiting for others to take action is not your style. You prefer to take charge, ensuring things move at the pace and direction you expect. Whether leading a team, managing a project, or making a tough decision, you feel most confident when you have the final say. This doesn't mean you don't value input—you just don't want to be held back by indecision or hesitation. When things feel out of control, you step in, take ownership, and make things happen.

Challenge

You thrive on a challenge. Routine and predictability bore you—you perform at your best when facing tough situations that test your skills and resilience. Whether it's outperforming a competitor, solving a complex issue, or proving something can be done faster and better, you push yourself to succeed where others might hesitate. Obstacles don't discourage you; they motivate you to step up. You enjoy proving your abilities, pushing limits, and driving high performance. If a task is too easy, it doesn't excite you—you need a challenge that pushes you forward and keeps you fully engaged and driven.

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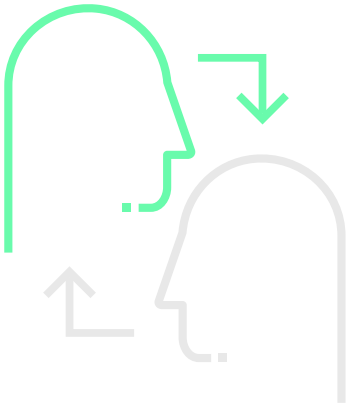
Strengths and Limitations



Sean, your DISC style brings unique strengths and challenges in how you approach tasks, collaborate, and navigate the workplace. Your natural abilities help you make decisions, solve problems, and interact with confidence. However, each style also has its challenges if not managed effectively. Understanding both your strengths and areas for growth can help you refine your approach and maximise your effectiveness in different work situations.

Your Strengths

- You take charge and get things done. You don't wait for permission; you take the initiative and drive progress, even when others hesitate.
- You make quick, confident decisions. You don't get stuck in overthinking or endless discussions. You focus on solutions rather than problems and move forward with conviction.
- You embrace challenges. Obstacles don't intimidate you; they motivate you to push harder. You see setbacks as opportunities to prove what's possible.
- You are results focused. You don't measure success by effort alone; you look for tangible outcomes and work relentlessly to achieve them.
- You are direct and assertive. You communicate clearly and leave no room for misunderstanding. People know where they stand with you.

Your Limitations

- You may push too hard. Your high standards and urgency can feel demanding or overwhelming to others, especially those who need more time to process information.
- You can be overly direct. While your honesty is refreshing, your blunt communication style can sometimes come across as intimidating or insensitive.
- You may struggle with collaboration. You prefer to take control, which can make it hard to delegate or allow others to take the lead.
- You can be impatient with detail. You like to focus on the big picture, so slower processes, repetitive tasks, or complex information may frustrate you.
- You may overlook emotions. Because you focus on results, you may not always pick up on the emotional needs of others, which can sometimes impact relationships.

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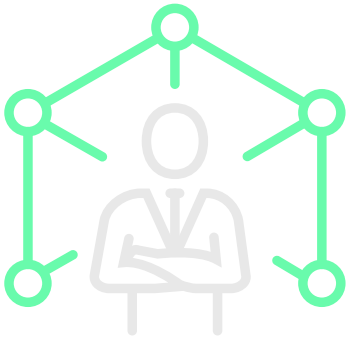
Motivators and Stressors



Sean, understanding what drives and energises you, along with what drains or frustrates you, is essential for creating an environment where you can thrive. By recognising these factors, you can take proactive steps to stay focused, engaged, and productive, ultimately helping you perform effectively in various work settings.

What Motivates You

- Achieving results—You are motivated by measurable success. Whether you're hitting targets, driving a project forward, or solving a tough problem, you want to see progress and outcomes.
- Taking control – You like to make things happen. Having the authority to make decisions and shape outcomes gives you a sense of confidence and purpose.
- Competition and challenge – You enjoy pushing limits, proving what is possible, and outperforming expectations. A little competition keeps you engaged and focused.
- Efficiency and speed – You don’t like wasting time. You want things to move quickly and effectively, and you appreciate systems and people that keep up with your pace.
- Independence and autonomy – You prefer to set your own direction rather than wait for approval. The ability to take initiative without being micromanaged keeps you engaged and driven.

