

The DISC Approach

The DISC approach is one we recommend for the purposes of New Hires, as well as ongoing Team Management to ensure you are maximizing all aspects of your team.

DISC is the universal observable language of how a person does what they do.

This resource from TTI defines the **four unique factors** measured by the DISC approach:

- Dominance
- Influence
- Steadiness
- Compliance

You can probably look at each of the four DISC archetypes and identify individuals you know personally and professionally who would be categorized in each of them.

What is DISC?

DISC is the universal language of how a person does what they do. DISC is an observable language. Consisting of four unique factors, **Dominance, Influence, Steadiness and Compliance**, DISC measures behaviors of an individual.



- D stands for DOMINANCE**
- Faster-paced, task-oriented
 - Direct communicator
 - Impatient when overextended
 - “Stick to the facts”



- I stands for INFLUENCE**
- Faster-paced, people-oriented
 - Indirect communicator
 - Disorganized when overextended
 - “Talks with their hands”



- S stands for STEADINESS**
- Slower-paced, people-oriented
 - Indirect communicator
 - Possessive when overextended
 - “Poker face”



- C stands for COMPLIANCE**
- Slower-paced, task-oriented
 - Direct communicator
 - Critical when overextended
 - “Very detail-oriented”