

Estimating Personal Styles based on Everything DiSC®

Do you know someone who annoys you? Do you annoy someone else?

Cindy: "Why does Joe take so long to make a decision? It drives me crazy!"

Joe: "Cindy is so pushy! She is in such a hurry to get things done, she misses important details."

This might be the type of reaction we have (at least in our minds) when we meet someone who has different preferences and priorities than us. It's actually a normal response based on how our brains are wired. When we interact with someone with a different perspective, our brains signal "DANGER!" This social threat registers as a real physical danger and can cause us to become defensive, suspicious, and distrusting. You can imagine how this can cause all kinds of problems with our ability to effectively connect, communicate and collaborate with others.

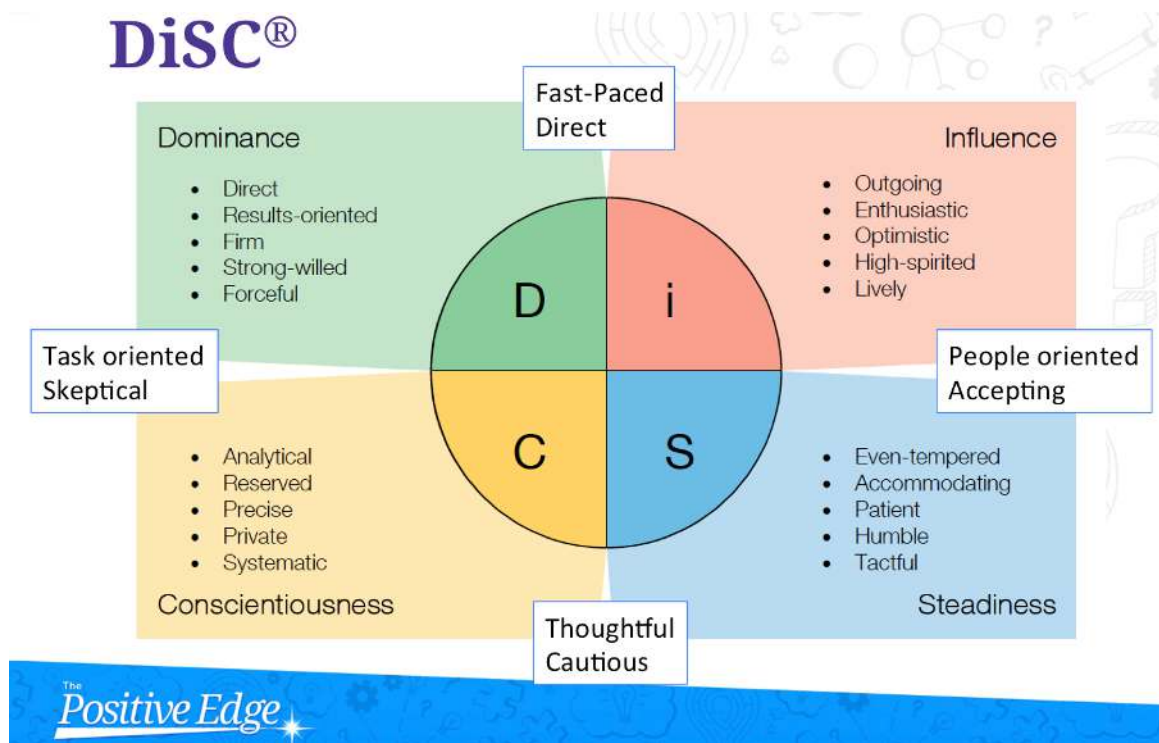
It's not surprising to learn that each of us interprets the world based on our own unique perspective that's shaped by a variety of factors. One of the factors that plays a major role is our personality (personal style). Different personalities have different preferences and priorities that affect communication, behavior, and our perception of each other.

Here's a quick way to estimate your main personal style using the Everything DiSC® approach.

Answering the two questions below will help you pinpoint whether your main style is Dominance, Influence, Steadiness, or Conscientiousness.

1. In most situations, would you say you're more comfortable being fast-paced and direct or thoughtful and cautious? Think about your behavior in several different situations, both at work and at home. If it's hard to decide, you can always ask someone you trust. Circle your answer on the DiSC® image below.

2. In most situations, would you say you're more likely to be task oriented and skeptical or people oriented and warm? Again, think about your tendencies in several different situations, both at work and at home. If it's hard to decide, ask someone you trust. Circle your answer on the DiSC® image below.



- If you answered fast-paced and direct AND task oriented and skeptical, you are likely to have a **Dominance** style.
- If you answered fast-paced and direct AND people oriented and warm, you are likely to have an **Influence** style.
- If you answered thoughtful and cautious AND task oriented and skeptical, you are likely to have a **Conscientiousness** style.
- If you answered thoughtful and cautious AND people oriented and warm, you are likely to have a **Steadiness** style.

You can also use this method to predict the style of other people so you can better understand their priorities and adapt your style for more effective interactions.

Please be aware that personality categories should never be used as a label but instead as a place to start a conversation. It's also important to recognize that one person's preferences are not better or worse than another's. They are just different approaches to how we view the world.

- Instead of taking Cindy's bluntness personally, you appreciate her focus on getting things done.
- Instead of getting frustrated with Sarah's optimism, you recognize the energy she brings to a situation.
- Instead of feeling that Joe is too quiet and skeptical, you value his attention to detail and quality.
- Instead of getting irritated that Tom won't make up his mind, you realize that he wants to make sure everyone gets a chance to share their opinions.

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