

Insights Reference Guide

Classic

DiSC® Classic is used to improve performance, deal more effectively with conflict, and value differences. Using the research-based DiSC model, *DiSC Classic* helps you better understand why you act the way you do.

Individual Insights

Personal Insight into Behavioral Preferences and Inclinations: Help people understand their habits and behavioral tendencies in a manageable and systematic way.

- Understand the work environments that are most and least comfortable for you
- Develop a stronger sense of your task-oriented and relationship-oriented work habits
- See how your dominant characteristics can be both strengths and drawbacks
- Understand how others interpret your actions
- Learn the strategies you use to understand, influence, and relate to other people
- Understand the sources of your frustrations at work, if you are consistently required to behave in a way that is incompatible with your personal style
- Learn more about your fears and behavioral tendencies when you are under pressure
- Understand what motivates you in your relationships and find ways to maximize this motivation

Appreciation of Personal Diversity: Help people understand how others might have personalities and behavioral styles that are different from their own.

- Understand that others may have different motivations, priorities, and instincts that compete with your own
- Learn about tendencies and biases you have when reading the behavior of others
- Understand how others might interpret or misinterpret your behaviors

A Common Language to Understand and Discuss Personality: Help people develop a language through which they can efficiently and accurately discuss interpersonal concerns.

- Learn a better, simpler model to understand the complexity of human behavior
- Organize your experience with co-workers, friends, and loved ones into a usable format
- Create a common language to discuss your unique subjective experiences

Interpersonal Insights

Dialogue About Personality Preferences and Differences: Help people create a forum in which an open discussion about personality differences is not only accepted, but encouraged.

- Understand that differences do not necessarily lead to conflict
- Understand that there are no right or wrong interpersonal preferences, just differences
- Create a safe forum to discuss differences
- Create a culture of acceptance around diverse interpersonal styles

Relating to Individuals with Different Personalities: Help people develop strategies and skills that will mend or improve the quality of interpersonal relationships within a social setting.

- Understand that although people need to adjust at times, their preferences are not necessarily wrong
- Develop new communication strategies and contracts about communication
- Withhold judgment to see a situation from multiple perspectives
- Adapt your personal tendencies, when appropriate, to facilitate harmonious relationships
- Increase empathy and compassion for the perspectives and struggles of others
- Communicate your frustrations in a less threatening fashion
- Learn how to reduce misinterpretations of interpersonal behaviors