What Stresses You

- Indecision and hesitation – You prefer fast, confident decision-making. Long discussions or people who avoid making tough calls can be frustrating.
- Lack of control – When you feel restricted, micromanaged, or unable to influence the outcome, you may become impatient or disengaged.
- Slow progress and inefficiency – Unnecessary delays, bureaucracy, or repetitive tasks that don’t contribute to the bigger picture can drain your energy.
- Overly emotional responses – You focus on logic and action, so highly emotional reactions, especially when they interfere with progress, can feel frustrating to navigate.
- Unclear expectations – You like to know exactly what is expected so you can deliver results. Vague instructions or shifting priorities without clear direction can cause stress.

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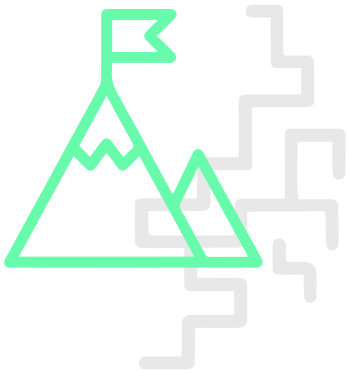
Goals and Fears



Sean, your DISC style influences how you approach tasks, set goals, and navigate challenges. Whether you're focused on achievement, collaboration, or stability, your natural tendencies drive you to act and pursue your objectives. However, certain fears or concerns can affect how you handle challenges, especially when situations threaten your sense of control or success. Understanding these tendencies can help you approach obstacles more effectively and stay focused on your goals.

What Drives Your Goals

- Achieving success and winning. Whether it's closing a deal, leading a project, or solving a tough challenge, you aim to come out on top and be recognised for your achievements.
- Taking control of outcomes. You prefer to be in the driver's seat, shaping decisions and ensuring things are done the right way.
- Overcoming obstacles. You enjoy tackling difficult challenges that push you to think fast, act decisively, and prove what's possible.
- Driving efficiency and results. You want to eliminate inefficiencies and focus on getting things done quickly and effectively.
- Maintaining forward momentum. Progress is essential to you. You thrive when you see continuous movement toward bigger and better goals.

What You Fear Most

- Failure or underachievement. Falling short of expectations—especially your own—can feel like a setback that damages your confidence and credibility.
- Losing control. Situations in which decisions are taken out of your hands or where you feel powerless can be uncomfortable and frustrating.
- Being perceived as weak. You like to appear strong, capable, and in command. The idea of showing vulnerability or uncertainty can make you uneasy.
- Wasting time on unproductive tasks. You want to focus on what moves the needle. Feeling stuck in unnecessary processes or bureaucracy can be stressful.
- Not being recognised for your contributions. You work hard to achieve results and expect that effort to be acknowledged and valued.

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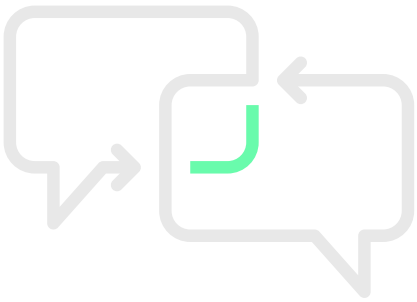
Communication Style



Sean, your DISC style influences how you approach communication, shaping how you interact with others. Whether you are focused on results, building relationships, or ensuring clarity, your approach is tailored to your strengths. While this helps you engage effectively, it may also present challenges when interacting with those who have different communication preferences. Understanding these dynamics can enhance your ability to connect and collaborate with a variety of people.

How You Connect

- You communicate directly and to the point, ensuring clarity and avoiding unnecessary confusion. You appreciate efficiency in conversation and prefer to get straight to the matter at hand.
- You speak with confidence and assertiveness, often challenging ideas or questioning assumptions in pursuit of the best solution, which can be valuable in driving results.
- You focus on actionable solutions, guiding conversations towards concrete outcomes and ensuring that discussions remain productive and lead to tangible results.
- When addressing difficult issues, you dive straight in with a no-nonsense approach, addressing the matter head-on and without hesitation, which can often clear the air quickly.
- You prefer brief and efficient exchanges, prioritising clarity over unnecessary elaboration. You value time and want others to get to the point quickly.

