



Outsourcery™

## **DISC Style S: Pleasantly calm and accommodating**

### **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.

### **S type description**

Ss are loyal and reliable. They fulfill their obligations and are accommodating and peaceable. They are service-oriented, stable individuals.

### **In personal relationships**

The S is cooperative and considers the needs of others. Ss are givers and believe their role in relationships is to listen attentively and provide for others. These individuals are easygoing and would rather follow than lead. They avoid conflict.

### **At work**

They are calm, pleasant, and do not rock the boat. Competition does not interest them; they prefer working cooperatively as part of a team. They can be excellent in people-oriented jobs.

The S is an accommodating leader and gives the team space to resolve conflicts between contenders for leadership among themselves. Because they are willing to compromise, they are capable of getting people who do not initially want to cooperate to go along with them.

As team members, they are excellent specialists. They keep promises and focus on their responsibilities. They use common sense and are good at prioritising.

### **Their best attributes**

They are great listeners and patient people who can spend hours listening and encouraging a friend or a colleague. They are attentive to others' needs; at the same time, they make a point to check on themselves by asking for feedback. They are skilled at finding compromises that best serve the needs of all.

### **Their main challenges**

Ss often underestimate their own skills and can do more than they say. S types hide their own desires and ambitions and wait for changes rather than initiate them. They consistently try to reach a consensus and will usually be able to avoid conflicts. If conflicts do arise, they will do everything in their power to resolve them quickly.

### **Tips for communicating and working with an S**

These individuals respond best to direct questions and approaches presented with empathy. When you communicate with them:

- Use empathy and explain yourself thoughtfully to get on the same level as an S.
- Recognise their preference for in-person communication.
- Always allow time for questions regarding their personal thoughts and feelings on the matter at hand. Be aware that, as followers, they may keep their opinions to themselves.
- Communicate assertively in order to get the best out of interactions with them.

To help them achieve their potential at work:

- Ask them to participate in group projects and group dynamics. When there is a need for a motivator or someone to help build relationships, you can count on an S.
- Offer feedback frequently, but do not put them in the spotlight in front of others, as they like to keep things low-key.
- Provide a long-term perspective and give them enough time to acquire expertise and work out details.
- Encourage Ss to further leverage their strengths by developing guidelines for accomplishing tasks.

Possible coaching points:

- The S may need coaching to learn to remain calm while under pressure.
- Assertiveness is sometimes challenging for S types, especially in holding people accountable when they behave irresponsibly. Since showing responsible behavior is precisely a quality of the stabiliser, others may take advantage of it.
- Being proactive and taking initiative rather than reacting to people or events are important skills for Ss to work on. Pairing them with colleagues who bring variety to tasks can help them improve these skills.