Dialing Up and Down Your Behavior
Let’s Review Each of The 4 DISC Factors

**Dominance:** Your need for **control** and your source of **ambition**. Whenever you are feeling **self-motivated**, you are using your 'D' factor.

**Influence:** Your need for **communication** and your source of **persuasion**. Whenever you are feeling **talkative**, you are using your 'I' factor.

**Steadiness:** Your need for **planning** and your source of **thoughtfulness**. When you are being **strategic** or **go out of your way to help someone**, you are using your 'S' factor.

**Compliance:** Your need for **structure** and your source of **organization**. When you become **extremely focused on completing your tasks**, you are using your 'C' factor.
DOMINANCE

**Dominance:** Your need for **control** and your source of **ambition.** Whenever you are feeling **self-motivated,** you are using your 'D' factor.

**DIAL UP**

- What are some ways you can Dial Up your Dominance?
- When may this be applicable?

**Dial Down**

- What are some ways you can Dial Down your Dominance?
- When may this be applicable?
DOMINANCE

Scenarios in which your dominance factor is important- Leadership Roles, Getting Results, Making Decisions

DIAL UP

• Set SMART Goals
• Try something new
• Act quickly
• Take risks
• Be the leader

Dial Down

• Take a time out
• Listen to others
• Wait to provide feedback
• Follow the rules
• Complete one task at a time
Influence: Your need for communication and your source of persuasion. Whenever you are feeling talkative, you are using your 'I' factor.

**Dial Up**

- What are some ways you can Dial Up your Influence?
- When may this be applicable?

**Dial Down**

- What are some ways you can Dial Down your Influence?
- When may this be applicable?
Scenarios in which your Influence factor is important—Communicating, Motivating, Working with others

Dial Up

- Be enthusiastic
- Extend invitations to others
- Share your knowledge
- Get others’ opinions
- Practice public speaking

Dial Down

- Work alone
- Let others talk
- Focus
- Let things happen
- Concentrate on following through
STEDINESS

Steadiness: Your need for planning and your source of thoughtfulness. When you are being strategic or go out of your way to help someone, you are using your 'S' factor.

Dial Up

• What are some ways you can Dial Up your Steadiness?
• When may this be applicable?

Dial Down

• What are some ways you can Dial Down your Steadiness?
• When may this be applicable?
Scenarios in which your Steadiness factor is important—Strategizing, Building Relationships, Planning

**Dial Up**

- Focus on planning
- Stick to the plan
- Speak with purpose
- Focus on building trust
- Eliminate distractions

**Dial Down**

- Be efficient
- Forgive and forget
- Try something new
- Take a calculated risk
- Be flexible
COMPLIANCE

Compliance: Your need for structure and your source of organization. When you become extremely focused on completing your tasks, you are using your 'C' factor.

Dial Up

• What are some ways you can Dial Up your Compliance?
• When may this be applicable?

Dial Down

• What are some ways you can Dial Down your Compliance?
• When may this be applicable?
**COMPLIANCE**

Scenarios in which your Compliance factor is important - Organizing, Following the rules, Accuracy

**Dial Up**
- Prioritize your tasks
- Structure your day
- Know the guidelines
- Outline the boundaries
- Refer to the instructions

**Dial Down**
- Be open-minded
- Speak up
- Be creative
- Take the initiative
- Look at the big picture
SUB-FACTOR SPECTRUMS

- **Di**  
  - Efficiency  
  - Friendliness

- **Ds**  
  - Self-motivation  
  - Patience

- **Dc**  
  - Independence  
  - Cooperativeness

- **Is**  
  - Enthusiasm  
  - Thoughtfulness

- **Ic**  
  - Self-confidence  
  - Accuracy

- **Sc**  
  - Persistence  
  - Sensitivity
WHERE ARE YOU ON EACH SPECTRUM?

- Use your DISC Report to locate your DISC Factor Scores.

- For each spectrum look at the two factors and whichever is bigger will be your **driving sub-factor**. This will be your natural tendency. The bigger the gap between scores the more energy it will take to dial up your **opposing sub-factor**.

**Example:**

Jane Doe has a dominance score of 90 and an Influence factor score of 25. She has a 65 point gap. Her driving sub factor is the Dominance over Influence we call this Efficiency. Her opposing sub factor is Friendliness which is when someone’s influence factor is above their dominance factor.

What we learn is, Jane Doe will thrive in doing things efficiently. What she will need to work on is dialing her dominance down and influence up when she wants to be friendly. A 65 point gap make this harder for her to do as she in not naturally using her influence factor. The smaller the gap in-between factors the easier and less stressful it will be to display that sub factor.
When **Dominance** is greater than **Influence**, you have the...

