



Don't Let Your Strengths Go South™

Use this exercise to identify areas where your strengths may be turning into weaknesses. Locate your DiSC style(s) on the following pages.

Dominant (D).....	pages 2-3
Influencer (I).....	pages 4-5
Steady (S).....	pages 6-7
Conscientious (C).....	pages 8 -9



Dominant
Traits & Tendencies

Strengths



Strengths Going South

<p style="text-align: center;">Direct</p> <ul style="list-style-type: none"> <input type="checkbox"/> Uncover information because they dig and ask for information <input type="checkbox"/> Ask hard questions that others are afraid to ask <input type="checkbox"/> Clarify issues and facts 	<p style="text-align: center;">Blunt</p> <ul style="list-style-type: none"> <input type="checkbox"/> Too confrontational with language and emotion <input type="checkbox"/> Use too many extreme descriptive adjectives, (e.g. hate, always, never). The information feels more extreme than it is when delivered
<p style="text-align: center;">Demanding</p> <ul style="list-style-type: none"> <input type="checkbox"/> Demand people to push themselves out of their comfort zone <input type="checkbox"/> Push people, the team and the organization to strive for more 	<p style="text-align: center;">Overbearing</p> <ul style="list-style-type: none"> <input type="checkbox"/> Push too hard and make people uncomfortable <input type="checkbox"/> Demand too much from people; demands are not always realistic <input type="checkbox"/> Forget to celebrate wins because they are demanding the next win
<p style="text-align: center;">Determined</p> <ul style="list-style-type: none"> <input type="checkbox"/> Determined to win no matter the difficulty; this pushes people to think and strategize harder <input type="checkbox"/> Won't let obstacles get in the way of the goal 	<p style="text-align: center;">Stubborn</p> <ul style="list-style-type: none"> <input type="checkbox"/> Get lost in their determination and lose sight of other issues that might be more important than the goal they are going after <input type="checkbox"/> Overly focused on their goal <input type="checkbox"/> Won't listen to others who are advising them because they are so determined with their one goal
<p style="text-align: center;">Decisive</p> <ul style="list-style-type: none"> <input type="checkbox"/> Not afraid to make the hard decisions or any decisions <input type="checkbox"/> Make decisions fast <input type="checkbox"/> Don't overanalyze decisions 	<p style="text-align: center;">Move Too Fast</p> <ul style="list-style-type: none"> <input type="checkbox"/> Make decisions too quickly and send team in the wrong direction <input type="checkbox"/> Don't consider the facts enough <input type="checkbox"/> Make too many decisions and just keep changing them <input type="checkbox"/> Poor listening because they decide too fast



Dominant
Traits & Tendencies (Continued)

Strengths



Strengths Going South

<p style="text-align: center;">Doer</p> <ul style="list-style-type: none"> <input type="checkbox"/> Get things done <input type="checkbox"/> Keep team moving <input type="checkbox"/> Don't allow stagnation or too much indecision 	<p style="text-align: center;">Thoughtless</p> <ul style="list-style-type: none"> <input type="checkbox"/> Focus too much on the doing and not enough on the thinking. They feel success from doing when doing may not be the success needed <input type="checkbox"/> Impatient because they always want to be doing and feel like they are running out of time; this makes them poor at listening
<p style="text-align: center;">Risk Taker</p> <ul style="list-style-type: none"> <input type="checkbox"/> Like change and like to go for it. They view risk as exciting and providing the possibility of things getting better <input type="checkbox"/> Like to see everyone and everything evolve 	<p style="text-align: center;">Too Risky</p> <ul style="list-style-type: none"> <input type="checkbox"/> Like the risk so much they don't calculate the negatives enough <input type="checkbox"/> Look for change too much <input type="checkbox"/> Get restless when risks aren't being taken <input type="checkbox"/> Take unnecessary risks or take on too much risk at one time
<p style="text-align: center;">Goal & Results Oriented</p> <ul style="list-style-type: none"> <input type="checkbox"/> Stay focused on the goal and don't lose sight <input type="checkbox"/> Keep team on track and everyone focused <input type="checkbox"/> Stay practical and less emotional; don't get caught in the gossip or the people issues 	<p style="text-align: center;">Not People Oriented</p> <ul style="list-style-type: none"> <input type="checkbox"/> Don't take the people issues into account because they are so focused on the goal and the results <input type="checkbox"/> Sometimes are focused on the wrong goal and are hard to move from that
<p style="text-align: center;">Big Picture Thinkers</p> <ul style="list-style-type: none"> <input type="checkbox"/> Very good at seeing the big picture <input type="checkbox"/> Visionary – can see the forest through the trees 	<p style="text-align: center;">Not Detail Driven</p> <ul style="list-style-type: none"> <input type="checkbox"/> Can over focus on the big picture and not pay attention to the details that get them there



