

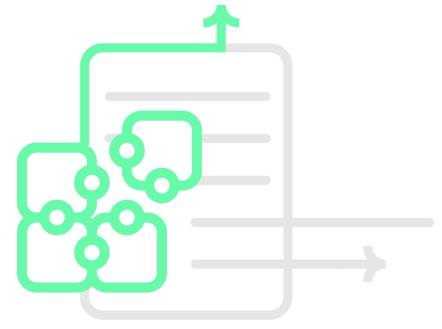
Discflow Portrait 2.0 Report

Sally Sample

Report Generated: 12/09/2025

Introduction

Sally, how you communicate, interact, and respond to challenges directly impacts your success and relationships. Understanding yourself and others is key to building stronger connections and achieving better outcomes in both work and life.



This personalised report provides practical insights to help you maximise your strengths, focus your energy, and enhance your effectiveness.

By increasing self-awareness and recognising others' tendencies, you can improve communication, collaboration, and adaptability. Think of the DISC model as a compass, it won't dictate your path, but it will help guide you in the right direction. The more you embrace these insights, the smoother your journey will be.

This report isn't about changing who you are, it's about leveraging your strengths, refining your approach, and creating more meaningful, productive relationships. Stay open to the strategies ahead and use them to support your growth.

Guiding Principles

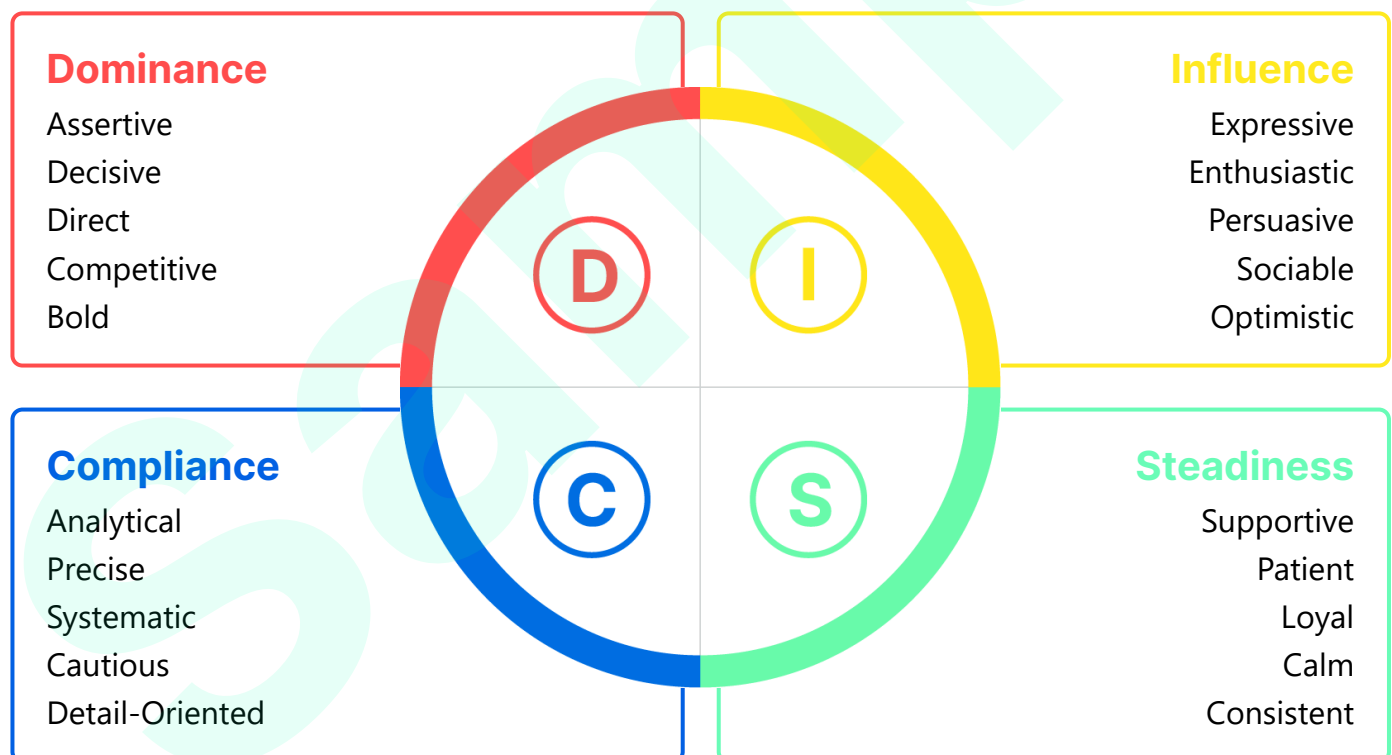
- Every style has strengths and limitations-no style is better than another. Success comes from understanding your tendencies and adapting when needed.
- You are a blend of all four styles. While one may be dominant, you display traits of the others in different situations.
- Self-awareness is key. Understanding your behaviours, triggers, and tendencies helps improve interactions.
- Behaviour is flexible. Emotional Intelligence enhances your ability to adapt and adjust.
- Understanding others strengthens relationships. Recognising different styles and emotional responses improves communication and teamwork.
- DISC is a framework, not a box. Your profile offers insights but doesn't define or limit you.

