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DISC Personality Profiles

Excerpts taken from www.christinehammondcounseling.com

Do You Know Someone Who Always Likes to be In Charge?

Dominating Dan storms in the house after a long day of dealing with completely incompetent people and is more frustrated than ever that Human Resources will not let him fire his entire staff. Not only is his staff incapable of keeping a deadline but he has to tell them what to do every step of the way. “Why can’t they think for themselves?” he mutters, “Life would be so much easier if everyone did what they were told when they were told to do it.” Dan looks around the house seeing the kids playing with unfinished homework still on the dining room table and explodes. He yells for the kids to stop having fun and get back to work so they don’t grow up to be as incompetent as his employees. As usual nothing is finished on his timetable as he has previously instructed and everything is always late. If only the world had more disciplined and motivated people like him then everything would be fine and the world would not be in such chaos.

Sound familiar? If so, then your someone is a “D” in the DISC personality profile which is “Dominating”. Their motto in life is to “Get it done now”, for them completing a task on time is the most important element. Competition is their best friend as there is no need to push them to complete a task, just the mention of someone else accomplishing a task is enough to propel them into action to outperform everyone else in their path. They are self-motivated, determined, driven, goal-oriented over-achievers. If you say something can’t be done, just watch them

prove you wrong. They get energy from knowing they have out-done their friends, spouses, children, co-workers, pastors, parents, and anyone else in their life. But be warned, they are not afraid to step on your back to get where they want to be or to throw you under the bus if in the end it helps them. For them, the ends do justify the means and life would be so much better if everyone was just like them.

As a Spouse. Expect them to insist on winning every argument and wanting to be control of all aspects of your life. They want to know who, what, where, why, and when not because they care about the details but because they like the control. Sometimes it will feel like you are the child and they are the adult and when that happens, they have you exactly where they want you. Since they are focused and driven, they are likely to delegate relational issues but want to maintain overall control over everything else including the kid’s schedule. They can smell a false sense of control a mile away, so faking that they are in control will not work but will back-fire instead. Since they need to be in charge of something at home, let them have their area of choice just don’t make it relational in nature.

As a Friend. If you ask them for advice, not only do they willingly give it to you but they tell you all about how they have done it better in the past. If you take their advice, you are their new best friend but if you reject their advice, you better have your armor on because they are coming

after you with a vengeance. Because they like to take the lead on things, as long as they are directing the friendship things will be just fine but if you try to direct the friendship they will drop you like a hot potato and accuse you of being a fake friend.

As a Co-Worker. They don’t play nice with other children, so at work, they are the least likely to get along with others. They do much better in leadership positions so they naturally take the lead on nearly every project even if they are not the expert. But if you try to lead instead of them, you will be met with such sharp criticism that you will never try it again. Let them take the lead and follow their lead because even if it is the wrong direction, they will protect you. But if you confront them, you are left without any protection and are more likely to become the object of their next target.

As a Child. Again, they don’t play nice with other children so they are usually the ones ordering everyone else around. They have a natural knack for finding the flaw in everyone else but if you point out their flaw you will be met with a harsh rebuke or a temper tantrum. Since they are task-oriented, they are likely to excel in school as the idea of doing better than their siblings or classmates motivates them beyond their natural talents. This strong determination is well-praised in school so it reinforces the behavior driving the child to achieve more, be better and be stronger but it carries with it the price of isolation from peers as other child do not enjoy being on the losing end of an unknown competition.

Do You Know Someone Who Is the Life of the Party?

Party Patty bounces home excited about another day being around people even if she was just at work. So what if all of her work did not get done today, it can wait till tomorrow. So what if she didn't make her sales quota that will happen next month. The most important thing is that she hosted the best 50th birthday party for her friend at work. "Why can't we all have some fun at work?" she questions, "Life would be so much better if everyone just took time out of the day to enjoy it and have a little fun." Patty hears her smallest child banging on the clean pots and pans which have been removed from the cabinet and sits down next to her to make some "music" along with her. Dinner is late as usual but who cares, life is too short to live by a deadline and there is always a frozen pizza that can be heated up. Looking around the house, there are several started but unfinished projects on the already messy kitchen table but what's the big deal, there is always tomorrow. Dinner will just have to be in the family room again or maybe they can go out to eat instead.

Sound familiar? If so, then your someone is an "I" in the DISC personality profile which is "Influential". Their motto in life is to "Have fun", for them enjoying life to the fullest is the most important element and everyone around them knows this is their motto. They are the life of the party and everyday is a new exciting adventure from the second they wake-up until the moment they fall asleep. Even their dreams are filled with fantasy as their lives seem to be Disneylandish. If you are having a party, invite them and the party will be great, neglect to invite them and it will be a flop for sure. If they are having a party, be prepared to meet the strangest group of people you could imagine as they have "friends" from every walk in life. But while their "friends" are a mile wide, their "friendships" are about an inch deep.