What to Watch For

- Your direct approach can sometimes be perceived as blunt or even harsh, especially with individuals who value a more diplomatic or tactful communication style.
- You may lose patience with lengthy discussions or those that delve into excessive detail without a clear goal or action point, as you prefer to focus on moving forward.
- While you naturally take charge of situations, ensure that you allow others to be heard, especially when collaboration is essential for the outcome's success.
- Your emphasis on action and results might cause you to overlook the emotional or relational aspects of communication. This can lead to missed cues or unintended disregard for others' feelings.
- It's important to be mindful of how others might perceive your assertiveness and need for efficiency. They may interpret your approach as disregarding their emotional or personal needs.

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Decision Making



Sean, your DISC style shapes your natural approach to decision-making. Whether you prefer to act quickly, analyse carefully, collaborate with others, or maintain stability, your style guides how you assess situations and make choices. You're confident in your ability to decide in ways that reflect your values and priorities. While your strengths support your effectiveness, staying open to other perspectives can enhance your long-term success.

How You Make Decisions

- You make decisions swiftly and with conviction, often relying on your ability to quickly grasp the essentials and determine a clear path forward without becoming bogged down in unnecessary detail.
- You thrive in fast-paced environments where decisive action is required, and you're comfortable taking the lead when direction is unclear or when others hesitate.
- You focus on practical, outcome-driven solutions that move projects along efficiently, especially when there's a clear objective or result in sight.
- You take ownership of your decisions and don't shy away from responsibility, often positioning yourself as the one who's willing to make the tough calls others might avoid.
- You value autonomy and directness in the decision-making process, preferring to act decisively rather than involve too many voices or layers of approval.

What to Watch For

- You may sometimes push forward with your preferred course of action without fully considering alternative viewpoints or allowing enough time for input from others.
- Your desire for speed and momentum can lead to decisions that, while bold, may overlook potential risks, long-term consequences, or critical data.
- You often rely on your instincts and prior experience, which generally serves you well, but may result in blind spots when the situation requires a more nuanced approach.
- You can be so confident in your decisions that you may resist re-evaluating them, even when new evidence or insights suggest a change in direction could be beneficial.
- You may undervalue collaboration during the decision-making process, particularly when under pressure, which could limit buy-in or result in resistance later on.

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Work Environment



Sean, our work environment plays a crucial role in our daily life. Some aspects of our workplace fuel us with energy and keep us motivated, engaged, and ready to take on challenges. On the other hand, certain factors can drain our energy, leaving us feeling exhausted and unmotivated. Understanding what gives us energy and what drains us is key to creating a work environment that fosters both productivity and well-being.

What Fuels You

- You prefer autonomy, where you have the freedom to make decisions and take action without unnecessary approval processes.
- You thrive in a results-driven culture where goals are clear, progress is measurable, and achievements are recognised.
- You work well under pressure and enjoy environments where urgency is required, as long as challenges feel meaningful.
- You appreciate direct communication, where expectations are clear, and people say what they mean without excessive formalities.
- You prefer environments where you have the opportunity to grow and expand your authority and influence.

What Drains You

- You can feel frustrated in overly bureaucratic workplaces where decisions take too long and red tape slows down progress.
- You dislike micromanagement and environments where every action requires approval, limiting your ability to take ownership.
- You find excessive discussion or meetings without clear outcomes draining, preferring action over prolonged deliberation.
- You struggle in passive or non-competitive cultures where people avoid challenges or hesitate to take responsibility.
- You get bored with repetitive work and routine tasks, doing the same things over again without any challenges or variety.

