



WILEY

Interaction Guide

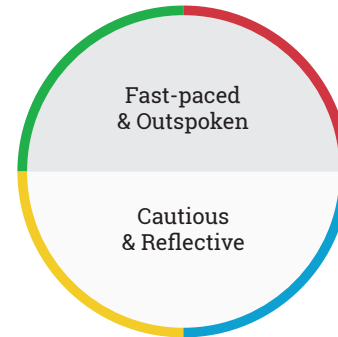


PEOPLE READING

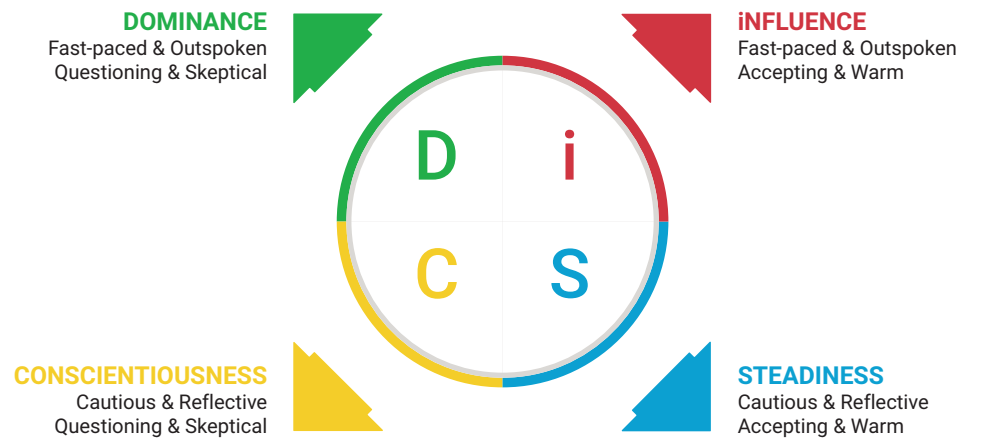
Think about someone you work with.

1 Consider whether this person tends to be more:

2 Then, consider whether this person also tends to be more:



3 Now, combine this person's tendencies to determine their DiSC® style.



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Dominance

influence

WORKING EFFECTIVELY WITH THE D STYLE

When Trying to Connect

- Make efficient use of time
- Focus on the topic at hand and avoid going off on tangents
- Expect candor

When Problems Need to Be Solved

- Be aware that they respond well to bold or daring ideas
- Avoid suggesting unrealistically positive scenarios
- Focus on the big picture and avoid overanalysis

When Things Get Tense

- Address issues quickly and directly
- Resist the urge to give in to their demands just to regain harmony
- Avoid taking bluntness personally

WORKING EFFECTIVELY WITH THE i STYLE

When Trying to Connect

- Be open to collaboration
- Recognize the value of their energy and enthusiasm
- Find ways to recognize them so they feel well-liked and appreciated

When Problems Need to Be Solved

- Remain optimistic while considering all potential issues
- Show them that you're open to creative solutions
- Expect spontaneity

When Things Get Tense

- Avoid personal attacks that could escalate the conflict
- Acknowledge the importance of their feelings
- Let them know that your relationship is still solid despite your differences

WORKING EFFECTIVELY WITH THE C STYLE

When Trying to Connect

- Talk to them about the objective, fact-based aspects of ideas and projects
- Avoid pressuring them for an immediate decision
- Expect skepticism

When Problems Need to Be Solved

- Allow them time for careful analysis
- Show appreciation for their logic
- Don't let them get bogged down in the details

When Things Get Tense

- Support your opinions with logic and facts
- Give them space to process the situation before confronting the issues
- Avoid using forceful or emotional tactics

WORKING EFFECTIVELY WITH THE S STYLE

When Trying to Connect

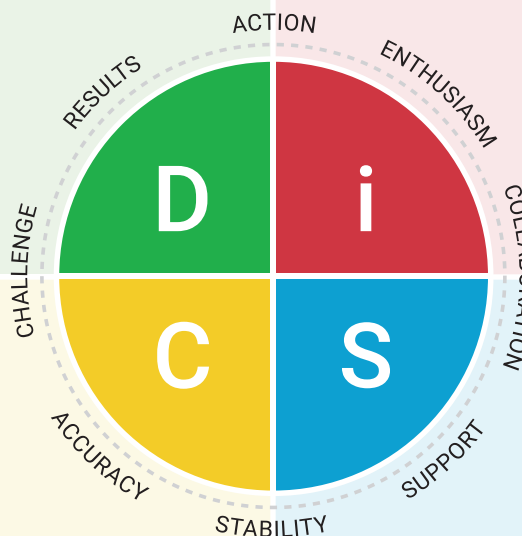
- Show warmth and concern for their feelings
- Offer your point of view, but take an easygoing approach
- Work collaboratively with them

When Problems Need to Be Solved

- Respect their cautious pace
- Consider other people's feelings when making decisions
- Set a timeline that fits everyone's needs

When Things Get Tense

- Address the situation directly without being confrontational
- Avoid forceful tactics or dismissing the conflict completely
- Show that you sincerely care about resolving the issues



Conscientiousness

Steadiness