

# Using the DISC Personality to Help Your Association Get Along and Get Things Done!

## MULCAHY Community Association Cheat Sheet®

BRINGING ANSWERS  
TO COMMUNITY  
ASSOCIATIONS

*This publication discusses significant points of law as they apply to community associations and is not intended to offer specific legal advice or responses to individual circumstances or problems.*

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## USING THE DISC PERSONALITY TO HELP YOUR ASSOCIATION GET ALONG AND GET THINGS DONE!

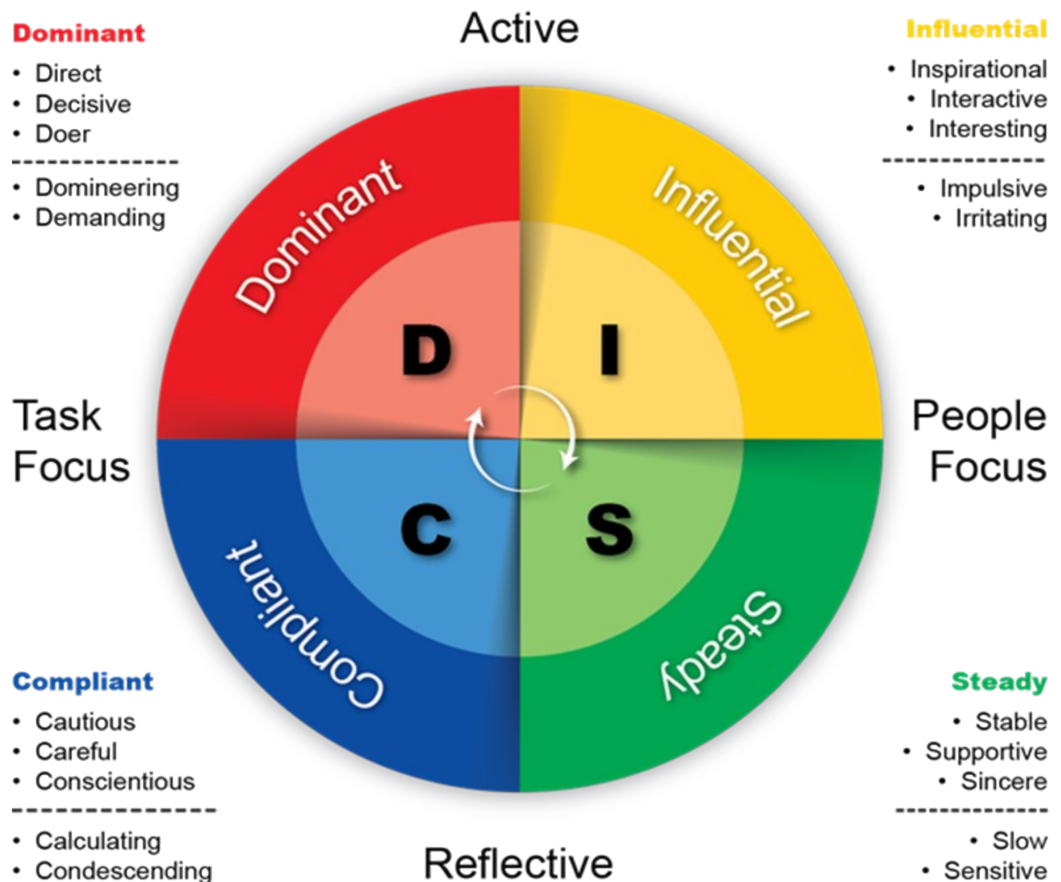
Using the DISC Personality to Help Your Association Get Along and Get things Done!

DISC® is the leading personal assessment tool *used by over 1 million people every year* to improve work productivity, teamwork and communication.

The DISC profile is a non-judgmental tool used for discussion of people's behavioral differences. If you participate in a DISC program, you'll be asked to complete a series of questions that produce a detailed report about your personality and behavior.

You'll also receive tips related to working with people of other styles.

