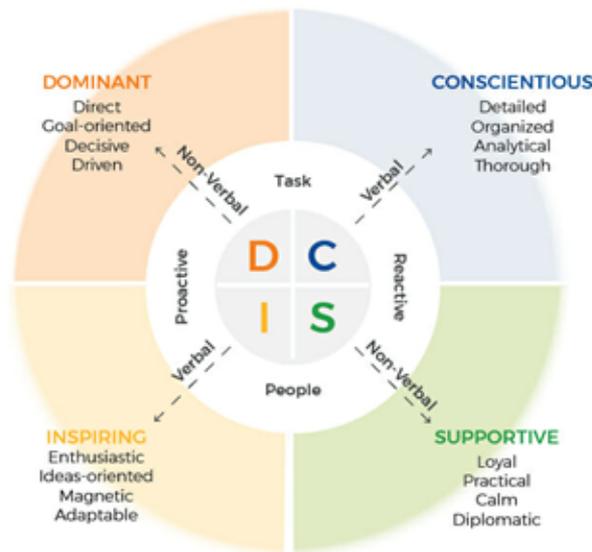


## THE DISC PERSONALITIES™ WHEEL

The DISC Personalities™ wheel represents the DISC Personalities™ model in a simple picture:



### Verbal vs non verbal

The I and C types are both verbal. The I type is verbal about topics of interest to them including jokes, stories, and ideas. The C person is verbal about tasks and deficiencies.

The D and S types are non-verbal. They are doers, not talkers, although the S will talk when they're in a small group of people with whom they have high levels of trust. The D prefers doing over talking.

### Task vs People

The D and C types think about completing the task before they think about how it will affect the people. This doesn't mean that they don't care about people, but simply that they think first about how the task will get done.

The I and S types think first about how an action will affect the people before they think about how the task will be accomplished. This doesn't mean that they don't care about completing the task, but that they think first about how the people involved will be affected.

### Proactive vs Reactive

- **The D and I types are proactive.** This means that they want to actively shape their external environment.
- **The S and C types are reactive.** They prefer work to come to them which they can complete thoroughly and well.

This is not a reflection of work ethic, but work style preference.

### The Dominant person

Is task focused, non-verbal, proactive, direct, goal-oriented, decisive, and driven.

### The Inspiring person

Is people focused, verbal, proactive, enthusiastic, ideas-oriented, magnetic, and adaptable.

### The Supportive person

Is people focused, non-verbal, reactive, loyal, practical, calm, and diplomatic.

### The Conscientious person

Is task focused, verbal, reactive, detailed, organized, analytical, and thorough.