



Outsourcery™

DISC Style C: Analytical and private

Introduction to DISC

The DISC test is one of the most popular personality tests used in the workplace. This test shows how someone is likely to behave in their work environment and is therefore valuable in understanding candidates more deeply in preparation for interviews. The model uses the basic styles of **Dominance (D)**, **Influence (I)**, **Steadiness (S)**, and **Conscientiousness (C)**, which may appear alone or in combination with another style. The letters of the personality types correspond with these four styles.

C type description

Cs are driven by logic and objectivism and tend to take a skeptical approach to the world. Consequently, they tend to keep to themselves, and it can take them a long time to trust someone. These individuals are serious and value their privacy, preferring to be on their own rather than with someone who disrupts their way of being.

In personal relationships

Personal relationships take a long time to build, as Cs prefer solitary activities and do not trust others right away. When in a relationship, they keep things practical and think before speaking. However, they are not ones to shy away from conflict or discussions when necessary.

At work

Cs are objective, sceptical, and analytical. No decision is made abruptly or without thought and backup reasoning. They appreciate a methodical approach to problem-solving and enjoy the process of analysing information. They may neglect to consider the ideas of other people but will consent to reasonable requests.

Cs are technical leaders; they help the team deal with specialised problem areas. They find values and rituals important and use a formal style.

As team members, they are careful to weigh the consequences when making decisions, contributing with critical thinking and information gathering and using extensive analysis. Cs focus more on tasks than on relationships within the team.

Their best attributes

Cs are careful and cautious regarding decision-making. They feel comfortable on their own and can process large amounts of information. They also think things through when making decisions.

Their main challenges

They are hypersensitive to criticism. Perfectionism comes with its challenges, including taking a long time to get things accomplished. Their preference for solitary activities can be difficult in personal relationships as well as in the work environment. When others don't meet their standards, they are not afraid to verbalise their criticism in a way that may put people off.

Tips for communicating and working with a C

Cs respond best to evidence-based and factual forms of communication. When you communicate with them:

- Avoid emotionally driven discussions and arguments, which may lead them to shut down.
- Maintain a professional and serious approach.
- Keep meetings to a minimum, and remain goal-directed.

To help them achieve their potential at work:

- Stick to deadlines and expectations, as Cs may offer overcomplicated solutions to simple problems.
- Allow them to work with others who value individualism and independent work.

Possible coaching points:

- Cs may need coaching to make decisions faster and learn that not all problems are complicated.
- Since spontaneity is not their strong suit, they may need encouragement to continue to connect with colleagues and others. Working with people who are good at making connections with others can provide them with a model of how they, too, can create these relationships.