Influencer
Traits & Tendencies

Strengths



Strengths Going South

<p>People Oriented</p> <ul style="list-style-type: none"> <input type="checkbox"/> Good at connecting to people <input type="checkbox"/> Good at building relationships and teams; collaborative <input type="checkbox"/> Know a lot of people <input type="checkbox"/> Feel a responsibility to people 	<p>Too Outgoing</p> <ul style="list-style-type: none"> <input type="checkbox"/> Too focused on the people <input type="checkbox"/> Spend too much time with people <input type="checkbox"/> Lose intimacy with close relationships when focused on too many relationships <input type="checkbox"/> Too scattered with all the people in their life and overcommit to them
<p>Influential</p> <ul style="list-style-type: none"> <input type="checkbox"/> Good at influencing people <input type="checkbox"/> Good at talking people into doing things they might not have wanted to do <input type="checkbox"/> Good at creating buy-in <input type="checkbox"/> Can show a number of reasons for doing something 	<p>Authoritative</p> <ul style="list-style-type: none"> <input type="checkbox"/> May influence people around the wrong thing <input type="checkbox"/> Can spend too much time creating buy-in <input type="checkbox"/> Push people too much <input type="checkbox"/> Can oversell
<p>Interesting</p> <ul style="list-style-type: none"> <input type="checkbox"/> Good storytellers <input type="checkbox"/> Have a lot of interesting information and are good at creating stories around it <input type="checkbox"/> Know a lot about people and have interesting information on them <input type="checkbox"/> Feel a responsibility to be interesting and entertaining to people 	<p>Intrusive</p> <ul style="list-style-type: none"> <input type="checkbox"/> Talk too much while trying to be interesting <input type="checkbox"/> Too nosy into peoples' business <input type="checkbox"/> Share too much information about themselves and others <input type="checkbox"/> Make everything about themselves; focus dialog around themselves too much
<p>Optimistic</p> <ul style="list-style-type: none"> <input type="checkbox"/> See the glass as half full and believe that anything is possible <input type="checkbox"/> Take more risk because they believe it will work out 	<p>Unrealistic</p> <ul style="list-style-type: none"> <input type="checkbox"/> Not realistic enough <input type="checkbox"/> Too happy, it can come across as forced or just too much



Influencer

Traits & Tendencies (Continued)

Strengths



Strengths Going South

Inspiring

- Like people and seek to inspire them
- Push people to be more by believing in the human spirit and potential
- Love to see people be happy and have success
- Infuse people and jobs with energy

Overwhelming

- Overkill and annoying; need to let it rest
- Don't realize when people don't want to be energized by them
- Energy makes them talk too much; don't know when to shut it down and when to stop

Involved

- Say yes to a lot of responsibilities
- Are actively involved with people and communities
- Take on and accomplish a lot

Overextended

- Don't create boundaries
- Say yes too much
- Don't follow through with commitments

Likeable

- Want to have fun and want everyone to have fun
- Want people to like them and usually are liked
- In demand; their likeability makes them enjoyable to work with and makes people want to be on teams with them

Self-centered

- Focus too much on fun and not enough on responsibility and work
- Push for too much fun
- Spend too much time trying to be liked
- Compromise work, issues and people when trying to be liked
- Dislike being ignored

Flexible

- Easy going and adaptable
- Spontaneous and able to change
- Not flustered by change; like change and movement
- Not fact driven; can move without all the facts and are good at making estimated guesses

Unreliable

- Look for change too much
- Too last minute
- Procrastinate - think they can fly by the seat of their pants too much, don't prepare enough
- Exaggerate too much
- Poor follow through
- Can't handle too many facts



