

# What is DISC?

## **DISC is an observable language.**

We must not make more of this instrument than it actually is. However, we need to see it as a valuable tool in communicating. It is a method of categorizing “how we act.” We can see and chart these behavior patterns. These patterns speak to us by giving important information about others and ourselves.

## **DISC is a universal language.**

The DISC model has been studied in many cultures, and reports are now available in various languages. In each of these, it has been found to be valid and often amazingly accurate. In every culture there are people who are expressive, animated, outgoing, verbal or “touchy-feely.” There are also those who tend to be cool, aloof, and hard to read, introverted or analytical. Thus, we see the universal nature of DISC.

## **DISC is a neutral language.**

It is absolutely imperative to emphasize that in DISC there is no “right” or “wrong” behavior style. “Right” and “wrong” are based on values, beliefs and motivations. DISC is neutral in that it describes only the differences in how people approach problems and other people, pace, and procedures. Winners come from all behavioral styles. Success in various forms also comes from all styles. The language is therefore neutral.

## **DISC is a silent language.**

This tool is not intended to label people, which is usually offensive to the one being labeled. When used properly, a person will silently observe others and make use of the knowledge in the manner in which they interact. This knowledge is not for throwing around and, especially, should not be discussed with people who do not know the language.

DISC is the language of “how we act,” or our behavior. Research has consistently shown that behavioral characteristics can be grouped together into four quadrants, or styles. People with similar styles tend to exhibit specific types of behavior common to that style-this is not acting. A person’s behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from “nature”, and much comes from “nurture”. The DISC model merely analyzes behavioral style; that is, a person’s manner of doing things.

## What DISC is NOT!

**DISC is NOT a measurement of a person's intelligence.**

Intelligence is very difficult to measure, if it can be measured at all. The DISC language gives us no indication of a person's intelligence.

**DISC is NOT an indicator of a person's values.**

Values are the why of a person's behavior. Why do we do what we do? Values are not observable, but usually must be dialogued.

**DISC is NOT a measurement of skills and experience.**

Skills and experience are two of the primary focuses of an employer; what you can do and what you have done! Skills and experience are outside the realm of the DISC model.

**DISC is NOT a measurement of education and training.**

Two other primary focuses of an employer are education and training. Again, this is outside the realm of the DISC model.

DISC is none of the above; and yet, as we shall see, DISC has an inescapable bearing on all of the above. An awareness and proper application will affect all four of the above areas: intelligence, values, skills and experience, and education and training.

## How DISC is Measured

The DISC assessment accurately measures four dimensions of behavior, which are each associated with a behavioral style:

How you respond to problems or challenges → **Dominance**

How you influence others to your point of view → **Influence**

How you respond to the pace of the environment → **Steadiness**

How you respond to rules and procedures → **Compliance**

The results of the DISC assessment reveal an individual's high and low placement in each of the four dimensions that make up their unique natural and adapted behavioral styles.