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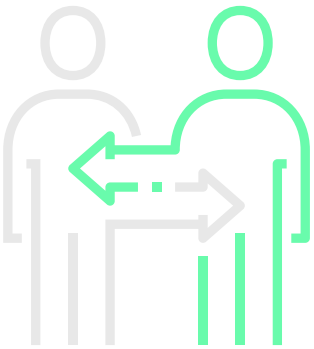
How Others Perceive Me

Sean, your DISC style brings unique strengths and potential challenges to how you approach tasks, collaborate with others, and navigate the workplace. Your natural abilities enable you to make decisions, solve problems, and interact with confidence and determination. However, as with any style, these strengths can present limitations if not managed effectively. Understanding both your strengths and limitations will help you refine your approach and maximise your effectiveness in various work situations.



Perceived Strengths

- You are seen as a strong, results-oriented leader who naturally takes charge and drives momentum across the team.
- Others appreciate your ability to make fast, confident decisions—particularly when clarity and speed are essential.
- Your direct and assertive communication style helps eliminate confusion and keep expectations sharply defined.
- You are admired for your resilience and capacity to remain composed under pressure, even in complex or high-stakes scenarios.
- Your competitive edge often inspires those around you to push boundaries, step up, and deliver at a higher level.

Potential Blind Spots

- Your fast-paced, no-nonsense approach may come across as impatient or overly controlling to those with more collaborative styles.
- You may be perceived as prioritising outcomes over relationships, especially when navigating tight deadlines or high-pressure projects.
- Your assertiveness, while clear and efficient, can sometimes feel intimidating to colleagues who prefer a softer or more consultative tone.
- In group settings, your strong voice may unintentionally dominate discussions, limiting space for quieter team members to share.
- You might be seen as dismissive of slower or more detailed processes, especially when focused on hitting targets quickly.

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Value to the Team



Sean, your natural strengths bring a unique and valuable contribution to any team environment. You approach your work in a way that reflects your core style—whether that's through driving results, supporting others, analysing data, or fostering collaboration. You offer a consistent presence that helps move projects forward, align team efforts, and contribute to a positive working atmosphere. By staying true to your strengths and being open to different perspectives, you help create balanced outcomes and long-term success for the group.

Strengths You Bring

- You drive performance by pushing for results and holding yourself and others accountable to high standards and clear goals.
- You bring momentum and urgency to the team, helping to cut through delays and keep tasks moving forward with purpose.
- You are confident in your decisions, offering direction when others are uncertain or hesitant to act.
- You challenge the status quo when needed, encouraging bold thinking and helping the team break through limitations.
- You stay composed and solution-focused under pressure, often stepping in to lead during high-stakes or time-sensitive situations.

What to Watch For

- You may push too hard for results, which can create tension or pressure within the team if others need more time or support.
- Your direct communication style, while efficient, could be perceived as abrupt or dismissive by more relational team members.
- You might prioritise action over collaboration, which can limit the team's ability to contribute diverse ideas or perspectives.
- You may overlook emotional cues or interpersonal dynamics when focused on achieving outcomes.
- You can become frustrated with slower processes or indecision, which may lead to impatience or conflict in more cautious environments.

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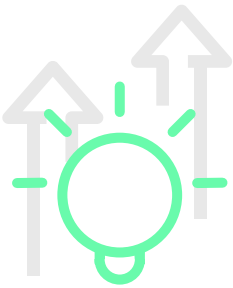
Time to Turn Insight into Action



Sean, your natural strengths are a big part of what makes you effective, but even strengths can become blind spots, especially in fast-paced or high-pressure situations. When we're under stress, it's easy to lean into what's comfortable, even if it doesn't always land well with others.

The following tips are designed to help you balance your strengths with greater self-awareness and empathy—so you can achieve results and build stronger relationships along the way. Let's take what you've learned and put it into practice.

1. Shift from Drive to Direction

Your instinct is to push forward fast, but high speed without clarity can leave others scrambling. Instead of just driving action, aim to direct it. Ask yourself: "Does everyone know where we're going and why?" A few moments spent aligning others can reduce friction and increase momentum.

2. Share the "Why," Not Just the "What"

You're focused on results, which can lead to giving quick commands or high-level tasks. But your team may need more context to stay fully engaged. Explaining why something matters gives others a reason to commit—and often results in better execution.

