

Steadiness

## Overview of DiSC® in Conflict

## Influence Dominance **Destructive tendencies: Destructive tendencies:** becomes overly emotional, talks insensitivity, impatience, creates win-lose situations, refuses over others, impulsiveness, to bend, overpowers glosses over tension, makes personal others attacks **Productive tendencies: Productive tendencies:** straightforward with communicates empathy, opinions, acknowledges encourages open dialogue, tough issues, willingness provides reassurance, to have objective debates verbalizes emotions **DOMINANCE INFLUENCE STEADINESS Productive tendencies: Productive tendencies:** finds the root cause of shows flexibility, looks out for people's feelings, the problem, sorts out all communicates tactfully, the issues, gives people listens to others, finds space, focuses on the facts compromises **Destructive Destructive** tendencies: tendencies: withdraws, gives in to defensiveness, uses please others, ignores passive-aggressive tactics, problems, lets issues simmer becomes overly critical, isolates beneath the surface, avoids tension

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self, overanalyzes the situation

Conscientiousness