The DISC Model

The DISC model is a powerful tool for understanding human behaviour, offering valuable insights into how we communicate, make decisions, and interact. It identifies four key behavioural styles-Dominance, Influence, Steadiness, and Compliance-each with unique strengths and challenges.

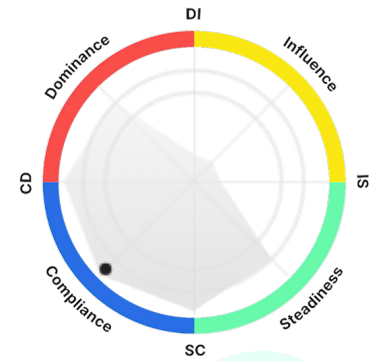
As you explore your report, remember that no one style is better than another. Everyone is a mix of all four, with certain tendencies more prominent than others. Your DISC profile helps you recognise these preferences and understand how they shape your approach to work, relationships, and problem-solving.

More than just self-awareness, DISC helps you appreciate and adapt to the differences in others. By tailoring your communication and approach, you can build stronger relationships, boost collaboration, and increase your effectiveness. Your DISC profile isn't a label but a guide to playing to your strengths and navigating challenges with confidence.



How to Interpret Your Graph

Your DISC results are displayed on a circumplex graph, which visually maps your behavioural preferences across eight distinct styles. The shaded areas on the graph represent the strength of your connection to each style-the further the shading extends from the centre, the stronger your natural inclination toward that behaviour.



The "dot" on the graph marks your Core Style-the behavioural style you most identified with based on your assessment responses. This indicates the behaviours that feel most instinctive to you and are likely to appear consistently in how you think, communicate, and interact with others.

Closer to the Outside or the Centre

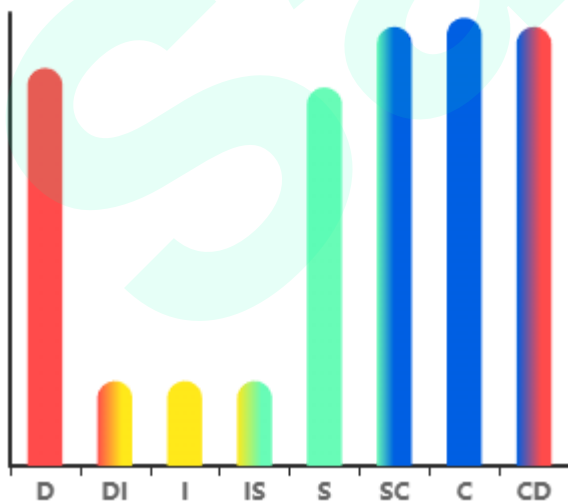
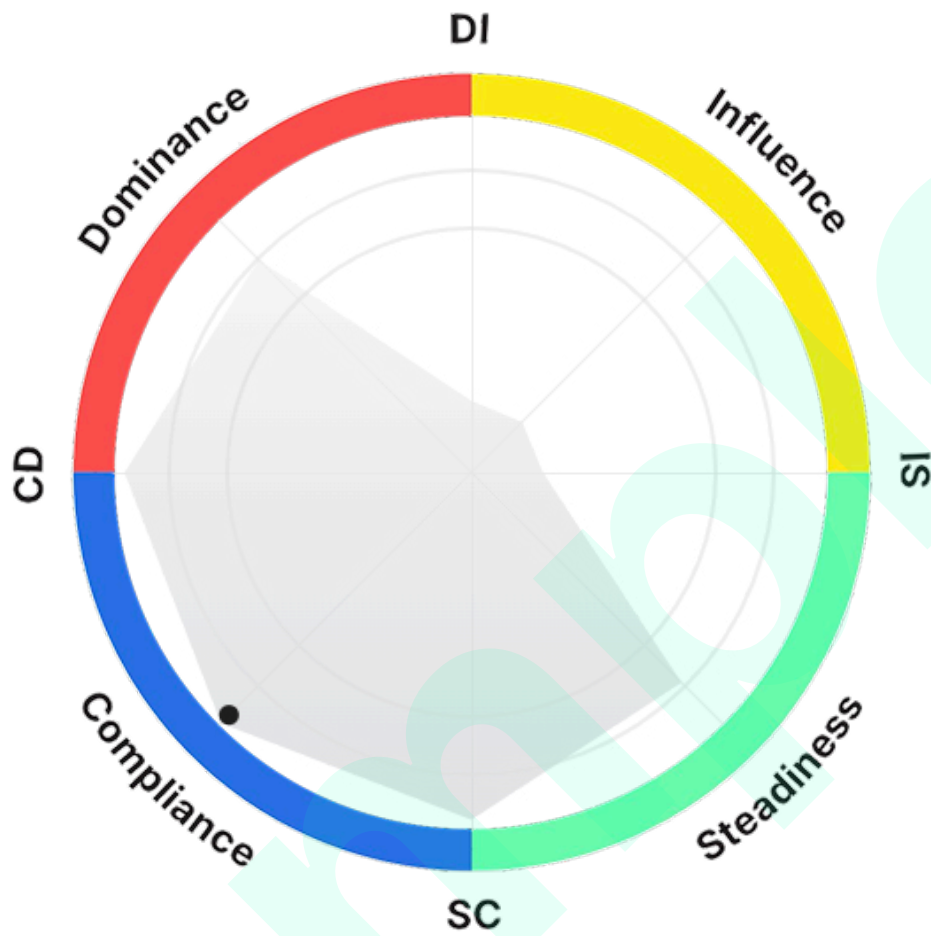
In the DISC model, intensity refers to how strongly you express a particular behavioural style. The closer your dot is to the outer edge of the circle, the more naturally, consistently, and visibly that style is expressed. This means your pace, tone, and decision-making tend to be more pronounced and predictable. Conversely, if your dot is positioned nearer the centre, it reflects a lower intensity. While you still connect with that style, your behaviours may appear more moderate or adaptable, making your preferences less immediately noticeable to others.

