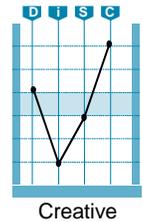


Relating to People and Environment

DiSC® Classic 2 Plus

This section describes how Respondent may tend to relate to other people and her environment based on her natural behavioral tendencies. Some of these behaviors may have been modified or eliminated by Respondent due to her life experiences and her values system. Therefore, some items may represent only potential behaviors. Additionally, some of the behaviors may appear to be conflicting because of the range of responses possible for Respondent, given the nature of her behavioral style. Review, discuss, and revise the list as appropriate.



NOTE: The combination of behavioral tendencies that make up Respondent's profile may appear to be contradictory due to the conflicting nature of the tendencies. Many people with this combination find that some of the information listed more accurately describes them than the rest of the information. Upon closer examination, they find the other information represents behavior that is potential but not used routinely.

How Respondent Tends to Communicate

- Tends to be reserved, precise and detached when communicating with people she does not know well
- Tends to use logic and data to persuade others rather than using emotional appeals
- Tends to use formal, written communication, documenting discussions in situations where there has been misunderstanding or conflict
- Prefers a reserved, impersonal, business-like approach in communications when dealing with people other than close co-workers
- May be perceived by others as cold, detached and uninvolved due to her lack of verbal or non-verbal expression
- Tends to be uncomfortable with other people's emotional displays, preferring to remain detached and restrained in expression
- May be more comfortable expressing negative emotions (such as anger, displeasure, disappointment, criticism) rather than positive emotions
- Tends to be uncomfortable verbally expressing positive emotions, such as joy, affection, happiness
- May prefer to write a note or letter to more completely express her sentiments
- Tends to be slow to trust, or to reveal personal information until the other person has proven their worthiness
- Prefers to have one or two close, long-term friends as confidants
- Can be quite verbal and expressive with close friends
- Tends to be sarcastic in her expressions, using a sometimes scathingly dry wit
- May enjoy engaging in verbal repartee in situations where she is comfortable
- Tends to be direct, factual, bottom-line oriented
- Tends to avoid wasting time on small talk or social amenities
- Tends to tell others what to do, without being asked to do so

How Respondent Tends to Communicate (Continued)

- May be so direct and forceful in communicating that others have difficulty asking questions, clarifying understanding, or pointing out problems
- May be perceived by others as blunt, cold, or uncaring because of her brief communication style
- May have difficulty expressing positive emotions, even though she feels them
- Tends to assume that others know how she feels, especially if she told them once in the past
- May be more comfortable in expressing her feelings through actions, assuming that others can decode the message
- Tends to be comfortable in expressing anger, sometimes using anger when sadness, hurt or fear would be a more accurate expression of her true feelings
- Tends to be impatient, have difficulty listening to long narratives, preferring people to "get to the point"
- Tends to be a selective listener, hearing and storing information as it fits her perception
- Tends to be uncomfortable with other people's emotional displays, wanting to "fix" the situation or deal with it more "rationally"
- May tend to undervalue the importance of frequent, quality communication in maintaining work relationships

How Respondent Tends to Make Decisions

- Tends to be a careful decision-maker, gathering information and assessing possible risk before making decisions
- May want to defer risky decisions to others or at least get an expert opinion
- May get stuck in information-gathering and analysis due to her fear of making the wrong decision
- May get paralyzed by "what if" scenarios
- May experience high levels of regret and self-criticism over past decisions
- Tends to review past experiences to find a more perfect, fail-proof process for making decisions
- Tends to be quick, decisive, independent and firm
- Tends to be bottom-line oriented, assessing the short-term impact

How Respondent Tends to Make Decisions (Continued)

- May tend to take higher risks than are comfortable for others, believing that the potential for big payoffs justify the risk
- May fail to consider long-term consequences and fail to think through all the factors in complex situations

How Respondent Tends to Manage Time

- Follows a systematic approach, taking pride in finding unique, efficient techniques that produce high quality results
- May be critical of others who do not use a systematic approach
- Tends to have high standards and may spend more time gathering information and perfecting results than is justified
- May have difficulty managing time because of her perfectionism
- May have difficulty delegating to others because no one else can meet her standards
- May need to develop new standards for her performance that are more appropriate to current conditions and the demands on her time
- Tends to operate with a sense of urgency, taking short-cuts wherever possible
- Tends to take pride in efficient solutions that allow her to pack a lot into a day
- May underestimate time involved in some activities, resulting in cutting things short, potentially missing deadlines
- May be critical of others who do not share her sense of urgency or move at the same fast pace
- Tends to be impatient with others who desire a more leisurely pace

How Respondent Tends to Solve Problems

- Tends to use an analytical approach to solving problems, considering many variables in developing the solution
- May be very effective in solving complex problems but may spend too much time analyzing simple problems
- Tends to use information systems to anticipate problems
- Tends to want the perfect solution and may lose sight of other realities such as deadlines

How Respondent Tends to Solve Problems (Continued)

- Tends to prefer simple, practical, easy-to-implement solutions
- May have difficulty involving others in the problem-solving process because of her impatience and desire for immediate solutions

How Respondent Tends to Handle Stress

- Experiences moderate to high levels of stress as a result of trying to meet her own standards
- Tends to be driven to achieve perfection, resulting in a chronic state of frustration with herself and others
- Tends to be worried about adequately preparing for the future, spending time thinking through contingency plans
- Tends to perceive the world as a somewhat hostile environment, requiring vigilance on her part to ensure that things go "right"
- Needs private time to relax and process her thoughts and feelings about the events in her life
- May become hostile and critical when overloaded, being driven by an inner inability to rest until everything is done "right"
- May have difficulty shutting down her internal critic in order to get some rest
- Tends to seek out demanding, challenging, fast-paced environments and may not notice the negative impact on her health or relationships
- Tends to perceive the environment as being somewhat antagonistic, requiring an aggressive or defensive stance on her part
- May be so strongly driven to achieve results that she fails to set realistic limits for herself
- May need to work on letting go of the need to control her environment and other peoples' actions in order to reduce her stress
- May have difficulty taking adequate time to recover from illness or injury due to a self-imposed sense of urgency
- May choose a high level of variety and change, finding predictable routines more stressful than change

Relating to People and Environment Worksheet

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5. What strategies for handling stress would be most effective for Respondent to use in this environment? (start, stop, continue)