

# THE MODEL OF HUMAN BEHAVIOUR

## What is your style?

- Outgoing: fast paced, optimistic, energetic, involved, positive, enthusiastic, active
- Reserved: slower paced, cautious, concerned, reluctant, critical thinking, passive, discerning
- Task Oriented: high tech – form, function, program, plans, projects, process
- People Oriented: high touch – relationships, caring, sharing, emotions, feelings, friendships

## Understanding people using the DISC Behaviour Model:

D TYPE – Driver – outgoing, task oriented

I TYPE – Influencer – outgoing, people oriented

C TYPE – Critical Thinker – reserved, task oriented

S TYPE – Supporter – reserved, people oriented

D	I
C	S

- The types are not designed to pigeonhole, label or categorize, but to understand each person's style so you can build better communication and relationships.

## Whatever trait you have the least of, is where your success will be found!

- The S's need the D's to keep them focused and make things happen
- The D's need the S's or they'll have no friends
- The I's need the C's to keep them organized and focused to get things done
- The C's need the I's or they'll have no fun

## Some traits for each personality type:

D – dominant, demanding, decisive, determined, doers, difficulties as challenges

I – inspiring, influencing, impressive, interactive, interested, impressionable, illogical

C – cautious, competent, consistent, correct, calculating, critical thinkers, compliant

S – sweet, steady, secure, shy, sentimental (packrats), servant hearts, suckers

## More information on each personality type:

D – Dominant

- Outlook on life – likes to lead or be in charge
- Focus – get the job done, just do it! Overcome opposition and achieve your goals.
- Ideal Environment – upbeat, fast, powerful
- Basic Need – challenge, control, choice
- Ideal Job – manager, department head (anything that uses your leadership skills)

I – Inspirational

- Outlook on Life – likes to persuade people to their way of thinking
- Focus – I am for you! We can have fun and if we all pull in the same direction our success will be guaranteed.
- Ideal Environment – fun, friendly, exciting
- Basic Needs – recognition, approval, popularity
- Ideal Job – sales person, public relations officer (anything that requires networking and dealing with people in a face paced environment)

## C – Cautious

- Outlook on Life – likes consistent quality and excellence
- Focus – Anything worth doing is worth doing correctly. We can provide quality goods and services through careful and conscientious work.
- Ideal Environment – structured with procedures, accuracy, quality
- Basic Needs – quality answers, value, excellence
- Ideal Job – accountant, programmer (anything that requires rigorous analysis and independent work)

## S – Supportive

- Outlook on Life – like to provide necessary support to help complete the job
- Focus – All for one and one for all! If we all work together, we make a great team! All of us are better than one of us!
- Ideal Environment – predictable, stable, harmonious
- Basic Needs – appreciation, security, affirmation
- Ideal Job – human resources, business process specialist (anything that uses your relational skills and detail to law and order)

“We need to learn to say the same thing in a different way”