It's important to note that DISC intensity does not define or limit you. Rather, it provides meaningful insight into your behavioural tendencies and helps you understand how to better communicate, collaborate, and adjust your approach in different situations.

Unassociated Items

Unassociated Items are statements you prioritised when completing your assessment that don't align with the typical behavioural patterns of your primary DISC style. These items are included to provide a fuller picture of your results, reflect your behavioural complexity and add depth to the interpretation of your profile. The numbers in parentheses represent your rating on a 5-point scale, with only items rated 4 or 5 shown.

DISC Style: Compliance

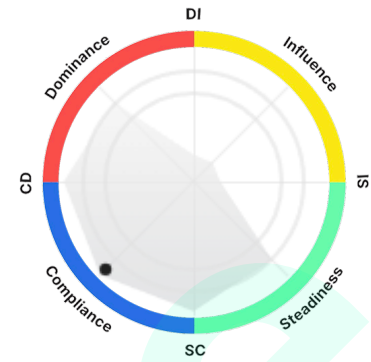


Unassociated Items

- I find it easy to look on the bright side of things. (4)

Your Compliance Style

Sally, you approach work with a mindset rooted in precision, logic, and accountability. You're most comfortable in environments where structure, clarity, and factual information guide decisions. You hold yourself-and often others-to high standards, and you strive for accuracy in all you do. You prefer to take a measured, informed approach, where choices are based on data, not assumptions. You believe in getting things right the first time and avoiding unnecessary errors that might disrupt quality.



Your analytical mindset and methodical approach make you particularly skilled at evaluating complex issues, identifying risks, and ensuring the quality of outcomes. Others often rely on you to spot details others miss or to provide a reality check during times of ambiguity. You take pride in being prepared and thorough, and your focus on continuous improvement makes you a valued contributor in any structured or technical environment. You enjoy solving problems that require logic and thoughtful reasoning.

However, your high standards and logical focus can sometimes become limiting. You may find it difficult to act when all information isn't available, or when a situation requires fast, intuitive decision-making. You might also come across as overly critical-of yourself or others-when expectations aren't met. While your attention to detail is a strength, it can sometimes cause you to get lost in the finer points at the expense of broader progress or timely delivery.

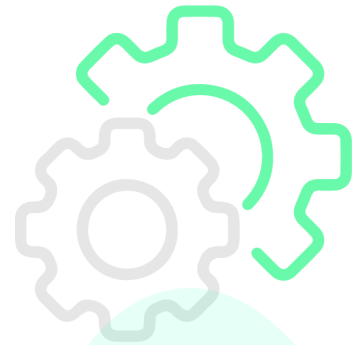
You are motivated by competence, fairness, and consistency. You value rules and procedures, not for their own sake, but because they create a foundation for objective decision-making. You enjoy mastering your field and developing expertise, and you're often happiest when working independently or with like-minded individuals who share your respect for accuracy and discipline.

However, you may find it stressful when working in unpredictable or disorganised environments. You dislike when decisions are rushed or based on emotion rather than evidence. Environments with poor planning, vague expectations, or inconsistent standards can feel chaotic and demotivating.

