



Outsourcery™

DISC Style CS: Quiet and self-controlled

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.

CS type description

CSs feel comfortable on their own. They value solitary time and activities by themselves, and they limit their social interactions. They are rational and like to avoid problems.

In personal relationships

Because they are highly independent and often perfectionists, CSs may have difficulty relating to many people. Their social interactions are limited, but they do not feel unhappy or unfulfilled because of this. In their personal relationships, they set strong boundaries and assertively communicate their need for alone time.

At work

In the workplace, CSs take a logical approach and gather as much data as possible before making a decision, which generally makes the process quite time-consuming. They value step-by-step methodology and do not mind answering questions multiple times to ensure everyone's full understanding of the plan.

As leaders, CSs take a conservative approach, and they provide a sense of continuity in the team.

As team members, they develop high standards, follow existing procedures, and ensure that people who perform poorly are sanctioned. Under pressure, they let others take the lead. When in doubt, they turn to an expert.

Their best attributes

Quiet and self-controlled individuals, CSs are meticulous and analytical when it comes to decision-making and problem-solving. They have a strong sense of right and wrong.

Their main challenges

These individuals tend to be overly cautious. They are more interested in facts than people and are often dependent on established procedures or people in positions of authority. Because they are perfectionists, it is not uncommon for them to find overly complex solutions to simple problems. They may take a long time to get something accomplished.

Tips for communicating and working with a CS

CSs respond best to logical, rather than emotional, communication. When you communicate with them:

- Be clear, addressing precisely what you want to say rather than speaking in metaphors or using sarcasm.
- Recognise that CSs often prefer written communication over in-person conversations.
- Keep conversations and meetings short, concise, and directed.

To help them achieve their potential at work:

- Schedule meetings and use a prepared agenda rather than holding impromptu meetings.
- Do not speak about things that do not relate to the topic at hand, or in a way that is disorganised or without context.
- Allow them to work with individuals who are organised, good listeners, and grounded.
- Recognise that CSs thrive on working with people who can bring others together well; doing so allows them to expand their network and become more involved with their colleagues.

Possible coaching points:

- The CS may need coaching to regularly show warmth and understanding toward others, as well as offering them recognition.
- Although their attitude is friendly, they may neglect the interpersonal and social side of interactions. Helping them focus on the social nature of interactions can help them become more tolerant of conflict and see why it may be necessary.