

Executive Coaching, Career Coaching, Training & Consulting

(562)434-7822 ~ <u>Donna@GlacierPointSolutions.com</u> ~ <u>www.GlacierPointSolutions.com</u> **LinkedIn Company Page:** <u>LinkedIn.com/company/glacier-point-solutions-inc-</u>

DiSC Style Needs, Wants, Fears & Emotions

Туре	Need	Want	Fear	Emotion
D	To be in control	Forward	Being taken	Anger
(Outspoken &		movement &	advantage of	
fast paced and	(Approach: Give them a few choices. They	results		
questioning &	don't like to be directed)			
skeptical)				
	To articulate	To feel	Rejection	Optimism,
(Outspoken &	To articulate	connected	Rejection	Enthusiasm
fast paced and	(They think aloud – this is where they are	Connected		Elitilusiasili
warm &	misunderstood. I's can appear indecisive, but	(Approach : Make		
accepting)	they are just processing information aloud	a personal		
accepting)	until they come to a decision)	connection first,		
	diffil they come to a decision,	then go to		
	(Approach: Clarify the decision before you	business)		
	leave the conversation)	business _j		
S	To feel safe, secure, stable, supported	Safety, security,	Loss of safety,	Controlled
(Cautious &	To reer sare, seedire, stable, supported	stability, support,	security, support	emotions.
reflective and	(Approach: Increase their sense of safety and	not chaotic	seedi ity) support	Containment of
warm &	their awareness of stability and security. Tell			Emotion
accepting)	them "This isn't that different than what			(especially under
, , , , , , , , , , , , , , , , , , ,	we've done before". Letting them plan can			stress)
	make change feel safe for them)			,
С	To get it right	Proof, facts, data,	Criticism of their	Worry
(Cautious &		and evidence	work	·
reflective and	(Approach: Don't give them guesses, give			(See the world in
questioning &	them facts.	(They display	(They experience	what could go
skeptical)	Sometimes they stick to the task too long and	detail oriented	criticism of their	wrong)
	can waste time and money. Help them	energy)	work as criticism	
	understand what level of quality is needed		of them)	
	for the situation)			
			Approach: have	
			them self-assess	
			before assessing	
			them)	

To identify what energy someone is using, ask yourself these questions & identify which pair of qualities they have (which maps to the types):

- 1. Is this person more outspoken & fast paced or are they more cautious & reflective?
- 2. Are they warm & accepting or are they questioning & skeptical?