Ultimately, you want to be recognised for your precision and the quality of your work. Your biggest fear is making avoidable mistakes or being perceived as unprepared. While your high standards are a major asset, learning to tolerate imperfection and be more agile in the face of uncertainty can enhance your effectiveness and reduce unnecessary stress while preserving your core strengths.

Your Behavioural Drivers

Sally, your DISC style is guided by key drivers—core needs, motivations, and underlying influences that shape where you naturally focus your energy. These drivers help explain what fuels you and how you tend to approach work and connect with others. The following three drivers are likely to have a strong influence on your behaviour. Use these insights to better navigate the workplace in a way that plays to your natural strengths.



Accuracy

You take pride in producing high-quality work, ensuring that every detail is carefully considered. Precision is important to you, and you prefer to get things right the first time rather than rushing through tasks. You maintain high personal standards and expect others to demonstrate the same level of diligence. While you focus on thoroughness and accuracy, you also recognise the importance of balancing efficiency to meet deadlines without compromising quality.

Quality

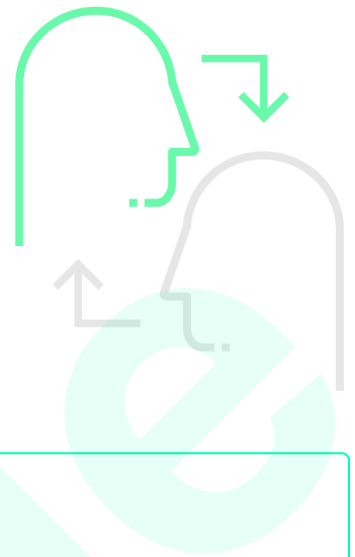
You are deeply motivated by the pursuit of excellence in everything you do. You strive to uphold the highest standards, not only in your own work but in the work of those around you. You value craftsmanship, depth, and doing things the right way, often taking extra steps to ensure the result meets or exceeds expectations. While your attention to quality helps deliver exceptional outcomes, it's important to recognise when "good enough" is sufficient to keep progress moving.

Order

You thrive in environments where processes are clearly defined and consistently followed. Structure, organisation, and adherence to rules provide a sense of clarity and control that allows you to perform at your best. You are meticulous about planning and prefer predictability over ambiguity. Sudden disruptions or disorganisation can feel destabilising, so you often take proactive steps to prevent chaos and maintain alignment. While flexibility is possible, you are most effective when you can operate within a well-ordered system.

Strengths and Limitations

Sally, your DISC style brings unique strengths and challenges in how you approach tasks, collaborate, and navigate the workplace. Your natural abilities help you make decisions, solve problems, and interact with confidence. However, each style also has its challenges if not managed effectively. Understanding both your strengths and areas for growth can help you refine your approach and maximise your effectiveness in different work situations.



Your Strengths

- You focus on accuracy and precision, ensuring that work is completed to the highest standard.
- You think critically before making decisions, relying on facts and logic rather than assumptions.
- You create structure and stability, helping teams stay organised and maintain clarity.
- You hold yourself and others accountable, ensuring that commitments are met.
- You are thorough in your communication, paying attention to details that others may overlook.

Your Limitations

- You may become overly focused on details, potentially delaying decisions or progress.
- You may struggle with ambiguity, finding it difficult to work without clear guidelines.
- You can be highly critical, both of yourself and others when expectations aren't met.
- You may resist change, preferring proven methods over experimentation.
- You can be reserved in communication, preferring written, structured interactions over spontaneous conversation.

Motivators and Stressors

Sally, understanding what drives and energises you, along with what drains or frustrates you, is essential for creating an environment where you can thrive. By recognising these factors, you can take proactive steps to stay focused, engaged, and productive, ultimately helping you perform effectively in various work settings.



What Motivates You

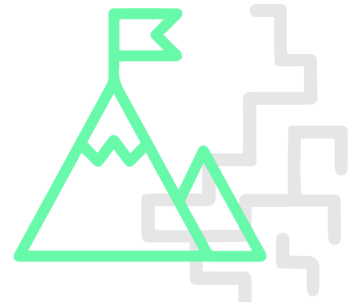
- You feel most confident and productive when you have clear expectations, knowing exactly what's required and what success looks like.
- You're motivated by logical, well-reasoned decision-making, especially when you have opportunities to assess situations thoughtfully before taking action.
- Working in structured environments helps you stay focused and efficient, as clearly defined processes and systems guide your work.
- Maintaining accuracy and consistency keeps you engaged and aligned with your goals, as you aim for high standards of quality.
- You perform best when given time for thoughtful analysis, allowing you to plan, evaluate, and approach tasks with care.

