



# 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/>