



**DISC** is a simple, practical framework that helps you understand **how people think, communicate, react, and make decisions**. It's used worldwide in leadership, coaching, relationships, ministry, and personal growth because it makes sense of why people do what they do.

Every person leans toward one or two personality styles, but we carry a blend of all four. DISC doesn't put people in boxes—it gives you a clearer lens to understand yourself and others so you can grow with confidence and communicate with wisdom.

This guide gives you a quick, high-level overview of each style and how to recognize them. It's not a full assessment or coaching tool—that comes in the full DISC handouts available in the store—but it will get you started on the basics.

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### The Four DISC Styles

#### **D – Dominance (Direct & Driven)**

People with high D energy are fast-moving, strong-willed, and focused on results. They like challenges, efficiency, and forward motion. They tend to speak boldly, think strategically, and dislike anything that feels slow or unclear.

- Strengths:** decisive, courageous, problem-solving
- Struggles:** impatience, bluntness, pushing too hard
- Motivated by:** achievement, control, winning
- Stressed by:** indecision, slow processes, lack of clarity

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#### **I – Influence (Outgoing & Inspiring)**

People with high I energy are expressive, social, and full of enthusiasm. They enjoy conversations, new ideas, and environments filled with positivity and

connection.

They bring energy to a room and can make others feel seen and encouraged.

**Strengths:** optimism, communication, creativity

**Struggles:** disorganization, distraction, talking over details

**Motivated by:** relationships, recognition, fun

**Stressed by:** isolation, rigid rules, criticism

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### **S – Steadiness (Calm & Supportive)**

People with high S energy are steady, patient, dependable, and thoughtful.

They value security, harmony, and consistency.

They listen deeply, support others quietly, and help create stability in homes and teams.

**Strengths:** loyalty, compassion, reliability

**Struggles:** avoiding conflict, hesitation, difficulty with fast change

**Motivated by:** peace, routine, belonging

**Stressed by:** pressure, surprises, conflict

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### **C – Conscientiousness (Careful & Precise)**

People with high C energy are detail-oriented, analytical, and thorough.

They value excellence, clarity, and accuracy.

They think before speaking, ask great questions, and see patterns others miss.

**Strengths:** organization, quality, problem-solving

**Struggles:** overthinking, perfectionism, emotional reserve

**Motivated by:** competence, structure, information

**Stressed by:** chaos, criticism, rushed decisions

## How to Spot Each Style Quickly

Most people reveal their DISC style through their pace and focus.

Use these two simple questions:

### 1. Pace: Do they move FAST or STEADY?

- **Fast-paced** = D or I
- **Steady-paced** = S or C

### 2. Focus: Do they prefer TASKS or PEOPLE?

- **Task-focus** = D or C
- **People-focus** = I or S

Put those together and you get this quick map:

#### Style Pace Focus Quick Snapshot

<b>D</b>	Fast	Task	Bold, direct, action-oriented
<b>I</b>	Fast	People	Energetic, expressive, relational
<b>S</b>	Steady	People	Patient, calm, supportive
<b>C</b>	Steady	Task	Accurate, thoughtful, detailed

This isn't a full assessment—it's just enough to begin noticing patterns in the people around you.

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## What Each Style Needs Most

Everyone thrives when their core needs are met.

Here is what matters most to each style:

- **D:** Autonomy, clarity, respect for their time
- **I:** Connection, affirmation, freedom to express themselves
- **S:** Security, predictability, reassurance
- **C:** Information, precision, time to think

Meeting someone's core need is one of the fastest ways to build trust.

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## High-Level Communication Tips

(Your full DISC communication guides go much deeper—this is just the starter.)

### When speaking with a D:

- Be direct and concise
- Focus on solutions
- Don't overload with details

### When speaking with an I:

- Be warm and conversational
- Use stories and encouragement
- Keep the mood positive

### When speaking with an S:

- Be patient and kind
- Give advance notice of change
- Show appreciation

### When speaking with a C:

- Be clear and factual
- Provide details when needed
- Allow time to process

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## Why DISC Matters for Your Life and Relationships

DISC can transform how you communicate, lead, parent, and connect with others.

It helps you understand:

- why certain conversations feel easy with some people but stressful with others
- why disagreement escalates with one person but stays calm with another
- why some people need more detail, more time, or more encouragement
- how you can grow by understanding your strengths and blind spots

This QuickStart guide gives you the basics — but the deeper tools, assessments, and relationship guides can be found in the full DISC packs available in the store.

DISC doesn't just help you understand people.

It helps you **love people better**, lead with wisdom, and grow into the person God designed you to be.