Steady
Traits & Tendencies

Strengths



Strengths Going South

<p>Stable</p> <ul style="list-style-type: none"> <input type="checkbox"/> Have a calm and even keeled manner <input type="checkbox"/> Consistent emotionally; always show up the same no matter the circumstance <input type="checkbox"/> Don't create drama; they don't want to rock the boat <input type="checkbox"/> Foster calm; remain stable and steady even when others are emotional 	<p>Boring & Risk Adverse</p> <ul style="list-style-type: none"> <input type="checkbox"/> Emotionless; their lack of enthusiasm can be demotivating <input type="checkbox"/> Don't like change; they resist risk and change and will quietly fight against it even when it is for the best <input type="checkbox"/> Fearful of people who create instability <input type="checkbox"/> Won't push for their own personal growth and push themselves because it creates change
<p>Unassuming</p> <ul style="list-style-type: none"> <input type="checkbox"/> Don't show boat <input type="checkbox"/> Don't brag <input type="checkbox"/> Don't give it all up in one sitting; people uncover great things about them as they get to know them <input type="checkbox"/> Don't like to be the center of attention 	<p>Meek</p> <ul style="list-style-type: none"> <input type="checkbox"/> Don't fight for themselves <input type="checkbox"/> Get taken advantage of <input type="checkbox"/> Don't move up <input type="checkbox"/> Become victims/martyr
<p>Team Player</p> <ul style="list-style-type: none"> <input type="checkbox"/> Work for the best of the team <input type="checkbox"/> Don't insert themselves in the middle of things <input type="checkbox"/> Inclusive and thoughtful of other people <input type="checkbox"/> Motivated by cooperation <input type="checkbox"/> Loyal to the team and the leader 	<p>Struggle to Lead</p> <ul style="list-style-type: none"> <input type="checkbox"/> Put the group ahead and sacrifice themselves <input type="checkbox"/> Can be a burden because others feel obligated to take care of them <input type="checkbox"/> Struggle to lead, won't step up to lead
<p>Peacemaker</p> <ul style="list-style-type: none"> <input type="checkbox"/> Look to make peace with people and situations <input type="checkbox"/> Good at mediating the peace and creating buy-in <input type="checkbox"/> Care about people and making sure everyone is safe and satisfied 	<p>Avoid Conflict</p> <ul style="list-style-type: none"> <input type="checkbox"/> Too loyal; don't move when they need to <input type="checkbox"/> Work too hard for the peace instead of growth <input type="checkbox"/> Won't fight for what is right or what they believe in because their desire for peace overrides it <input type="checkbox"/> Don't deliver the hard messages



Steady
Traits & Tendencies (Continued)

Strengths



Strengths Going South

Caring & Sensitive	Overly Sensitive
<ul style="list-style-type: none"><input type="checkbox"/> Care about people's opinions and genuinely want to help them<input type="checkbox"/> Want to hear people's emotions and thoughts	<ul style="list-style-type: none"><input type="checkbox"/> Uncomfortable when people are upset with them and the circumstance<input type="checkbox"/> Uncomfortable with people fighting in front of them
<p style="text-align: center;">Supportive</p> <ul style="list-style-type: none"><input type="checkbox"/> Supportive of people emotionally and physically<input type="checkbox"/> Good at making people feel good about a situation that went badly<input type="checkbox"/> Always lend a helping hand<input type="checkbox"/> Get their identity and confidence in being thoughtful and supportive; they like helping and it makes them feel good	<p style="text-align: center;">Counter-productive</p> <ul style="list-style-type: none"><input type="checkbox"/> Give too much and become resentful<input type="checkbox"/> Don't understand why others don't help more<input type="checkbox"/> Don't understand why others don't see what help needs to happen<input type="checkbox"/> Focus too much on helping<input type="checkbox"/> Can put helping in front of their own needs and it can bother people around them
<p style="text-align: center;">Tactful</p> <ul style="list-style-type: none"><input type="checkbox"/> Very thoughtful of everyone in the room<input type="checkbox"/> Consider everyone's feelings and emotions<input type="checkbox"/> Deliver messages carefully with consideration and tact	<p style="text-align: center;">Not Assertive</p> <ul style="list-style-type: none"><input type="checkbox"/> Afraid to speak<input type="checkbox"/> Don't share their real opinion<input type="checkbox"/> Aren't honest about difficult information<input type="checkbox"/> Sometimes seems like they are listening because they're not speaking but it's more that they're just not speaking
<p style="text-align: center;">Good Receivers of Information</p> <ul style="list-style-type: none"><input type="checkbox"/> Are good listeners because they care about people<input type="checkbox"/> Receptive to people's dialog and thinking<input type="checkbox"/> Think through the information they receive thoughtfully	<p style="text-align: center;">Poor Deliverers of Information</p> <ul style="list-style-type: none"><input type="checkbox"/> Don't communicate enough<input type="checkbox"/> Feel it's safer to say nothing and thereby may lose respect of others; people may think they have no thoughts, don't have knowledge or understanding<input type="checkbox"/> Will soften things too much, not deliver the real message or it is unclear



