



Outsourcery™

DISC Style DC: Resolute and strong-willed

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.

DC type description

DCs are seen as living life with great intensity. They are strong-willed, resolute, and independent. They are far from being followers and love intellectual and physical challenges. They are less focused on relationships; they choose their own path and prefer playing by their own rules.

In personal relationships

Defined by their independence, DCs are serious and enjoy being on their own, which often makes personal relationships challenging. They are direct and goal-oriented, particularly with regard to emotional conversation, as even in these conversations they will focus on facts. In relationships, they will have realistic expectations but may find it difficult to see a situation from another person's perspective.

At work

As highly independent individuals, DCs prefer to take charge of a situation. They will not feel lonely when working alone. They can be too critical and harsh toward others. Despite this, they are convincing speakers, as they are well-prepared and organised, even under pressure.

As leaders, they are innovative, helping the team develop new ideas and setting an example of how to do so. They can, however, take on too many responsibilities. Overall, a DC's leadership style is formal.

When working as a team member, DCs will question procedures and methods. They are typically problem-solvers. They also like to check and test conclusions and take responsibility for investigative activities.

Their best attributes

DCs are excellent at creating and applying new ideas. These individuals have an incredible capacity to focus on tasks while maintaining realistic expectations. They take responsibility for their actions and are cautious—though unafraid—when making decisions. They have the ability to remain level-headed in emotional conversations.

Their main challenges

These strong-willed individuals may lack flexibility when working with others. They know what they want, and this direct, sometimes forceful approach may be considered rude by others. They may focus too much on one task at the expense of other tasks.

Tips for communicating and working with a DC

DCs respond best to a logical and formal style of communication. When you communicate with them:

- Keep it brief when providing direct feedback, and do so in a business-like tone. Make sure that any criticism you bring to them is backed by evidence.
- Address conflicts in a straightforward and rational manner.
- Avoid holding too many in-person meetings; they like efficiency and are not focused on relationship building. However, they do contribute their ideas in constructive meetings.

To help them achieve their potential at work:

- Establish boundaries and roles in a group dynamic, as they may question those in positions of authority.
- They work well under pressure and on projects that need to be completed within tight deadlines.
- Allow these individuals to complete a project before moving on. Also, give them the space to work alone.
- When possible, allow DCs to put their own systems and order into the work, as they love to have control over their environment.
- Allow DCs to work best with equally independent individuals who accept a succinct and objective leadership style. Those who are equally objective and who avoid conflict are often the best match to communicate with a DC.
- Enable them to work with others who are more social and know how to defuse tensions.

Possible coaching points:

- Because of their drive at work, DCs usually have to learn to create a strong work-life balance and engage in relaxation.
- Coaching them on being both objective and caring toward colleagues and customers can help them consider feelings before criticising others.