As a Spouse. There is never a dull

moment with this personality type as you literally never know what the day or evening will bring. Don't be shocked about some new recipe experiment as they most likely won't prepare the same meal twice, won't wear the same clothes twice, or won't want the same group of people over twice. Their parenting style has lots of room for flexibility and discipline is definitely lacking but the kids will love it and that is all that matters, having others like them. In life and especially on vacation, expect that they have no plan whatsoever but prefer instead to fly by the seat of their pants in making nearly every decision. Just don't hand the checkbook over to them as their creative style will likely spill out in creative financing and creative spending.

As a Friend. Who doesn't want a friend like this? They bring their own excitement, have tons of stories, keep the conversation flowing, seem interested in everything you say, and have tons of ideas about everything. The biggest problem is they are not very reliable as a friend as they are likely to leave you hanging for another greater gig going one at the same time. They over-book, over-commit, over-promise, and over-smooze which can cause problems in your friendship only if you take it personally. They don't mean it personally as they just want to be liked, it

just happens.

As a Co-Worker. If there is a promise of recognition at the end of any goal, they will work towards it. But if not, don't be shocked if your project gets put on the back-burner and they have lots of back-burners. They are rarely on-time as 30 minutes late is normal, don't keep a deadline because something else more interesting always comes up, and are likely to be more interested in making friends than in working. But the office will not be dull with them around as they single-handedly keep the energy alive and thriving.

As a Child. They are the fun child who needs to have tons of activities as they are always on the go wanting more, seeing more, and doing more. This child is great with new people and is likely to be found talking to anyone who will respond back to them. They will walk up to perfect strangers with the greatest of ease and start conversations making them sound older and smarter than their peers. Wonderful performers, these children are likely to engage in any activity that allows them to be on stage in front of an audience. And when there is no audience, they will create one though both good and bad behavior.

Fortunately this personality has a natural salesman like ability that enables them to literally sell the shirt off your back to you as their acting skills are well above average. They are fantastic at any customer support, teaching, training or any environment which requires good people skills or a performance as all of this comes naturally to them. In the most tense of situations, they have the ability to ease the air with a couple of jokes and return high anxieties to normal levels. So the next time you come across a Party Patty, realize they will want to be your friend and even call you their best friend but you should take a number as there are likely to be a dozen other besties.



Do You Know Someone who is Super Sensitive?

Sensitive Suzie comes home sulking desperately wanting to head straight for her room after a long day of managing everyone else's problems. She is exhausted from all of the confrontation and just wants to escape to her own little cocoon but knows that her family needs her so she puts off her alone time till later. "Why can't everyone just get along?" she says, "Life would be so much simpler if everyone just worked together instead of fighting all the time." But the distraction of her family manages to put a smile on her face and soon she decides that she really doesn't need the alone time after all, just a few hugs and kisses from her kids do the trick. However the frustration builds inside and while Suzie ignores it, the kids begin fighting over the last piece of garlic bread. Before long she finds herself exploding over the garlic bread while her family looks at this unknown person who never seems to get upset over anything. Knowing she has disappointed her family Suzie turns her anger inward to an even greater sense of insecurity and inadequacy.

Sound familiar? If so, then your someone is an "S" in the DISC personality profile which is "Steadfast". Their motto in life is to "Keep the peace" and for them having a calm atmosphere at all times in all circumstances is the most important element. They are the most sensitive of the bunch and can perceive things that others just overlook so they make excellent negotiators, mediators, and parents. Slow, steady, straight, and calm are the ways they approach nearly every new circumstance and certainly every conflict. For them, the only way to handle a problem is to deal with it calmly; otherwise, they run from all aggressive attacks and retreat into their safe shell of isolation. They accomplish all kinds of work done without any complaining, arguing, debating, changing the method, or asking for other's input. Instead they just do the job well, quietly, and without rocking the boat.

As a Spouse. They will dutifully do what

is expected without being asked and will take pride in a house well run without any conflict. But that is the key; there can be no conflict because if there is, they have failed in their mission to keep the peace. You see, they work so hard to keep everything on an even level that if it is not, they take it personally and blame themselves for the failure. There is no point in accepting responsibility for the failure as they will not hear a word, the only way to resolve the issue is to calm down and reduce the conflict. They will remain calm most all of the time but watch out, if pushed too far, they will explode like a



volcano and then hate themselves for causing the conflict propelling them to retreat.