3. Delegate with Trust, Not Control

You like to take the reins, especially under pressure. But holding too tightly can disempower others. When delegating, ask yourself: "Do I trust this person to handle it—or am I micromanaging without realising?" Trust fosters accountability and ownership.

4. Let Patience Catch Up to Urgency

You thrive in fast-paced environments, but not everyone works at your speed. Before labelling someone as "too slow," consider: "Are they being thorough in ways I'm overlooking?" Slowing your pace occasionally can improve quality and relationships.

5. Celebrate Progress, Not Just Results

Your eyes are often fixed on the finish line, which can cause you to skip over small wins. Taking time to recognise progress—even if the job isn't done—boosts morale and motivates others to keep going. Ask yourself: "What can I acknowledge today?"

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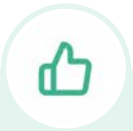
Moving forward with Discflow®

Keeping your results in mind Sean, write down any actions or behaviours which you think you should:

KEEP DOING



STOP DOING



START DOING



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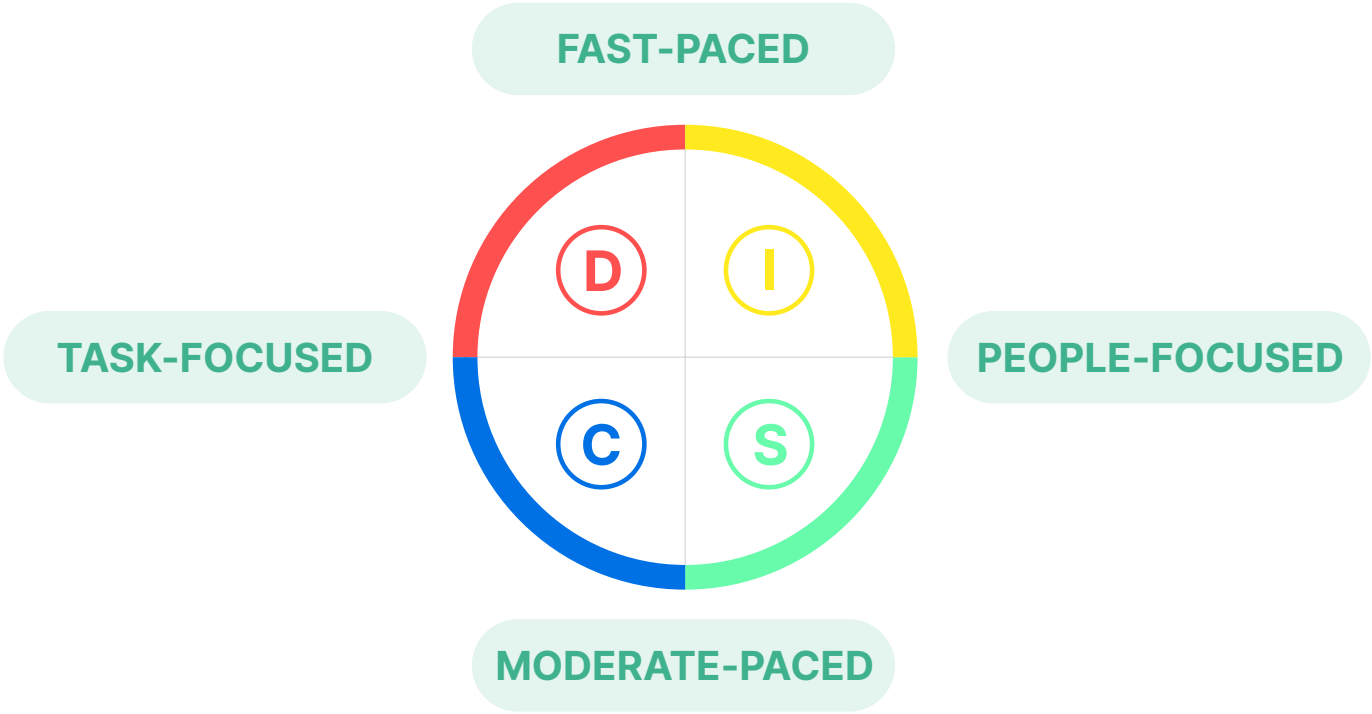
Overview of the Four DISC Styles

