Overview of the Dominance DISC Style – *Direct & Decisive*

Style Characteristics:

- Direct
- Decisive
- Confidence
- Problem Solver
- Risk Taker
- Self Starter

Value to Teams:

- Places value on time
- Challenges the status quo
- Innovation

Potential Challenges:

- Overstepping authority
- Argumentative attitude
- Dislikes routine
- May have a tendency to start too many things at once

Motivated By:

- New challenges
- Taking risks and making decisions
- Freedom from routine, mundane tasks
- Change in the environment

Ideal Environment:

- Future focused
- Projects that produce tangible results
- Freedom from micromanaging and details
- Focus on results/accomplishments versus method of accomplishment

Dos and Don'ts When Communicating With Them:

- **DO**
  - Be Brief, direct, and to the point – USE BULLET POINTS
  - Focus on WHAT not HOW
  - Cater the discussion on how they will achieve results
  - Enlist their leadership and desire to be in charge to solve problems
  - Use logic when sharing ideas and methods

- **DON'T**
  - Ramble
  - Repeat yourself
  - Focus on problems without bringing a solution
  - Be too sociable
  - Make generalizations or statements that cannot be backed with data

What they bring to the team:

- Great managers of crisis
- Self reliant
- Focus on goals
- Solution and action focused
- Willing to speak up
- See the big picture
- Can handle multiple projects/tasks
- Welcome challenges without fear

Areas to Consider Personal Development:

- Listen more actively
- Strive to be less controlling
- Appreciate and value the opinion and ideas of others
- Focus on developing more personal relationships
- Take time to explain "WHY"
- Verify that your points are clear when give instructions to others