Conscientious *Traits & Tendencies*

Strengths



Strengths Going South

<p>Data Driven</p> <ul style="list-style-type: none"><input type="checkbox"/> Great at finding the facts and researching them thoroughly<input type="checkbox"/> Will work tirelessly and long hours to study, research and understand the data/facts<input type="checkbox"/> Make sure that they get the right facts<input type="checkbox"/> Enjoy fact finding	<p>No Vision</p> <ul style="list-style-type: none"><input type="checkbox"/> Work too much around the facts<input type="checkbox"/> Spend too much time on the facts<input type="checkbox"/> Get lost in the facts<input type="checkbox"/> Can't move forward until they have all the facts<input type="checkbox"/> Lose sight of the big picture because they are too fact focused<input type="checkbox"/> Discount people who are not fact driven
<p>Detail Oriented</p> <ul style="list-style-type: none"><input type="checkbox"/> Pay attention to the details<input type="checkbox"/> Good at editing<input type="checkbox"/> Feel that the details are very important to the success of a project	<p>Micro-manager</p> <ul style="list-style-type: none"><input type="checkbox"/> Won't delegate; think that it is easier for them to do things because they know how to do them "right" and no else will<input type="checkbox"/> Don't want to give up control, like doing things their way
<p>Accurate</p> <ul style="list-style-type: none"><input type="checkbox"/> Care about being correct; feel it's critical<input type="checkbox"/> Work hard to make sure their facts, work, procedures are correct<input type="checkbox"/> Feel confident when they do make a decision because they are certain it's right<input type="checkbox"/> Work hard for everyone to be right – themselves, the team, the organization	<p>"Know-it-all"</p> <ul style="list-style-type: none"><input type="checkbox"/> Can come across as a 'know-it-all' and perfectionist<input type="checkbox"/> Get lost in trying to be right<input type="checkbox"/> Sometimes their idea of right is not right<input type="checkbox"/> Lose the people in focusing too much on "right"<input type="checkbox"/> Sensitive to criticism<input type="checkbox"/> Fear being wrong
<p>Cautious</p> <ul style="list-style-type: none"><input type="checkbox"/> Are very careful with their research and opinions<input type="checkbox"/> Move slowly to make sure they did it all correctly and they also like to review everything before moving forward<input type="checkbox"/> Diplomatic	<p>Immobile</p> <ul style="list-style-type: none"><input type="checkbox"/> Move too slow and can't make decisions because they are trying to be careful<input type="checkbox"/> Resist change and are afraid of risk taking<input type="checkbox"/> Impede forward movement<input type="checkbox"/> Do not share enough information; they are very careful with their words



Conscientious

Traits & Tendencies (Continued)

Strengths



Strengths Going South

<p>Process Driven</p> <ul style="list-style-type: none"><input type="checkbox"/> Like to create process and procedures<input type="checkbox"/> Are good at reviewing the details/facts and creating a system<input type="checkbox"/> Like to create order out of chaos<input type="checkbox"/> Want people to follow the process<input type="checkbox"/> Feel comfortable with a process in place<input type="checkbox"/> Like to know the rules and have rules created<input type="checkbox"/> Maintain and create stability	<p>Rigid</p> <ul style="list-style-type: none"><input type="checkbox"/> Can't do things out of order<input type="checkbox"/> Can't wing it<input type="checkbox"/> Argue with the rules<input type="checkbox"/> Get upset when others don't follow the rules or the process<input type="checkbox"/> Feel uneasy with lack of order or stability
<p>Well Prepared</p> <ul style="list-style-type: none"><input type="checkbox"/> Plan for everything that can go wrong<input type="checkbox"/> Always prepared<input type="checkbox"/> Do not procrastinate	<p>Lack of Spontaneity</p> <ul style="list-style-type: none"><input type="checkbox"/> Panic when something goes wrong that they did not expect and have a hard time recovering from it<input type="checkbox"/> Blame people and themselves<input type="checkbox"/> Overreact and create a lot of stress
<p>Analytical</p> <ul style="list-style-type: none"><input type="checkbox"/> Logical, less emotional, when reviewing work<input type="checkbox"/> Thoughtful in delivery<input type="checkbox"/> Calculated in their approach	<p>Judgmental</p> <ul style="list-style-type: none"><input type="checkbox"/> Judge people if they think they are inaccurate and can't move beyond it<input type="checkbox"/> Overly critical<input type="checkbox"/> Shutdown to emotional reactions
<p>Private</p> <ul style="list-style-type: none"><input type="checkbox"/> Private with their personal lives<input type="checkbox"/> Seen as very professional and buttoned-up<input type="checkbox"/> Don't share too much information<input type="checkbox"/> Trustworthy with information<input type="checkbox"/> Reserved	<p>Too Isolated</p> <ul style="list-style-type: none"><input type="checkbox"/> Keep to themselves too much<input type="checkbox"/> Seem impersonal<input type="checkbox"/> Can seem uncaring<input type="checkbox"/> Can be hard to get to know<input type="checkbox"/> Can get depressed from lack of personal connection