As a Friend. They are the most loyal and faithful friends you could possibly imagine who will always get you the perfect gift because they have put a ton of time and thought behind it. This is how they demonstrate to you their dedication to your friendship and no matter how many years may have passed they will happily restore the friendship to the same level it was before. But if you betray them, be warned because they do not tolerate any disloyalty and will cut you out of their life if needed to protect themselves or the people they love. They can become very self-protected when attacked and sometimes this looks a lot like selfishness.

As a Co-Worker. Who can ask for a better co-worker as they will make the office run smoothly without a hitch no matter what level of stressful situations are looming over the horizon. They are wonderful organizers, do things without being asked, finish other's tasks without complaining, and maintain a good attitude. But if they feel for one second that you don't appreciate them or value them, they will quit without notice and leave you hanging. To keep them happy, don't recognize them in public as they will hate any attention being drawn to them but rather give them a bonus, privilege or gift as this is of far greater value than public recognition or a title.

As a Child. They are the quiet ones who do everything the teacher asks and are usually the favorite friend, student, or even sibling amongst the competition. But don't tell them it is a competition or they will run the opposite direction as they don't want anyone to feel left out or a loser. They are not likely to enjoy winning for the sake of beating someone else up but rather they enjoy winning to know they have outdone themselves. While on the surface they may seem organized, buried deep in their drawers or under their bed is a huge mess they are hiding from everyone. If you publically announce it, they will never forgive you but if you privately address the matter, they will correct it.

This personality becomes incredible diplomats, mediators, office managers, human resources, and administrators. They have enough detail skills to work with overly detail-oriented personalities without getting obsessive about it and enough people skills to work with overly friendly personalities without failing to complete a task, but they have no tolerance for the overly aggressive personality as they will see them as a bully. So the next time you come across a Sensitive Suzy, handle them with care and they will care well for you but handle them with force and they will bite back.

Do You Know Someone Who Lives for Perfectionism?

Perfect Pete comes home after analyzing the best route to get there the fastest during rush hour traffic. He is disappointed that no one notices he saved two minutes by taking a new route and can't believe the lack of attention to detail by his family. After all, there is the right way to come home which takes the least amount of time and then there are the several wrong ways to come home which take more time. And he has found the best. "Why can't they appreciate the difference between the right way and the wrong way?" he mutters, "Life would be so much easier if everyone did everything the right way." Not only does he have to work with people who don't care about quality, but now he has to live with them as well. It is enough to send him in a sour mood as once again he is alone in his rightness. He spends the rest of the evening barely talking to his family because not only did they not realize he was home early, when he finally told them about it they were totally unimpressed and even made fun of him.

Sound familiar? If so, then your someone is a "C" in the DISC personality profile which is "Conscientious". Their motto in life is to "Get it done right", for them quality not only matters but it is the most important element. There will be no shortcuts with this personality as they take a long time to make a decision because

they analyze every last detail from every angle they can find. For them, they want to be known as a person who is cautious, calculated, detail-oriented, and thorough. But all of this perfectionism comes at a cost as they default to moody, arrogant and self-righteous behaviors. As a profession, they make excellent attorneys, artists, doctors, engineers, accountants and pilots. Basically any profession which demands accuracy is a natural fit for their personality.

As a Spouse. Having a spouse with this personality can be frustrating as they are not likely to accept your opinion of what is right and what is wrong with a long and drawn out fight. The only way to win an argument with this personality is to dig your heels in the sand and don't give ground. This group sees giving ground as a weakness in your thinking. On the positive side, they should be managing all of your finances as they make excellent, however frustrating, financial planners. If the decision does not need to be made right away, let them research it as you know they will find the best possible choice and you will not be disappointed with the results.

As a Friend. Be prepared to be confronted in a not so nice manner with a laundry list of all of your flaws. The good news is that they don't sugar coat anything so you can count on them to be as straight as an arrow with you and usually sarcastic to boot. While they will spend time splitting pennies over a halved dinner check, they will not be the one to pick up the phone and call you to go somewhere. If they are your friend, you will have to be the social director but the good news is that if they don't want to do something, they will let you know. The bad news

is that they will never let you forget a bad time or a mistake.

As a Co-Worker. Be on guard because they will intentionally lose you in the details in an effort to out-smart, out-think and out-analyze you. They are not doing this because they are competitive; rather they are doing this because they are convinced that they are right and want to make sure that you know it and appreciate it. If they have designed a process, then rest assured that it is good but if you have designed a process, then they will find the flaw and point it out at nauseam. Don't give this personality a deadline as they are sure to change it because, well let's just say they have a ton of "because's" and they are usually right. However, if the project requires a level of perfectionism, give it to them and it will be perfect.