Dominance

First impressions: Self-confident, direct, determined, decisive
Motivators: Control, authority, competition, results
Stressors: Constraint, vulnerability, restriction, failure
Strengths: Results-focused, decisive, driven, action-oriented
Limitations: Impatient, demanding, controlling, insensitive

Influence

First impressions: Enthusiastic, engaging, optimistic, open
Motivators: Recognition, approval, interaction, excitement
Stressors: Rejection, disapproval, isolation, criticism
Strengths: Charismatic, expressive, persuasive, inspirational
Limitations: Impulsive, disorganised, distractible, inconsistent



Compliance

First impressions: Relaxed, supportive, amiable, patient
Motivators: Stability, appreciation, cooperation, harmony
Stressors: Conflict, pressure, disruption, change
Strengths: Loyal, patient, empathetic, dependable
Limitations: Indecisive, avoidant, rigid, hesitant

Steadiness

First impressions: Reserved, analytical, logical, careful
Motivators: Accuracy, structure, competence, knowledge
Stressors: Criticism, disorder, mistakes, uncertainty
Strengths: Precise, systematic, thorough, objective
Limitations: Perfectionistic, overanalytical, rigid, sceptical

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Understanding the D-Style



People with a Dominance style are assertive, results-driven, and direct. To communicate effectively, you should be concise, confident, and focused on outcomes.

Do's:

- Be direct, concise, and to the point.
- Focus on results and outcomes rather than emotions.
- Show confidence and be prepared with facts.
- Respect their time by keeping meetings and discussions brief.
- Be assertive but respectful in discussions.
- Present solutions, not just problems.

Don'ts

- Avoid excessive small talk or unnecessary details.
- Don't be vague or indecisive.
- Avoid over-explaining or dwelling on emotions.
- Don't challenge them publicly without strong supporting data.
- Don't take their directness personally.
- Avoid appearing uncertain or passive.

Quick Tips

Conversations should be direct, confident, and to the point. Maintain an assertive tone while ensuring clarity and efficiency.

Meetings should be brief, focused, and results driven. Keep discussions aligned with a clear agenda and only schedule when necessary.

Emails should be concise, professional, and straight to the point, eliminating unnecessary details.

Feedback needs to be clear, actionable, and aligned with key priorities, ensuring it drives immediate results.

Conflicts should be handled decisively and objectively, addressing the core issue promptly and professionally.

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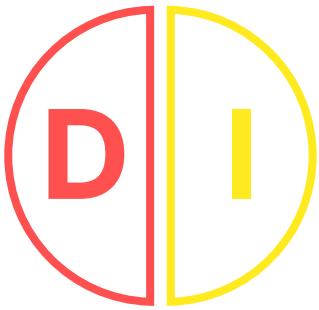
Understanding the DI-Style



People with a Dominance–Influence style are assertive, energetic, and outgoing. To communicate effectively, be direct but engaging, confident yet open to new ideas.

Do's:

- Be confident, enthusiastic, and action-oriented.
- Keep the pace fast while maintaining a positive, upbeat tone.
- Focus on big-picture goals while providing space for their ideas.
- Show recognition for their energy and contributions.
- Offer opportunities for involvement and visible impact.
- Allow some flexibility while keeping the conversation goal-focused.

Don'ts

- Avoid being slow, overly detailed, or overly cautious.
- Don't dwell too long on potential issues or limitations.
- Avoid being overly controlling or dismissive of their energy.
- Don't ignore their desire to be seen and heard.
- Avoid rigid processes without explaining the benefit.
- Don't come across as hesitant or overly reserved.

Quick Tips

Conversations should be fast-paced, confident, and engaging—blend clarity with inspiration.
Meetings should be focused on big-picture outcomes but leave space for brainstorming and energy.
Emails should be concise yet expressive, combining direction with motivational tone.
Feedback should highlight strengths, energise improvement, and tie into their personal drive for success.
Conflicts should be addressed with clarity and respect, maintaining forward momentum and avoiding excessive formality.

