

DiSC Profile and 4 types of Conflict

- Similar DiSC styles tend to be compatible.
- Effectiveness is strengthened by mixing different styles.
- Mixing different styles may result in conflict.



Conflict Occurs On Four Levels

- **Intra - Personal** (Within me)
- **Inter - Personal** (Between you & me)
- **Personal / Functional** (Between me and my job)
- **Personal / Organizational** (Between me and my organization)



Conflict is expressed through our feelings & behaviors



Anger - Fear
Disappointment
Frustration
Hostility
Depression



Energy Drain



DiSC Responses to Conflict

Tends to Vent

D - Demands

overly assertive, autocratic, unbending, over-controlling, strong-willed, attempts to impose thoughts and feelings on others.

i - Attacks

explosive emotionally attacks others and their ideas, uses condemnations and put downs to discredit others, tells people how he/she "feels" about things

C - Avoids

less assertive, keeps thoughts to self, more controlled, withdraws from other people and/or undesirable situations plans next move

S - Complies

gives in to keep peace and reduce conflict. appears to agree with others, tolerates things even when disagreeing, desires to save the relationship even if it hurts them the most

Tends to Suppress