



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

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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 the 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 an HOA or Condo, on an HOA or Condo Board, or in other relationships (with the 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)



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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)



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Traits: Quiet, Introverted, 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 of Compassion, Seeking 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/>