



# RECOGNIZING DISC STYLES CHEAT SHEET

C COMPLIANCE	D DOMINANCE
<p><b>The C is looking for: FACTS</b></p> <p><b>Quick Observations:</b> Slower Paced, task-oriented</p> <p><b>Communication:</b> Direct</p> <p><b>Overextension:</b> Critical</p> <p><b>Organization:</b> Everything in its place, perfectly organized.</p> <p><b>Body Language:</b>  <b>Stance:</b> Arms folded, one hand on chin  <b>Walks:</b> Straight line  <b>Gestures:</b> Very reserved, little or no gestures</p> <p><b>Communication Clue:</b> Asks detailed questions</p>	<p><b>The D is looking for: RESULTS</b></p> <p><b>Quick Observations:</b> Faster paced, task-oriented</p> <p><b>Communication:</b> Direct</p> <p><b>Overextension:</b> Impatient</p> <p><b>Organization:</b> Efficient, not neat</p> <p><b>Body Language:</b>  <b>Stance:</b> Forward leaning, hand in pocket  <b>Walks:</b> Fast, always going somewhere  <b>Gestures:</b> A lot of hand movement when talking, big gestures</p> <p><b>Communication Clue:</b> Doesn't want others opinions, only facts</p>
S STEADINESS	I INFLUENCE
<p><b>The S is looking for: STABILITY</b></p> <p><b>Quick Observations:</b> Slower paced, people-oriented</p> <p><b>Communication:</b> Indirect</p> <p><b>Overextension:</b> Possessiveness</p> <p><b>Communication:</b> Usually some type of system. A little on the sloppy side.</p> <p><b>Body Language:</b>  <b>Stance:</b> Leaning back, hand in pocket  <b>Walks:</b> Steady, easy pace  <b>Gestures:</b> Will gesture with hands</p> <p><b>Communication Clue:</b> Has a "poker" face</p>	<p><b>The I is looking for: INTERACTION</b></p> <p><b>Quick Observations:</b> Faster paced, people-oriented</p> <p><b>Communication:</b> Indirect</p> <p><b>Overextension:</b> Disorganized</p> <p><b>Communication:</b> Disorganized, a lot of piles</p> <p><b>Body Language:</b>  <b>Stance:</b> Feet spread, two hands in pockets  <b>Walks:</b> Weaves, people focused, may run into things  <b>Gestures:</b> A lot of gestures and facial expressions when talking</p> <p><b>Communication Clue:</b> Engaging and uses big gestures</p>