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Understanding the I-Style

People with an Influence style thrive on social interaction, enthusiasm, and creative discussions. They appreciate engaging conversations, encouragement, and opportunities to express their ideas freely.

Do's:

- Be enthusiastic, warm, and engaging.
- Allow time for personal interaction and socialising.
- Use storytelling and expressive communication.
- Provide positive reinforcement and encouragement.
- Keep communication lively and avoid a monotonous tone.
- Focus on the big picture rather than excessive details.

Don'ts

- Avoid being overly serious or rigid.
- Don't overwhelm them with excessive details or facts.
- Avoid dismissing their ideas or enthusiasm.
- Don't ignore their need for social interaction.
- Avoid controlling the conversation too much—let them express themselves.
- Don't minimise their need for recognition and validation.

Quick Tips

Conversations should be engaging, warm, and expressive. Keep interactions lively and positive.

Meetings can be flexible and dynamic, allowing room for creativity and personal connections.

Emails should be friendly, personal, and engaging, fostering a sense of connection.

Feedback should be encouraging, big-picture-focused, and framed positively to maintain motivation.

Conflicts should be approached diplomatically, balancing assertiveness with open dialogue to avoid unnecessary friction.

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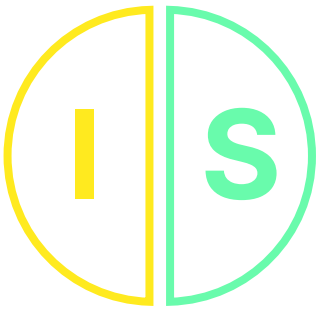
Understanding the IS-Style



People with an Influence–Steadiness style are warm, supportive, and collaborative. To communicate effectively, be personable, encouraging, and sincere.

Do's:

- Be warm, empathetic, and inclusive in your communication.
- Allow space for social connection and mutual sharing.
- Reinforce their value and contributions to the group.
- Provide support and appreciation alongside guidance.
- Use a calm and encouraging tone, especially during change.
- Be patient when discussing ideas—relationship matters as much as action.

Don'ts

- Avoid being dismissive, impersonal, or overly critical.
- Don't pressure them to make fast decisions or take risks.
- Avoid neglecting their need for relational harmony.
- Don't overlook the emotional tone of your message.
- Avoid creating unnecessary tension or competition.
- Don't undervalue their steadiness or mistake it for passivity.

Quick Tips

Conversations should feel warm, supportive, and relationship-driven.
Meetings should be inclusive, relaxed, and paced in a way that fosters trust and comfort.
Emails should carry a friendly, appreciative tone while offering clear and reassuring direction.
Feedback should be constructive but gentle, reinforcing what's working and encouraging growth.
Conflicts should be approached with care, focusing on resolution through empathy and cooperation.

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Understanding the S-Style



People with a Steadiness style value stability, teamwork, and harmony. They prefer supportive, patient communication, clear guidance, and a cooperative environment.

Do's:

- Be patient, calm, and approachable.
- Show appreciation and acknowledge their contributions.
- Provide clear and step-by-step instructions.
- Allow time for them to process and respond.
- Offer reassurance and a sense of stability.
- Foster a cooperative and supportive environment.

Don'ts

- Avoid rushing or pressuring them into quick decisions.
- Don't be overly aggressive or confrontational.
- Avoid sudden changes without providing context.
- Don't overlook their need for harmony and consistency.
- Avoid being dismissive of their concerns.
- Don't force them into competitive or high-pressure situations.

Quick Tips

Conversations should be calm, considerate, and delivered with a warm, reassuring tone.
Meetings can be structured yet relaxed, creating a comfortable and supportive environment.
Emails should be thoughtful, sincere, and warm, fostering trust and cooperation.
Feedback should be delivered with empathy, offering constructive guidance while maintaining harmony.
Conflicts should be managed patiently and with a focus on understanding, ensuring the situation remains balanced and respectful.