As a Child. It starts early with demanding that everyone play by their own rules even if the rules are not the real rules but the ones the child made up. You see, this child knows how to write better rules than the maker of the game so make sure you know "their rules" and are playing by them or they will throw a fit. It is usually their way or the highway and while they don't have fully developed analytical skills yet, they can be pretty convincing as to why you should do things their way. Don't give in, just listen and praise them for the suggestion, but do not argue. This is a pointless venture which will only alienate you from your child in the future.

This personality knows all of the "whys" to nearly every question because they have already asked, researched, and analyzed the answers. Their attention to detail makes them quite gifted, excellent musicians, careful surgeons, and fiscally responsible adults. So if you come across a Perfect Pete don't run away, instead let them manage a detailed project following all of their suggestions and everything will be just fine.



perfectionism

Putting It All Together

You have completed the tests and have a better understanding of yourself through the DISC personality profile having gained new insights as to your strengths and weaknesses. But how does your profile fit with others? How does it relate to your spouse's profile, your co-worker's profile or your child's? How can the pieces fit together to form a functioning group dynamic?

Each personality profile in DISC: dominating, influential, steadfast, and conscientious, are different pieces of a whole package. The goal is not to become all things rather it is to recognize the value in each part, utilize your strengths to achieve results, and supplement your weaknesses by working with people who are strong where you are weak. When you do this you will discover how much more enjoyable life can be, how much less anxiety you will have, and a huge reduction in everyday stress as you will no longer be trying to be something that you are not. Setting boundaries in your life based on your strengths will now become easier and you will no longer be as tempted to take on tasks that are outside your strengths.

Positive attitude. If you are a dominating or influential person then seeing the glass as half full will come more naturally. Having fun and getting things done now are all about the positive possibilities in the moment and what can happen in the future. This of course does not mean that a person in either of these profiles will not be negative on occasion because when a dominating or influential person is stressed, they

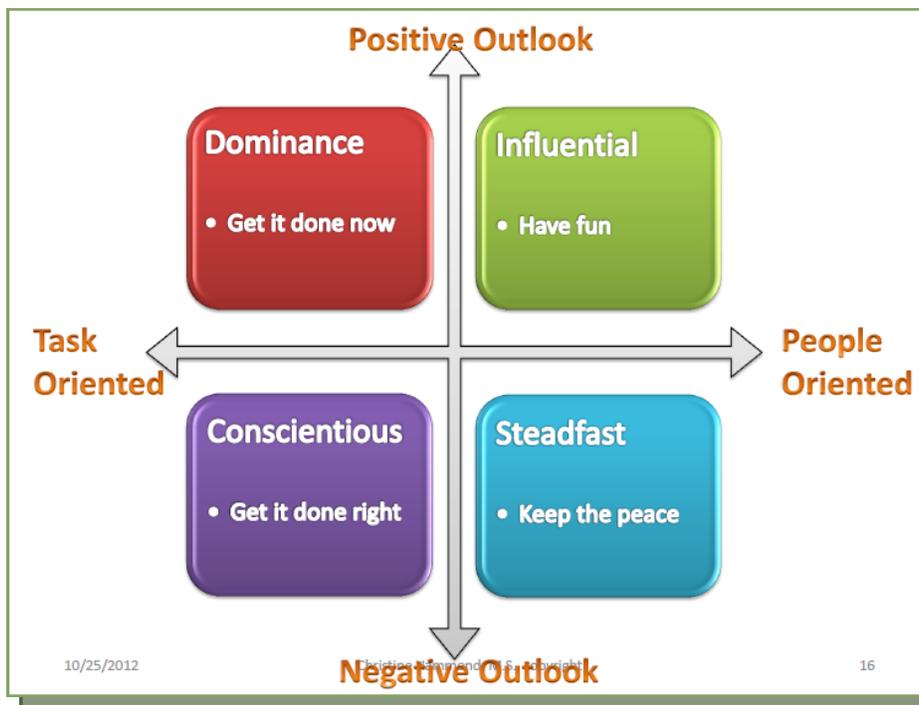
tend to become almost aggressively negative and angry. However it does mean that their natural tendency is to have a positive attitude.

Negative attitude. If you are a steadfast or conscientious person then seeing the glass as half empty will come more naturally. This is because no one else in the room cares to do things as right as you do or cares as much about keeping the peace. Both of these tendencies are isolating in

tend to muddy the waters and require too much precious energy that is better served accomplishing the task at hand. However lacking their people skills might naturally be, they can learn to incorporate others into the task at hand to help elevate some stress.