What Stresses You

- Last-minute changes or shifting priorities can feel disruptive, especially when there isn't enough time to prepare or adjust effectively.
- Vague expectations or unclear direction make it difficult for you to stay on track and deliver high-quality work.
- You find it frustrating when emotion-driven decision-making overshadows logic, facts, or data in favour of personal opinions.
- You prefer to evaluate options carefully, so pressure to make quick decisions can lead to discomfort or errors.
- Highly confrontational or emotionally charged environments can be draining, as you value objective, calm discussions and find reactive interactions challenging.

Goals and Fears

Sally, your DISC style shapes how you approach tasks, pursue goals, and handle challenges. Whether your strengths lie in driving results, building relationships, maintaining consistency, or analysing details, your behavioural tendencies guide how you act and decide. At times, concerns such as fear of failure, loss of control, or conflict may affect how you face difficulties. By recognising these patterns, you can better manage stress, adjust your approach, and stay focused on what matters most.



What Drives Your Goals

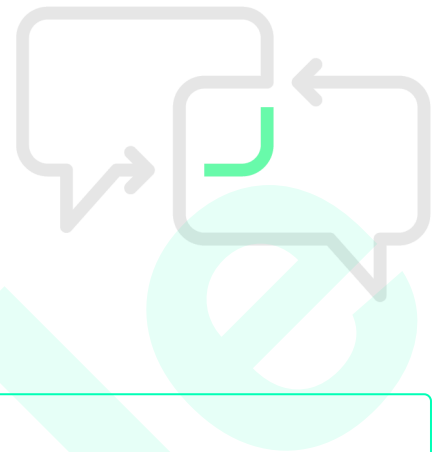
- Delivering high-quality, error-free work. Ensuring consistency and precision.
- Establishing clear systems. Creating reliable structures that improve efficiency.
- Making well-informed decisions. Avoiding impulsive actions by relying on data.
- Maintaining professionalism. Ensuring that work meets high standards.
- Contributing through expertise. Being valued for your knowledge and attention to detail.

What You Fear Most

- Making mistakes. Delivering work that does not meet your standards.
- Being unprepared. Facing unexpected challenges without sufficient planning.
- Lack of control. Working in an environment where processes are unpredictable.
- Being criticised unfairly. Having your work or decisions judged without logical justification.
- Working with inconsistent people. Feeling frustrated by those who don't follow structure.

Communication Style

Sally, your DISC style influences how you approach communication, shaping how you interact with others. Whether you are focused on results, building relationships, or ensuring clarity, your approach is tailored to your strengths. While this helps you engage effectively, it may also present challenges when interacting with those who have different communication preferences. Understanding these dynamics can enhance your ability to connect and collaborate with a variety of people.



How You Connect

- You focus on accuracy and avoid ambiguity, ensuring that your communication is clear and well-defined, which helps others understand your intentions and expectations.
- You prefer structured, fact-based conversations, providing a logical flow to your discussions and making it easier for others to follow and contribute meaningfully.
- You communicate with logic rather than emotion, using reason and data to drive your points, which fosters clarity and reduces misunderstandings.
- You ensure clarity before taking action, preferring to be certain that everyone is on the same page before making decisions or moving forward with plans.
- You tend to be thorough and ensure all relevant details are considered, which allows you to provide comprehensive information and avoid oversights.

What to Watch For

- You may focus too much on details, slowing down decisions, as your need for thoroughness may prevent you from acting quickly when required.
- You prefer clarity and may struggle with vague or emotional discussions, as you value precision and facts over feelings, which could make you seem distant to more emotionally driven communicators.
- You like precision and may be hesitant to take risks in conversations, fearing that incomplete or uncertain information could lead to errors or misunderstandings.
- You prefer a structured approach but may need to adjust to dynamic interactions, especially in situations where flexibility or spontaneity is required.
- You may experience frustration when others do not follow clear procedures, as you believe that structure and order are key to effective communication and successful outcomes.

Decision Making

Sally, your DISC style shapes your natural approach to decision making. Whether you tend to act quickly, reflect carefully, involve others, or seek consistency, your style influences how you assess situations and make choices. You're likely to feel confident deciding in ways that align with your values and priorities. While your strengths support your effectiveness, being open to different perspectives can help you make more well-rounded decisions and achieve stronger outcomes over time.



How You Make Decisions

- You approach decision-making with a high level of precision, ensuring every detail is examined before you feel confident to proceed.
- You rely on structured methods and analytical thinking, often gathering extensive data to support the most accurate, risk-averse decision possible.
- You prefer decisions that follow clearly defined rules, standards, or procedures, which give you confidence that your approach is sound.
- You prioritise consistency and logic over speed or instinct, believing that careful preparation leads to long-term reliability and trust.
- You seek to avoid errors by thinking ahead, cross-checking information, and anticipating the potential outcomes of your choices.

