



DISC Reference Guide

DO FIRST: Take note of highest and lowest scores on the “natural” DISC graph (from the 50). These are the **behaviors that will stand out most for each person**. Reference “stand-out” scores below. Various combinations of **stand-out** DISC factors will influence communication styles and environmental needs. For example, a *High D, Low C will need a fast-paced, results-oriented environment with lots of freedom*. However, a *High D, High C will need an environment where results can be achieved through structure, quality, and attention to detail*. If scores are all **near the middle**, this person’s communication and behavioral styles are likely adaptable to multiple environments.







ADAPTED STYLES: If adapted scores are **more than 20 points** from natural scores or **crossing the “energy line”** (50 on the graph), adapting that behavior is may be causing stress. Please explore how stress can be reduced.

| Behaviors | With this Profile Students Should Avoid | Communication Tips | Ideal College Major Environments | Job Fit |
|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| High D's Direct Competitive Opinionated | <ul style="list-style-type: none"> - Situations where you can't express yourself. - Controlling professors. - People without opinions. | Be clear. Don't be intimidated. Get to the point. | <ul style="list-style-type: none"> - Competitive. - Results-oriented. - Opportunities to lead. | Results-focused job. |
| Low D Cooperative Agreeable Peaceful | <ul style="list-style-type: none"> - Anger-charged situations. - Competitive jobs and programs. | Connect personally. Ask questions. Stay calm . | <ul style="list-style-type: none"> - Collaborative. - Low conflict. | Jobs with little confrontation . |
| High I Talkative Friendly Enthusiastic | <ul style="list-style-type: none"> - Large lecture classes. - Being alone too long. - People who appear cold and distant. | Be friendly . Act enthusiastic. Speak warmly. | <ul style="list-style-type: none"> - Friendly. - Group projects. - Class discussions. | Must work with people . |
| Low I Reserved Calculating Matter-of-Fact | <ul style="list-style-type: none"> - Facilitating group activities. - Situations with all-day interaction. | Don't crowd them. Short dialogues . Give time to process. | <ul style="list-style-type: none"> - Independent projects. - Classes that do not grade for verbal participation. | Jobs where you don't need to talk too much. |
| High S Loyal Patient Understanding | <ul style="list-style-type: none"> - Changing situations. - Unstable situations. - Confusion. | Be soft. Speak slowly. Be patient . | <ul style="list-style-type: none"> - Well-defined programs. - Clear path to graduation. | Jobs with stability and clear expectations. |
| Low S Flexible Restless Impulsive | <ul style="list-style-type: none"> - Monotonous programs. - Highly structured situations. | Be spontaneous. Show emotion . | <ul style="list-style-type: none"> - Flexible programs. - Room for change and variety. | Jobs with a variety of tasks and adventure. |
| High C Precise Conscientious Cautious | <ul style="list-style-type: none"> - Professors without clearly-defined expectations. - Risky situations. | Be accurate . Be factual. Be realistic. | <ul style="list-style-type: none"> - Structured programs where quality matters. - Classes with a detailed syllabus. | Jobs where quality and detail matter. |
| Low C Unsystematic Independent Avoids details | <ul style="list-style-type: none"> - Jobs with lots of rules to follow. - Activities where quality and detail are demanded. | Big picture focus. Talk fast. Be casual. | <ul style="list-style-type: none"> - Broad view. - Low detail programs. - Few rules and structure. | Jobs with freedom from rules and micromanaging. |

Note: If all 4 scores are above or below 50, this can mean that you may be trying to be all things to all people.

Motivator Reference Guide

DO FIRST: Connecting with the **top two motivators** is most important. A secondary motivator supports the first motivator; for example, a “Social/Theoretical” will use knowledge to help people. Note which motivators are **passionate or indifferent** by looking for scores above or below the smaller, darker blue bar (representing 68% of the population). These motivators will stand out compared to other people. Activities in areas of indifference should be **avoided**. If **all 6 motivators are near the average**, this may indicate a transition period where this person is trying to figure out what they really care about. Encourage them to try many new things.

| Motivators | Things to Do | College/ Program Fit | Major/Career Ideas |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Theoretical  <i>Value learning and knowledge.</i> | Continuing education. Start a blog. Research. Experiment. Work in a bookstore. | <ul style="list-style-type: none"> - Liberal Arts colleges. - Broad/core curriculum. - Research institutions. - Ask about advanced opportunities to learn. | Science, R&D, Astronomy, Engineering, Education, IT, Mathematics, Economics, Journalist, Law, Medicine, Aerospace, Think Tanks |
| Utilitarian  <i>Value practical accomplishments.</i> | Get a paying job. Internships to enhance your resume. Build something tangible. | <ul style="list-style-type: none"> - As about job placement rates and expected earnings. - May want to look into a trade or industry specific school. - Look for practical, hands-on, relevant programs. | Sales, Finance, Entrepreneurship, Law, Programming, Medicine, Consulting, Accounting, Engineering, Real Estate, Construction, Developer. |
| Aesthetic  <i>Value beauty, and harmony.</i> | Volunteer outdoors. Decorate your room. Participate in a local music or art festival. | <ul style="list-style-type: none"> - Visit colleges to sense the atmosphere and to see how it feels to you. - Colleges that values self-expression and harmony. | Visual Arts, Architect, Event Planning, Design, Culinary Arts, Musician, Environmental Studies, Landscaping, Marketing/ PR Outdoor/Adventure. |
| Social  <i>Value being of service to others.</i> | International Volunteer. Community Service. <ul style="list-style-type: none"> • Tutoring. • Homeless. • Animal Shelters. | <ul style="list-style-type: none"> - Colleges that are making an impact on the world in a way you care about. - Ask potential schools about volunteer service learning programs. | Non-Profit, Social Entrepreneurship, Corporate Social Responsibility, Education, Healthcare and Social Services, Community Programs, Physical Training. |
| Individualistic  <i>Value personal recognition and independence.</i> | Assist a local political campaign. Start your own business. Create your own music. Participate in individual sports. | <ul style="list-style-type: none"> - Colleges with control over your major and the structure of your education. - Independent learning. - Ask about performance, political, or entrepreneurship opportunities. | Entrepreneur, Politics, Chef, Public Speaker, Consulting, Driver, Actor/Singer, Pilot, Outdoor/Adventure Jobs, Investment Banking, Accounting, Gaming, Trade Jobs such as Welding, Plumbing, Masonry etc. |
| Traditional  <i>Unique system of values drives you.</i> | Help local military groups and veterans. Volunteer at your religious institution. Work with cultural or government groups. | <ul style="list-style-type: none"> - Colleges or programs that align with your core values. - Trade/Industry specific training and schools. - Ask about clubs or groups on campus that you could join. | Government, Education, Banking, Military, Engineering, Health Services, Insurance, Religious Roles, Lobbying, Oil and Gas Jobs, Quality Control, Industrial Jobs, Activism. |