

QSM

DISC Communication Styles

| Team member | Ways TO Communicate (Do.....) | Ways NOT to Communicate (Don't.....) |
|--|--|---|
| Jordan Andrews Natural - S/C Adapted – C/S | <ul style="list-style-type: none"> • Have the facts in logical order. • Provide details in writing. • Use an unemotional approach. | <ul style="list-style-type: none"> • Be disorganized. • Keep deciding for him, or he'll lose initiative. Don't leave him without backup support. • Make statements you cannot prove. |
| Victor Bernal Natural - I/D/C Adapted - I/S/C | <ul style="list-style-type: none"> • Be open, honest and informal. • Leave time for relating, socializing. • Provide systems to follow. | <ul style="list-style-type: none"> • Talk too slowly or dwell on details to excess. • Leave decisions hanging in the air. • Let him change the topic until you are finished. |
| Max Brackett Natural - I/C Adapted - C/I/S | <ul style="list-style-type: none"> • Provide solid, tangible, practical evidence. • Keep conversation at discussion level. • Deal with details in writing, have him commit to modes of action. | <ul style="list-style-type: none"> • Talk in a loud voice or use confrontation. • Be dictatorial. • Take credit for his ideas. |
| Lisa Bulgar Natural - S/I/C Adapted – S/I | <ul style="list-style-type: none"> • Provide a friendly environment • Give her time to verify the reliability of your comments-- be accurate and realistic • Be sincere and use a tone of voice that shows sincerity. | <ul style="list-style-type: none"> • Force her to respond quickly to your objectives. • Be domineering or demanding; don't threaten with a position of power • Patronize or demean her by using subtlety or incentive. |
| Quiani Cladd Natural – C/D Adapted – C/D | <ul style="list-style-type: none"> • Prepare your "case" in advance. • Provide solid, tangible, practical evidence. • Follow through, if you agree. | <ul style="list-style-type: none"> • Be redundant. • Make conflicting statements. • Provide special, personal incentives. |
| George Ductan Natural - D/C Adapted – C/S | <ul style="list-style-type: none"> • Be prepared with the facts and figures. • Listen to him. • Show him a sincere demeanor by careful attention to his point of view. | <ul style="list-style-type: none"> • Make statements you cannot prove. • Ramble on, or waste his time. • Ask rhetorical questions or useless ones. |
| Amna Estrada Natural - D/C Adapted – D/C | <ul style="list-style-type: none"> • Verify that the message was heard. • Be clear, specific, brief and to the point. • Stick to business—let her decide if she wants to talk socially. | <ul style="list-style-type: none"> • Forget to follow-up. • Talk too slowly or dwell on details to excess. • Ask rhetorical questions or useless ones. |

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| Brandon Gold Natural - S/C Adapted – C/S | <ul style="list-style-type: none"> • Be prepared with the facts and figures. • Give pros and cons on ideas. • Provide a friendly environment. | <ul style="list-style-type: none"> • Pretend to be an expert if you are not. • Say "trust me"—provide him with the answers to his questions. • Debate about facts and figures. |
| Carol Johnson Natural - S/I Adapted - S/C | <ul style="list-style-type: none"> • Provide solutions—not opinions. • Define the problem in writing. • Use a balanced, objective and emotional approach. | <ul style="list-style-type: none"> • Ramble. • Be abrupt and rapid. • Offer assurance and guarantees you can't fulfill. |
| David Lotz Natural - D/I Adapted – D/I | <ul style="list-style-type: none"> • Be open, honest and informal. • Present the facts logically; plan your presentation efficiently. • Come prepared with all requirements, objectives and support material in a well-organized "package." | <ul style="list-style-type: none"> • Forget to follow-up. • Forget or lose things, be disorganized or messy, confuse or distract his mind from business. • Try to convince by "personal" means |
| Dana Magilen Natural - I Adapted - I | <ul style="list-style-type: none"> • Be prepared. • Deal with details in writing, have her commit to modes of action. • Provide a warm and friendly environment. • Support your communications with correct facts and data. | <ul style="list-style-type: none"> • Talk down to her. • Waste time trying to be impersonal, judgmental or too task-oriented. • Make promises you cannot deliver. |
| Dr. Magilen Natural - D/I/C Adapted – D/I/C | <ul style="list-style-type: none"> • Be open, honest and informal. • Be specific and leave nothing to chance. • Come prepared with all requirements, objectives and support material in a well-organized "package." | <ul style="list-style-type: none"> • Ask rhetorical questions or useless ones. • Ramble on, or waste his time. • Talk too slowly or dwell on details to excess. |
| Tim O'Brien Natural - D/I/S Adapted – D | <ul style="list-style-type: none"> • Provide solutions—not opinions. • Present the facts logically; plan your presentation efficiently. • Motivate and persuade by referring to objectives and results. | <ul style="list-style-type: none"> • Ramble on, or waste his time. • Ask rhetorical questions or useless ones. • Muffle or overcontrol. |

