

As emphasized during training and highlighted in the Cornerstone Principles, the four DiSC styles are equally valuable and everyone is a blend of all styles. Meaning that while each of us may have a preferred style, we can, as needed, flex our non-preferred style muscles. This relates to another Cornerstone Principle – that your style is also influenced by many other factors such as life experience, education, maturity, etc., so even those with similar styles can be different.

The following table serves as a counter-balance to the team we viewed during training. The table shows how styles may contribute to (Pathways) or hinder (Pitfalls) the success of team engaged in a project. Please note that these behaviors are not assured; these are POTENTIAL behaviors based on the preferences or priorities of those with these styles. Please remember that each person is different and can make an effort to leverage preferred or non-preferred behaviors or priorities that enhance rather than inhibit progress.

	D	i	S	C
Pathways	<ul style="list-style-type: none"> • Drives team forward • Presses for aggressive timelines • Offers suggestions freely • Challenges suggestions or assumptions • Willing to take risks to accomplish goal • Willing to take charge and make changes 	<ul style="list-style-type: none"> • Encourages team to move forward • Openly contributes to team discussions • Focuses on positive • Encourages engagement from entire team • Works to gain consensus • Able to influence others 	<ul style="list-style-type: none"> • Gains consensus before moving forward • Encourages collaboration and participation • Accepting and patient with input of team members • Calm demeanor even when challenges arise • Listens carefully • Attentive to impact on those targeted by project 	<ul style="list-style-type: none"> • Project plans will require time for accuracy and examination • Challenges the status quo – willing to make changes after analysis • Thoughtful and careful approach to progress • Brings expertise to bear on planning • Drives toward efficient, high quality outcomes
Pitfalls	<ul style="list-style-type: none"> • Drives team forward before they are ready or a plan is in place • Sets unrealistic timelines • Overrides or dismisses the input of others • Can be insensitive or impatient • Takes unnecessary risks • Takes charge without gaining consensus 	<ul style="list-style-type: none"> • Drives forward without the support of a plan • Lack of organization with their thoughts or path forward • Lack of drive to complete project • If ignored, may lose motivation • Over enthusiastic to avoid potential disapproval 	<ul style="list-style-type: none"> • Desire for harmony may slow progress • Over-promises to gain agreement or prevent offending others • Avoids change required to move plans forward • Indecisiveness causes delays/lack of confidence from team members • May be reluctant to share their opinions 	<ul style="list-style-type: none"> • Desire for planning may slow progress • Overanalyzes in pursuit of accuracy • Isolates self; does not engage effectively with team • Reluctant to share thoughts or opinions out of fear of being wrong • Overly critical of the team's plans or their own