

DISC QUICK REFERENCE

Spot the Style. Shift Your Approach.



The Hammer

Direct · Decisive · Driven

ADAPT TO THEM

- Be direct
- Offer options
- Respect their time
- Focus on the outcome

⊘ AVOID

- Rambling
- Overexplaining
- Long stories
- Being indecisive



The Social Butterfly
**Outgoing · Enthusiastic
Expressive**

ADAPT TO THEM

- Be enthusiastic
- Give them time to talk
- Connect before jumping into details
- Make conversation enjoyable

⊘ AVOID

- Being overly formal
- Interrupting their stories
- Jumping straight to facts & spreadsheets
- Shutting down their enthusiasm



Just the Facts
**Analytical · Accurate
Detail-Oriented**

ADAPT TO THEM

- Be prepared
- Explain the details
- Give them time to process
- Answer questions honestly

⊘ AVOID

- Guessing or exaggerating
- Skipping important details
- Pushing for an immediate decision
- Taking their questions personally



The Team Player
**Supportive · Loyal
Patient**

ADAPT TO THEM

- Slow the conversation down
- Be patient
- Give reassurance
- Let them process before deciding

⊘ AVOID

- Rushing them
- Creating unnecessary conflict
- Pressuring them into a quick decision
- Mistaking their silence for agreement



THE HAMMER

Direct, decisive, fast-paced, takes charge, cuts to the chase



THE SOCIAL BUTTERFLY

Talkative, enthusiastic, expressive, animated, big ideas, big energy



THE TEAM PLAYER

Warm, patient, calm, listens well, team-focused, people-oriented



JUST THE FACTS

Asks questions, organized, detail-oriented, wants facts & accuracy



To go deeper visit...

thestacymulligan.com/book