What to Watch For

- You may become caught in cycles of over analysis, which can delay decisions or create frustration in fast-moving environments.
- You tend to prefer high levels of certainty, which can make it harder to act when information is incomplete or outcomes are unpredictable.
- You may prioritise accuracy and thoroughness at the expense of agility, potentially missing opportunities that require timely decisions.
- You can be uncomfortable when forced to rely on instinct or when a decision must be made without clear guidelines.
- You may benefit from allowing more room for calculated risk-taking, especially when innovation or rapid response is required.

Work Environment

Sally, our work environment plays a crucial role in our daily life. Some aspects of our workplace fuel us with energy and keep us motivated, engaged, and ready to take on challenges. On the other hand, certain factors can drain our energy, leaving us feeling exhausted and unmotivated. Understanding what gives us energy and what drains us is key to creating a work environment that fosters both productivity and well-being.



What Fuels You

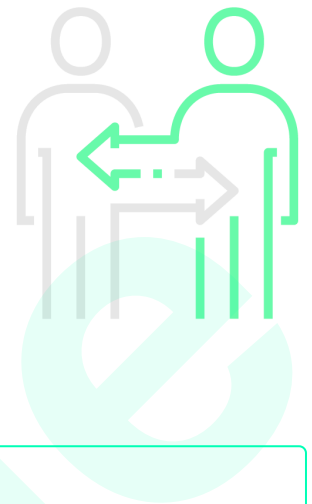
- You are energised in organised, detail-oriented environments where systems, rules, and quality standards are respected.
- You feel motivated when expectations are clearly defined and performance is measured against logical, fair criteria.
- You thrive in settings that value accuracy and precision, especially when your expertise is trusted and appreciated.
- You prefer work that allows time for thoughtful planning and analysis, where rushed decisions are the exception-not the norm.
- You gain satisfaction from delivering high-quality outcomes and being recognised for your thoroughness and consistency.

What Drains You

- You are drained by vague instructions, unclear expectations, or environments that constantly shift without rationale.
- You struggle in workplaces where speed is prioritised over accuracy, or where shortcuts compromise quality.
- You feel uncomfortable in chaotic or emotionally charged environments that lack structure or rational decision-making.
- You may become frustrated when attention to detail is dismissed or when important processes are bypassed.
- You lose motivation in cultures that feel unstructured or when leadership is inconsistent with rules or expectations.

How Others Perceive You

Sally, your DISC style brings unique strengths and potential challenges to approaching tasks, collaborating with others, and navigating the workplace. Your natural behaviours shape how others experience you - whether through your energy, focus, precision, or support. While those around you often value your strengths, they may also be interpreted differently depending on context or communication style. Developing awareness of how you're perceived can help you build stronger relationships, adapt more effectively, and increase your overall impact in diverse work environments.



Perceived Strengths

- You are seen as highly detail-oriented and accurate, ensuring work is completed to a consistently high standard.
- Others value your thoughtful and measured approach, especially when careful analysis and precision are needed.
- You bring structure and clarity to complex tasks, often identifying errors or inconsistencies others might miss.
- You are known for following procedures and policies carefully, helping maintain accountability and reduce risk.
- You are perceived as calm, logical, and reliable, especially in situations that require objectivity and focus.

Potential Blindspots

- You may be seen as overly cautious or slow to act, especially when waiting for full data or certainty before making decisions.
- Others might perceive you as rigid or resistant to informal approaches that deviate from established norms.
- You can come across as overly focused on rules or structure, which may feel limiting in creative or fast-paced settings.
- Your preference for accuracy may be misread as perfectionism or reluctance to take risks.
- You may be perceived as reserved or distant, particularly if you prioritise analysis over interpersonal engagement.

Value to the Team

Sally, your DISC style shapes the way you contribute to a team. Whether it's through the way you approach tasks, interact with others, solve problems, or help maintain focus, your presence makes a difference. You bring qualities that help the team function more effectively, stay aligned, and work toward shared goals. By recognising your strengths and valuing the different approaches around you, you enhance collaboration and contribute to a stronger, more balanced team dynamic.



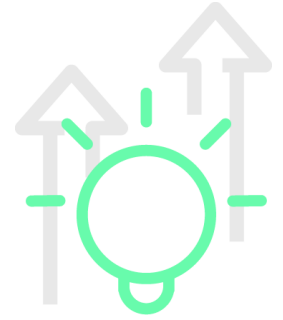
Strengths You Bring

- You uphold high standards of accuracy and quality, ensuring the team delivers reliable outcomes with minimal error.
- You provide structure and clarity by relying on data, facts, and processes to guide your decisions and team contributions.
- You are analytical and objective, bringing a critical thinking lens that helps the group spot issues before they arise.
- You create trust through consistency, following procedures and standards that make others feel confident in the work being done.
- You approach tasks thoroughly and cautiously, ensuring that each step is carefully thought out and nothing is left to chance.

