



Outsourcery™

## **DISC Style SC: Modest and unassuming**

### **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.

### **SC type description**

The SC earns the respect of others and is inquisitive and diligent. Defined by their ability to keep a low profile, SCs tend to fly under the radar. Other people's feelings and relationships are of great importance to them. They are focused on knowledge, stability, and security.

### **In personal relationships**

In friendships and romantic partnerships, these individuals tend to be loyal, patient, and dedicated. They are considerate of others and often find themselves in long, stable relationships that are based on trust. They can, however, conceal negative feelings and may wait too long to discuss a conflict.

### **At work**

SCs are methodical and don't mind taking time to help co-workers understand how to do things in a procedural manner. They highly value routine and use schedules to keep themselves organised. They prefer following a plan that specifically outlines any expectations of them. They are good at sharing decisions with others and learning from their mistakes.

They are inquisitive leaders and help the team explore both facts and opinions. They are very loyal to the people they work with.

As team members, they use common sense, offering practical insight and identifying efficient methods. They are interested in the overall outcome.

## **Their best attributes**

Predictability and productivity are two of an SC's best qualities. They are also committed, organised, and dedicated to whatever they put their mind to doing.

## **Their main challenges**

These individuals tend to avoid high-risk decisions, as well as solutions that have not been proven to be effective. SCs are sometimes pessimistic and quickly form opinions about others based on first impressions. They can make people with dissenting viewpoints feel uncomfortable.

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

The SC responds best to direct communication focused on clear expectations. When you communicate with them:

- Formally schedule a time to meet and prepare an agenda for the meeting.
- Make sure whatever you intend to communicate is well-formatted and detailed.

To help them achieve their potential at work:

- Give them time to focus on the task at hand and avoid forcing them to make hasty decisions.
- Provide a plan or calendar with details about the purpose of any meeting.
- Verbalise and define expectations and deadlines together to ensure clarity.
- Regularly express your appreciation for their work. Positive feedback means a great deal to them.
- Recognise that these individuals are good at following a schedule and staying organised, so take advantage of these great attributes.

Possible coaching points:

- Encourage them to share their reservations about divergent opinions rather than simply reject them. This can lead to better discussions and help them become more open to perspectives they initially disagree with.