



Understanding the DISC Model of Personality

The DISC model is a tool used to understand and describe different personality types. It categorizes people based on four main personality traits: Dominance, Influence, Steadiness, and Conscientiousness. Each person can have a mix of these traits, but usually, one or two will be more dominant. Let's take a closer look at each trait.

Dominance (D)

People with a high level of Dominance are often seen as leaders. They are direct, strong-willed, and enjoy challenges. They like to take control and make quick decisions. Dominant individuals can be very goal-oriented and may sometimes come across as forceful or impatient.

Key Characteristics:

- Confident
- Results-driven
- Assertive

Challenges:

- May be perceived as aggressive
- Can be impatient with details

Influence (I)

Individuals with a high level of Influence are sociable and enjoy interacting with others. They are enthusiastic, optimistic, and persuasive. These people are often the life of the party and are good at motivating others. However, they may sometimes be overly talkative and not very detail-oriented.

Key Characteristics:

- Outgoing
- Inspiring
- Talkative

Challenges:

- Can be disorganized
- May struggle with follow-through

Steadiness (S)

People with high Steadiness are calm, reliable, and good team players. They prefer a stable and predictable environment. They are often very supportive and good at listening to others. However, they might resist change and avoid confrontation.

Key Characteristics:

- Patient
- Loyal
- Supportive

Challenges:

- May be resistant to change
- Can be indecisive

Conscientiousness (C)

Those with high Conscientiousness are detail-oriented and analytical. They strive for accuracy and quality in their work. They are good at planning and organizing tasks. However, they might be overly critical or perfectionistic.

"And whatsoever ye do, do it heartily, as to the Lord, and not unto men"

Colossians 3: 23



Key Characteristics:

- Detail-oriented
- Analytical
- Systematic

Challenges:

- Can be overly critical
- May struggle with delegating tasks

Using the DISC Model

Understanding your own DISC profile can help you recognize your strengths and weaknesses. It can also improve your communication and relationships with others. For example, if you know someone is high in Influence, you might approach them with enthusiasm and optimism. If you are working with someone high in Conscientiousness, you might focus on providing detailed information and clear instructions.

I.- EXERCISE I.- Choose the best answer for each question.

1.- What is the main purpose of the DISC model?

- a) To predict future behavior
- b) To understand and describe different personality types
- c) To teach leadership skills
- d) To develop technical skills

2.- Which personality trait is associated with being direct and strong-willed?

- a) Influence
- b) Steadiness
- c) Dominance
- d) Conscientiousness

3.- Which of the following is a key characteristic of someone high in Influence?

- a) Patient
- b) Detail-oriented
- c) Talkative
- d) Assertive

4.- What is a challenge for individuals with high Steadiness?

- a) May struggle with follow-through
- b) Can be overly critical
- c) May be resistant to change

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- d) Can be impatient with details

5.- How do individuals high in Conscientiousness approach their work?

- a) They are outgoing and inspiring.
- b) They strive for accuracy and quality.
- c) They enjoy interacting with others.
- d) They are good at motivating others.

6.- What might be a disadvantage for someone with a high Dominance trait?

- a) They can be disorganized.
- b) They may be perceived as aggressive.
- c) They might resist change.
- d) They may struggle with delegating tasks.

7.- Which personality type is described as enjoying a stable and predictable environment?

- a) Influence
- b) Steadiness
- c) Dominance
- d) Conscientiousness

8.- What can understanding your own DISC profile help you improve?

- a) Technical skills
- b) Financial planning
- c) Communication and relationships
- d) Physical fitness

9.- Which trait is associated with being systematic and analytical?

- a) Influence
- b) Steadiness
- c) Dominance
- d) Conscientiousness

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Colossians 3: 23



10.- How might you approach someone with high Influence according to the DISC model?

- a) With detailed information and clear instructions
- b) With patience and support
- c) With enthusiasm and optimism
- d) With quick decisions and challenges

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Colossians 3: 23