What to Watch For

- You may become overly focused on getting things exactly right, which could slow progress or create frustration in fast-paced situations.
- You prefer working with certainty and complete information, and may hesitate when quick judgement or risk-taking is required.
- You may be resistant to informal or unstructured approaches, which can feel uncomfortable even when they are effective.
- You tend to focus on logic and evidence, which may make it harder to engage with more emotionally expressive teammates.
- You might benefit from letting go of perfectionism at times and trusting that "good enough" can still lead to excellent results.

Time to Turn Insight into Action



Sally, you bring valuable qualities to your work. But even strengths, when overused or unchecked, can create challenges-especially in how others experience your approach.

These tips aren't just about getting things done. They're here to help you work more effectively, collaborate more smoothly, and bring out your best-without compromising the results or relationships that matter most. Let's get started.

1. Make Progress, Not Just Perfection

You hold yourself to high standards, but aiming for perfect can lead to paralysis. Ask yourself: "Is this good enough to move forward?" Often, progress is more valuable than precision.

2. Be Open to Different Approaches

You trust logic and structure-but others may solve problems in ways that seem unstructured to you. Pause and ask: "Could their way still lead to the right outcome?" Flexibility creates room for innovation.

3. Speak Up with Confidence

You may hesitate to share your thoughts unless you're 100% certain-but your insights matter. Ask: "What's the risk of staying silent?" Speaking up, even tentatively, adds value and earns respect.

4. Manage Risk Without Avoiding It

You like to eliminate uncertainty-but sometimes a degree of risk is necessary. Ask: "What would make this risk manageable?" Learning to tolerate ambiguity opens up more opportunities.

5. Focus on the Bigger Picture

You naturally dive into the detail, but sometimes that causes you to miss the strategic view. Step back occasionally and ask: "What's the larger goal here?" It helps keep your analysis aligned with purpose.

Moving forward with Discflow®

Keeping your results in mind Sally, write down any actions or behaviours which you think you should:

KEEP DOING



STOP DOING



START DOING



Overview of the Four DISC Styles

Dominance

First impressions: Self-confident, direct, determined, decisive

Motivators: Control, authority, competition, results

Stressors: Constraint, vulnerability, restriction, failure

Strengths: Results-focused, decisive, driven, action-oriented

Limitations: Impatient, demanding, controlling, insensitive

Influence

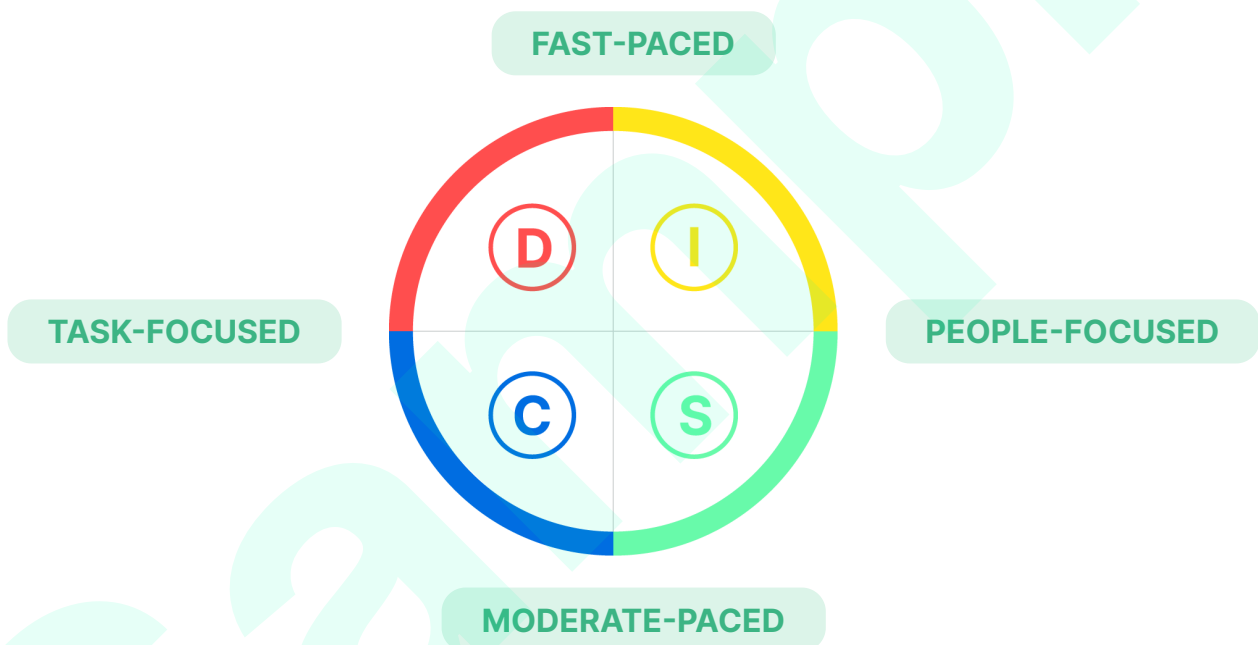
First impressions: Enthusiastic, engaging, optimistic, open