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Understanding the SC-Style



People with a Steadiness–Compliance style are dependable, thoughtful, and thorough. To communicate effectively, be steady, supportive, and well-prepared.

Do's:

- Be calm, respectful, and detailed in your communication.
- Offer clear plans and step-by-step guidance.
- Allow time for them to think, reflect, and process.
- Reassure them through structure and predictability.
- Be patient and open to follow-up questions or clarifications.
- Check for understanding without putting them on the spot.

Don'ts

- Avoid rushing, surprising, or pressuring them.
- Don't be vague or dismissive of structure and routines.
- Avoid being overly emotional or erratic in your tone.
- Don't interrupt or dominate the conversation.
- Avoid ignoring their need for accuracy and consistency.
- Don't force rapid change without clear, gradual steps.

Quick Tips

Conversations should be paced, respectful, and grounded in clarity and consideration.
Meetings should be structured and calm, creating a predictable environment for sharing ideas.
Emails should be polite, thorough, and logically presented.
Feedback should be precise and kind, delivered with care and space for processing.
Conflicts should be managed with diplomacy, using facts and empathy to reduce tension and find resolution.

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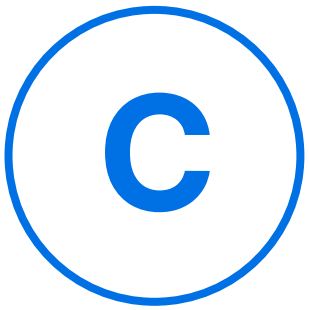
Understanding the C-Style



People with a Compliance style prioritise accuracy, logic, and structure. They prefer detailed information, clear instructions, and well-reasoned discussions.

Do's:

- Be precise, factual, and structured in communication.
- Provide clear expectations and logical reasoning.
- Give them time to analyse and respond.
- Support points with data and evidence.
- Respect their need for accuracy and quality.
- Be systematic and provide well-organized information.

Don'ts

- Avoid being vague or imprecise.
- Don't pressure them into making hasty decisions.
- Avoid being overly emotional or dramatic.
- Don't dismiss their need for thorough analysis.
- Avoid disregarding rules, procedures, or established standards.
- Don't overwhelm them with ambiguity or last-minute changes.

Quick Tips

Conversations should be formal, fact-based, and structured, prioritising logic and clarity.
Meetings should be well-organized, with a clear agenda and thorough documentation.
Emails should be detailed, precise, and well-structured, ensuring clarity and thoroughness.
Feedback should be logical, data-driven, and well-documented, highlighting specific areas for improvement.
Conflicts should be approached objectively, keeping discussions factual and focused on solutions.

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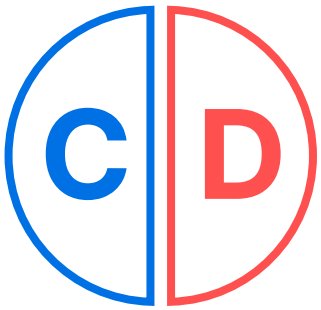
Understanding the CD-Style



People with a Compliance–Dominance style are analytical, confident, and structured. To communicate effectively, be prepared, efficient, and factual.

Do's:

- Be logical, brief, and well-prepared.
- Present clear evidence and structured reasoning.
- Stay professional and focused on the task.
- Show respect for their standards and time.
- Offer autonomy alongside clarity and direction.
- Keep discussions focused on improvement and precision.

Don'ts

- Avoid being vague, disorganised, or overly emotional.
- Don't challenge them without data to back it up.
- Avoid small talk or unnecessary elaboration.
- Don't make assumptions—clarify expectations.
- Avoid pressuring quick agreement without rationale.
- Don't gloss over details or underplay the importance of accuracy.

Quick Tips

Conversations should be focused, precise, and grounded in logic, with space for analysis.
Meetings should follow a tight agenda and stick to relevant topics and decisions.
Emails should be clear, structured, and backed by evidence where needed.
Feedback should be objective, improvement-focused, and aligned with performance metrics.
Conflicts should be addressed calmly, focusing on logical outcomes and practical solutions.

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