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| Daniela Pichardo Natural - D/C/I Adapted – D/C/I | <ul style="list-style-type: none"> • Motivate and persuade by referring to objectives and results. • Be clear, specific, brief and to the point. • Be open, honest and informal. | <ul style="list-style-type: none"> • Forget or lose things, be disorganized or messy, confuse or distract her mind from business. • Talk too slowly or dwell on details to excess. • Ask rhetorical questions or useless ones. |
| Jody Puett Natural - D/C/S Adapted – D/C/S | <ul style="list-style-type: none"> • Provide details in writing. • Be prepared with the facts and figures. • Be clear, specific, brief and to the point. | <ul style="list-style-type: none"> • Leave loopholes or cloudy issues if you don't want to be zapped. • Leave things open to interpretation. • Ask rhetorical questions or useless ones. |
| Ayleen Quezada Natural – I/S Adapted – I/D | <ul style="list-style-type: none"> • Use a motivating approach, when appropriate. • Provide solutions—not opinions. • Provide ideas for implementing action. | <ul style="list-style-type: none"> • Leave decisions hanging in the air. • Talk down to her. • Be dictatorial. |
| Jocelyn Ramirez Natural – S/C/I Adapted – S/C/I | <ul style="list-style-type: none"> • Patiently draw out personal goals and work with her to help her achieve those goals; listen and be responsive. • Be sincere and use a tone of voice that shows sincerity. • Support your communications with correct facts and data. | <ul style="list-style-type: none"> • Force her to respond quickly to your objectives. Don't say, "Here's how I see it." • Keep deciding for her, or she'll lose initiative. Don't leave her without backup support. • Give your presentation in random order. |
| Carla Robertson Natural – S/I Adapted – S/I/C | <ul style="list-style-type: none"> • Provide a friendly environment. • Watch carefully for possible areas of early disagreement or dissatisfaction. • Use a scheduled timetable when implementing new action. | <ul style="list-style-type: none"> • Offer assurance and guarantees you can't fulfill. • Make promises you cannot deliver. • Be domineering or demanding; don't threaten with a position of power. |
| April Scata-Penny Natural – S/D/I Adapted – S/I | <ul style="list-style-type: none"> • Watch carefully for possible areas of early disagreement or dissatisfaction. • Present your case softly, non-threateningly, with a | <ul style="list-style-type: none"> • Patronize or demean her by using subtlety or incentive. • Offer assurance and guarantees you can't fulfill. |

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| | <p>sincere tone of voice.</p> <ul style="list-style-type: none"> Clarify any parameters in writing. | <ul style="list-style-type: none"> Keep deciding for her, or she'll lose initiative. Don't leave her without backup support. |
| <p>Debra Sewell Natural - D/C Adapted – D/C</p> | <ul style="list-style-type: none"> Be clear, specific, brief and to the point. Listen to her. Give pros and cons on ideas. Keep at least three feet away from her. | <ul style="list-style-type: none"> Leave things open to interpretation. Come with a ready-made decision or make it for her. Speculate wildly or offer guarantees and assurances where there is a risk in meeting them. |
| <p>Armando Veliz Natural - S/C Adapted - S/I/C</p> | <ul style="list-style-type: none"> Support your communications with correct facts and data. Give him time to ask questions. Be prepared. | <ul style="list-style-type: none"> Talk in a loud voice or use confrontation. Use testimonies from unreliable sources. Patronize or demean him by using subtlety or incentive. |
| <p>Ashline Weir Natural - D/I Adapted – I/D</p> | <ul style="list-style-type: none"> Come prepared with all requirements, objectives and support material in a well-organized "package." Be clear, specific, brief and to the point. Define the problem in writing. | <ul style="list-style-type: none"> Direct or order. Ask rhetorical questions or useless ones. Let her overpower you with verbiage. |
| <p>Sarah Willey Natural – I/D/S Adapted - I</p> | <ul style="list-style-type: none"> Use a motivating approach, when appropriate. Define the problem in writing. Provide ideas for implementing action. | <ul style="list-style-type: none"> Ramble. Leave decisions hanging in the air. Legislate or muffle—don't overcontrol the conversation. |
| <p>Skip Weisman Natural - S/C Adapted - S/C</p> | <ul style="list-style-type: none"> Provide solid, tangible, practical evidence. Present your case softly, non-threateningly, with a sincere tone of voice. Be prepared. Show sincere interest in him as a person. Find areas of common involvement and be candid and open. | <ul style="list-style-type: none"> Give your presentation in random order. Be abrupt and rapid. Make promises you cannot deliver. Talk in a loud voice or use confrontation. |