The DISC model provides a common language that people can use to better understand themselves and to adapt their behaviors with others — within a HOA or Condo, on a HOA or Condo Board, or other relationships (with management company, with vendors, etc.).



### “D” PERSONALITY (DIRECT CONTROLLER)

**Traits:** Direct, Controlling, Risk-Taking, Pessimistic, Extroverted, Change-Oriented, Fast-Paced and Fight-Oriented

**Strengths:** Overcome Obstacles, Does What is Necessary to Achieve Goals

**Weaknesses:** Aggressive, Obstinate and Impatient, Low Sensitivity Level, Low Tolerance

**Decision Making:** Quick, No “Deep Dives”

**Goals:** Prefer Power & Control, Like to Win, Like to Lead

**Fears:** Being Taken Advantage of, Losing

**Famous “D” Personalities:** George S. Patton, Alexander Haig, Margaret Thatcher, Hillary Clinton, Vince Lombardi, Harry Truman, Barbara Walters, Madonna

### **“I” PERSONALITY (DIRECT ACCEPTOR)**

**Traits:** *Outgoing, People-Oriented, Direct, Accepting, Optimistic, Extrovert, Change-Oriented, Flight-Oriented*

**Strengths:** *Warm Approach with People, Relationships Before Tasks, Good Sense of Humor, Wide Network of Friends and Congenial*

**Weaknesses:** *Too Talkative, Don't Like to Be Alone, Short Attention Span, Easily Bored, Procrastinators*

**Decision Making:** *Quick and Without a Lot of Data, Gut Decisions*

**Goals:** *Approval, Acceptance by Others, Popularity and Social Recognition*

**Fears:** *Not Being Included, Humiliation, Being Ostracized*

**Famous “I” Personalities:** *Bill Cosby, Magic Johnson, Bill Clinton, Willard Scott, Carol Burnett, Liza Minnelli, Oscar from the Odd Couple*

### **“S” PERSONALITY (INDIRECT ACCEPTOR)**

**Traits:** *Tranquility, Stability, Pleasant, Cooperative, Indirect, Accepting, Risk-Assessing, Optimistic, Introverted, Continuity-Oriented, Flight-Oriented*

**Strengths:** *Patient, Steady, Great Listeners, Calm, Reassuring, Supportive, Team-Players, Cooperative, Steady, Like Long-Term Relationships*

**Weaknesses:** *Stern, Stuck in Ways, Resistant to Change, Hard on Themselves*

**Decision Making:** *Slower-Paced, Reduce Risk, Want to Confer, Thinks Out Decisions*

**Goals:** *Follow Through and Competent*

**Fears:** *Change, Disruption and Conflict*

**Famous “S” Personalities:** *Dwight D. Eisenhower, George Bush, Sr., Gerald Ford, Mr. Rogers, Mother Teresa*

### **“C” PERSONALITY (CONSCIENTIOUS)**

**Traits:** *Quiet, Introvert, Hard to Read, Controlling, Strong Opinions Below the Surface, Indirect, Risk-Assessing, Pessimistic, Continuity-Oriented, Fight-Oriented*

**Strengths:** *Accurate, Independent, Organized, Careful and Resourceful*

**Weaknesses:** *Heavy Requirement to be Right, Analysis Paralysis, Overly Critical, Lack Compassion, Seek to Control Emotions*

**Decision Making:** *Want Just Facts, Data, Use Proven and Verified Knowledge, Logical*

**Goals:** *Being Correct*

**Fears:** *Personal Criticism of Work or Efforts*

**Famous “C” Personalities:** *Barbara Streisand, Meryl Streep, Henry Kissinger, Larry Bird, Ross Perot, Jackie Kennedy Onassis, Katharine Hepburn, Richard Nixon, Felix Unger from The Odd Couple*

### **WHICH PERSONALITY TYPE ARE YOU?**

**To take the 5-minute DISC personality test on yourself, please visit the following website:**

<https://discpersonalitytesting.com/free-disc-test/>