



Quick Guide: Behavior & Communication Styles by DISC Type

The DISC model is a powerful tool for understanding behavior and communication styles in the workplace. By identifying individual DISC patterns, teams can enhance communication, collaboration, and productivity.

D – Drive Natural Behavior Task-oriented and assertive, prioritizing results and efficiency. Communication Style Direct and to the point. Strengths Decisiveness, problem-solving, directness, taking initiative. Weaknesses Impatience, perceived as aggressive, overconfidence, resistance to guidance.	DI – Drive/Influence Natural Behavior Balance of assertiveness and enthusiasm; pursues results with motivation. Communication Style Expressive and decisive. Strengths Decisiveness, problem-solving, directness, taking initiative. Weaknesses Impatience, perceived as aggressive, overconfidence, resistance to guidance.	DS – Drive/Support Natural Behavior Steadfast and results-oriented, valuing reliability and assertiveness. Communication Style Direct, but with a focus on harmony. Strengths Directness, team orientation, problem-solving, reliability. Weaknesses Stubbornness, hesitance to change, over-directing, overbearing.	DC – Drive/Clarity Natural Behavior Focused on results through structure and analysis. Communication Style Direct and analytical. Strengths Decision-making, planning, structure, problem-solving. Weaknesses Rigidity, over-analysis, reluctance to share feelings, over-critical.
I – Influence Natural Behavior Enthusiastic and relationship-driven; prioritizes collaboration. Communication Style Expressive and persuasive. Strengths Motivation, building relationships, communication, persuasion. Weaknesses Over-talking, lack of follow-through, easily distracted, overly optimistic.	ID – Influence/Drive Natural Behavior Assertive in relationships; focuses on collaboration and decision-making. Communication Style Engaging and direct. Strengths Relationship-building, enthusiasm, decision-making, persuasiveness. Weaknesses Impulsivity, lack of organization, overcommitting, short attention span.	IS – Influence/Support Natural Behavior Balances relationships with a focus on harmony and assertiveness. Communication Style Expressive with a focus on team dynamics. Strengths Communication, empathy, team orientation, motivation. Weaknesses Hesitance to change, overly accommodating, avoidance of conflict, indecisiveness.	IC – Influence/Clarity Natural Behavior Collaborative with a focus on details and analysis. Communication Style Engaging and detail-oriented. Strengths Enthusiasm, detail-orientation, communication, analytical thinking. Weaknesses Lack of decisiveness, over-analysis, over-talking, procrastination.
S – Support Natural Behavior Prioritizes team harmony and stability. Communication Style Listening-focused and approachable. Strengths Team player, patience, empathy, dependability. Weaknesses Resistance to change, indecisiveness, avoidance of conflict, over-accommodating.	SI – Support/Influence Natural Behavior Focuses on team dynamics with a structured approach. Communication Style Collaborative and methodical. Strengths Team orientation, structured, dependability, methodical approach. Weaknesses Hesitance to innovate, over-planning, avoidance of risks, over-accommodating.	SC – Support/Clarity Natural Behavior Prioritizes team harmony with a detail-focused approach. Communication Style Collaborative and detail-oriented. Strengths Teamwork, detail-orientation, patience, analytical approach. Weaknesses Avoidance of conflict, indecisiveness, procrastination, over-reliance on data.	SD – Support/Drive Natural Behavior Focuses on team dynamics with a decision-making approach. Communication Style Team-focused with occasional decisiveness. Strengths Team orientation, dependability, decision-making, patient approach. Weaknesses Lack of innovation, Resistance to change, over-cautious, reluctance to communicate.
C – Clarity Natural Behavior Prioritizes precision, accuracy, and order. Communication Style Analytical and fact-based. Strengths Attention to detail, analytical thinking, planning, high standards. Weaknesses Over-analysis, resistance to change, indecisiveness, avoidance of emotions.	CI – Clarity/Influence Natural Behavior Balances relationships with a focus on details and analysis. Communication Style Engaging and analytical. Strengths Detail-orientation, relationship-building, analytical approach, communication. Weaknesses Over-analysis, lack of decisiveness, over-talking, procrastination.	CS – Clarity/Support Natural Behavior Prioritizes precision with a focus on team dynamics. Communication Style Detail-oriented with a team focus. Strengths Detail-orientation, team orientation, planning, dependability. Weaknesses Over-reliance on data, avoidance of conflict, hesitance to innovate, over-planning.	CD – Clarity/Drive Natural Behavior Balances decision-making with precision and accuracy. Communication Style Analytical with moments of decisiveness. Strengths Analytical approach, decision-making, planning, patience. Weaknesses Over-analysis, reluctance to communicate, over-cautious, resistance to change.
DSC – Drive/Support/Clarity Natural Behavior Comprehensive approach valuing team, results, and precision. Communication Style Balanced among all styles, leans toward team-focused. precise and effective exchanges. Strengths Comprehensive approach, team orientation, problem-solving, analytical thinking. Weaknesses Indecisiveness, over-planning, reluctance to share.	ISC – Influence/Support/Clarity Natural Behavior Harmonious blend of cooperation, analytical insight, and persuasive communication. Communication Style Emphasizes clear, supportive communication, strong tendency towards ensuring mutual understanding and maintaining relationships. Strengths Detail-orientation, relationship-building, analytical approach, communication. Weaknesses Over-analysis, lack of decisiveness, over-talking, procrastination.	DIC – Drive/InfluenceClarity Natural Behavior Energetic pursuit of goals using a blend of enthusiasm, detailed analysis, and directness. Communication Style Highly dynamic, combining directness with influence to engage others while focusing on facts and details. Strengths Visionary leadership, engaging motivation, strategic planning, data-driven decision-making. Weaknesses Overemphasis on details, risk of overwhelming others, potential for impatience.	DIS – Drive/Influence/Support Natural Behavior Motivated by ambitious goals, ability to influence, need to support and be supported by the team Communication Style Charismatic, supportive, encouraging active team participation and commitment to group objectives Strengths Inspirational leadership, persuasive team building, enthusiastic support, effective collaboration. Weaknesses Tendency to overcommit, difficulty with solitary tasks, struggle with confrontation.