**Efficiency** Sub-factor™
- Direct and assertive
- Finish work very quickly
- Rarely or never miss deadlines
- May appear willing to do whatever it takes to get the job done

**Di**

Rushed
Tunnel Vision

**Efficient**
- Laser Focused
- Direct
- Assertive
- Performance Driven

Efficiency
High D
Low I

When **Influence** is greater than **Dominance**, you have the...

**Friendliness** Sub-factor™
- Love communication
- Extrovert
- Good at making small talk
- Get along well with others

**Id**

 Balanced

Friendliness
High I
Low D

- Passive Leadership
- Insecurity

**Down**
- +50
- +40
- +30
- +20
- +10
- Even
- +10
- +20
- +30
- +40
- +50

- Productive
- Effective Communication
- Inclusive
- Social
- Accepting
- Kind

- Balanced

High D
Low I

High I
Low D
When **Dominance** is higher than **Steadiness**, you have the...

- **When Steadiness is greater than Dominance**, you have the...

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**Self-Motivation Sub-factor™**

- Generally always working on something
- Tend to not take extended breaks
- Creative or imaginative

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**Patience Sub-factor™**

- Introvert
- Rarely make rash decisions
- Handle stressful situations by waiting them out
- Realistic & positive
When Dominance is greater than Compliance, you have the...

**Independence**

- Rule Breaker
- Permission Taker
- Take Charge
- Assertive
- Self-Reliant
- Competitive

**Sub-factor™**

- Prefer to work alone
- Create their own rules
- Typically remain neutral in the affairs of others
- Goal-oriented

When Compliance is greater than Dominance, you have the...

**Cooperativeness**

- Easy to work with
- Enjoy helping out
- Focus on policies and procedures
- Naturally build positive relationships with others
When **Influence** is greater than **Steadiness**, you have the...

**Enthusiasm** Sub-factor™

- Outgoing & extroverted
- Positive attitude
- Able to keep up with others
- Go-getter

**Enthusiastic**

- Over Zealous
- Idealistic

- Ambitious
- Visionary
- Energetic
- Goal-Oriented

When **Steadiness** is greater than **Influence**, you have the...

**Thoughtfulness** Sub-factor™

- Highly aware of surroundings
- Think diligently
- Tend to plan for everything
- Trust logic over impulse

**Thoughtful**

- Tactful
- Astute
- Attentive
- Logical
- Accurate
- Considerate

**Balanced**

- Cautious
- Overthinking

**High S**

- Low I

**High I**

- Low S
When **Influence** is greater than **Compliance**, you have the...

**Self-confidence Sub-factor™**
- Extrovert
- Rarely doubt themselves
- Able to easily open a conversation
- Very comfortable in social situations

**Accuracy Sub-factor™**
- Take their time
- Pay attention to details
- Easily find errors
- Prefer to understand the situation completely before making a decision

**Balanced**
- High I
- Low C

**Self-Confident**
- Presumptuous
- Quick to Act
- Poised
- Effective
- Meticulous
- Thoughtful
- Careful
- Observant
- Alert
- Attentive
- Careful
- Accurate
- Afraid to Make Mistakes

**Delusions of Grandeur**
- Arrogant

**High I**
- +50
- +40
- +30
- +20
- +10
- Even

**Low C**
- +10
- +20
- +30
- +40
- +50

**High C**
- +10
- +20
- +30
- +40
- +50

**Low I**
- +10
- +20
- +30
- +40
- +50

**Up**
- When **Compliance** is greater than **Influence**, you have the...
When **Steadiness** is greater than **Compliance** you have the...

**Persistence**

**Sub-factor™**
- Keep at their work despite the difficulties they may encounter
- Predictable
- Determined
- Rarely get discouraged

**Sc**

- **Stubborn**
- **Pushy**
- **Diligent**
- **Resilient**
- **Encouraged**
- **Determined**
- **Focused**
- **Thoughtful**
- **Perceptive**
- **Instinctual**
- **Rules Oriented**
- **Understanding**

**Persistent**

High S
Low C

When **Compliance** is greater than **Steadiness**, you have the...

**Sensitivity**

**Sub-factor™**
- Does NOT mean that you are easily upset
- Highly aware of rules
- Contingency Planning
- Sensitive to details

**Cs**

- **Indecisive**
- **Analysis Paralysis**

**Sensitivity**

High C
Low S

**Balanced**

Even