People-oriented. Both an influential and steadfast persons are people oriented as opposed to task oriented. For them the whole purpose of work is to do it together

and their relationships at work are more important than their tasks. If a person is struggling with a personal problem, they will forgo a deadline in order to help the other person out because the relationship matter more than the work. However difficult it may be to keep an influential or steadfast person on track, they can learn to see completing tasks as a way to preserve relationships



nature as more people just want to get things over and done with instead of being careful and more people stir up conflict then try to keep the peace. Of course you can train your brain to think more positively however, this will not come naturally and will require more effort on your part then for a dominating or influential person.

Task-oriented. Both a dominating and conscientious persons are task oriented as opposed to people oriented. For them, people are a means to an end or a necessary evil to accomplish a goal. A person in either of these groups will usually prefer to get the job done alone as other people

which will matter far more than a deadline.

By looking at how all of the pieces fit together you can begin to see the value in each group. For instance, if your spouse is relational and you are task oriented, then they should be in charge of setting the social calendar with limitations on the frequency of outings. Or if your co-worker is constantly seeing how things are falling apart, then having them work together with a person who looks on the brighter side of work is a healthy balance. Opposites attract and complement each other making all the pieces work together in a cohesive manner.

Working Together

You understand your personality profile and can now see how the pieces fit together to form a whole functioning group. So now the struggle becomes how to communicate effectively with each other. Effective communication is difficult under normal circumstances but try complicating it with different strengths, weaknesses, needs and motivations and you are likely to feel a bit overwhelmed. Worse yet, do this for an entire team of different profiles and watch your time disappear.

Instead of resorting back to the way things were before you learned all of this information, try incorporating a couple of these tactics the next time you have a team meeting. Remember you can meet the needs of all your personalities in one meeting at one time which in the end will save you time and energy while reducing stress and frustration.

Project Outline. In order to better understand effective communication, the same example will be used for each profile. You have been given a task of reducing your team's budget by \$1M over the next three years and are holding a team meeting to communicate the expectations, deadlines, and potential concerns.

What. For the dominating in your group, they need to know the "what" of this project. They are not interested in how you think they should go about cutting the budget or who is involved; rather they just want to know what are the expectations and deadlines. The more information you give them the more likely they are to be frustrated and fear that you don't trust them to complete the task. Less information is best, they will ask for more details if they need it.

Who. For the influential in your group, they need to know "who" is involved this project. While the other information such as deadlines and objectives are necessary, you will get further if you explain who will be involved in the project with them and who will be reviewing the project in the end. If there is potential

for public recognition, use this as a motivating piece to encourage the project to be completed on a timely basis. For this group, it is best to move the deadline earlier as they are likely to be late.

How. For the steadfast in your group, they need to know the "how" of this project. Questions like how is this project going to be measured, how are they going to tell someone that the budget has been cut, and how are they going to be viewed by others are important issues to address. The more support, reassurance, and loyalty you can show this group the more comfortable they will be accomplishing this task. This group will come back to you over and over again because they are afraid of hurting someone along the way.

Why. For the conscientious in your group, they need to know the "why" of this project. Begin by explaining the big picture of why the budget is being cut then move to why their specific area needs to be cut. It will be hard for this group to participate in such a project without fully understanding all of the details and decisions that lead to this conclusion. Give them as much information as you can and then redirect them to someone else for additional information if needed. More information is better than less.

Don't feel as though everyone needs to hear all of this information, they don't. If the dominating of the group are done, let them leave and begin to work. If the influential of the group want to hang out because they like to be with others, let them but don't expect them to hear anything past the "who". You will have to give the steadfast permission to leave the meeting as they are least likely to take initiative. But the conscientious of the group will outlast and out question all of the groups. Meeting the needs of each group one time is a far better use of your time and will reduce the level of stress for your team.

Christine is a Licensed Mental Health Counselor for Life-Works Group in Winter Park specializing in working with marriages, families and play therapy. For over fifteen years she has worked as a counselor, mentor and teacher of just about every age from preschool through adults, teaching women's issues, high school Psychology, Bible classes, pre-marriage classes and general age level studies. She loves to learn, grow, counsel, speak, write, teach and experience the blessings of watching others do the same.

She has her own blog **Christine Hammond, LMHC** at www.christinehammondcounseling.com which contains over a hundred articles on relationships, marriage, family, parenting, career counseling, addictions, ADD/ADHD, anxiety, guilt, stress, trauma, depression, and many more. It is her prayer that you are able to find hope, healing, nurturing, and restoration for all of the many relationships in your life.

