



Disc Profile Patterns Phrases that describe

D (Dominance) Classical Patterns

1. CREATIVE Pattern: "Tell me your ideas; then I'll tell you mine."
2. DEVELOPER Pattern: "Full steam ahead!"
3. RESULT-ORIENTED Pattern: "It's only the results that count."
4. INSPIRATIONAL Pattern: "I'm always here to help you!"

I (Influence) Classical Patterns

5. PERSUADER Pattern: "I'm going to work with you to make sure you get what you want."
6. APPRAISER Pattern: "If we all work together and follow the plan, we can make it happen."
7. PROMOTER Pattern: "Hey! Isn't this fantastic?"
8. COUNSELOR Pattern: "Everything's going to be just fine; I'm with you all the way."

S (Steadiness) Classical Patterns

9. SPECIALIST Pattern: "Well, we got the job done on time!"
10. INVESTIGATOR Pattern: "I'm determined to find out what's causing this."
11. AGENT Pattern: "Just tell me what you would like me to do."
12. ACHIEVER Pattern: "It's my project. I want the credit and I'll take the blame."

C (Conscientiousness) Classical Patterns

13. PRACTITIONER Pattern: "Based on my experience, the most effective way to proceed would be..."
14. OBJECTIVE THINKER Pattern: "Just the facts please."
15. PERFECTIONIST Pattern: "Let's take time to do it right the first time!"
16. CREATIVE Pattern: "Tell me your ideas; then I'll tell you mine."