

PERSONALITY FLEXING

The biggest value of the DISC Personalities tool is understanding how to work and communicate with people who have DISC profiles that are different from yours. This is called the skill of personality flexing. When you act in ways viewed as appropriate to other personality types, their respect for you increases.

Here is a summary of how to deal with other DISC personality types:

Dominant

When interacting with them always

- Be punctual
- Give them summaries
- Show support for their goals
- Be forthright and honest

When interacting with them never

- Waste their time
- Hinder them from achieving goals
- Try to take control
- Be inefficient or slow to respond

Show grace to them when they

- Are too blunt
- Seem insensitive
- Appear to be uninterested in you
- Don't use enough words

Inspiring

When interacting with them always

- Allow them to have creative input
- Give them a chance to talk
- Value their ideas
- Allow them opportunities to collaborate

When interacting with them never

- Force them into rigid, inflexible systems
- Expect them to do well with detail
- Squelch their enthusiasm
- Confine them to detailed, routine tasks

Show grace to them when they

- Talk too much
- Are late
- Struggle with detail
- Lack focus

Supportive

When interacting with them always

- Show them appreciation
- Be kind and relationship focused
- Give them time to process decisions
- Be factual and practical

When interacting with them never

- Demand dramatic, instant change
- Have a temper tantrum
- Exert undue pressure on them
- Manipulate or take advantage of them

Show grace to them when they

- Struggle dealing with conflict
- Lack planning for the future
- Appear too passive
- Resist change

Conscientious

When interacting with them always

- Fully complete your tasks
- Be logical and factual
- Give them detailed information
- Respect their rules

When interacting with them never

- Overwhelm them with emotional outbursts
- Pressure them into making quick or unresearched decisions
- Be spontaneous
- Directly question their competence

Show grace to them when they

- Appear detached or aloof
- Overreact to criticism
- Get bogged down in detail
- Tell you why your ideas won't work