Motivators: Recognition, approval, interaction, excitement

Stressors: Rejection, disapproval, isolation, criticism

Strengths: Charismatic, expressive, persuasive, inspirational

Limitations: Impulsive, disorganised, distractible, inconsistent



Compliance

First impressions: Reserved, analytical, logical, careful

Motivators: Accuracy, structure, competence, knowledge

Stressors: Criticism, disorder, mistakes, uncertainty

Strengths: Precise, systematic, thorough, objective

Limitations: Perfectionistic, overanalytical, rigid, sceptical

Steadiness

First impressions: Relaxed, supportive, amiable, patient

Motivators: Stability, appreciation, cooperation, harmony

Stressors: Conflict, pressure, disruption, change

Strengths: Loyal, patient, empathetic, dependable

Limitations: Indecisive, avoidant, rigid, hesitant

Understanding the D-Style



People with a Dominance style are assertive, results-driven, and direct. To communicate effectively, you should be concise, confident, and focused on outcomes.

Do

- Be direct, concise, and to the point.
- Focus on results and outcomes rather than emotions.
- Show confidence and be prepared with facts.
- Respect their time by keeping meetings and discussions brief.
- Be assertive but respectful in discussions.
- Present solutions, not just problems.

Don't

- Don't be vague or indecisive.
- Avoid over-explaining or dwelling on emotions.
- Don't challenge them publicly without strong supporting data.
- Don't take their directness personally.
- Avoid appearing uncertain or passive.

Quick Tips

Conversations should be direct, confident, and to the point. Maintain an assertive tone while ensuring clarity and efficiency.

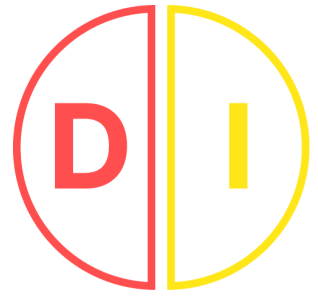
Meetings should be brief, focused, and results driven. Keep discussions aligned with a clear agenda and only schedule when necessary.

Emails should be concise, professional, and straight to the point, eliminating unnecessary details.

Feedback needs to be clear, actionable, and aligned with key priorities, ensuring it drives immediate results.

Conflicts should be handled decisively and objectively, addressing the core issue promptly and professionally.

Understanding the DI-Style



People with a Dominance-Influence style are assertive, energetic, and outgoing. To communicate effectively, be direct but engaging, confident yet open to new ideas.

Do

- Be confident, enthusiastic, and action-oriented.
- Keep the pace fast while maintaining a positive, upbeat tone.
- Focus on big-picture goals while providing space for their ideas.
- Show recognition for their energy and contributions.
- Offer opportunities for involvement and visible impact.
- Allow some flexibility while keeping the conversation goal-focused.

Don't

- Avoid being slow, overly detailed, or overly cautious.
- Don't dwell too long on potential issues or limitations.
- Avoid being overly controlling or dismissive of their energy.
- Don't ignore their desire to be seen and heard.
- Avoid rigid processes without explaining the benefit.
- Don't come across as hesitant or overly reserved.

Quick Tips

Conversations should be fast-paced, confident, and engaging; blend clarity with inspiration.

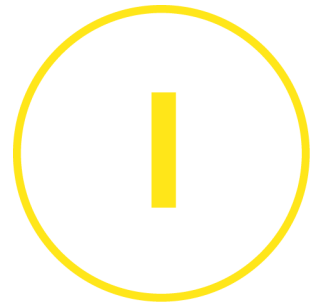
Meetings should be focused on big-picture outcomes but leave space for brainstorming and energy.

Emails should be concise yet expressive, combining direction with motivational tone.

Feedback should highlight strengths, energise improvement, and tie into their personal drive for success.

Conflicts should be addressed with clarity and respect, maintaining forward momentum and avoiding excessive formality.

Understanding the I-Style



People with an Influence style thrive on social interaction, enthusiasm, and creative discussions. They appreciate engaging conversations, encouragement, and opportunities to express their ideas freely.

Do

- Be enthusiastic, warm, and engaging.
- Allow time for personal interaction and socialising.
- Use storytelling and expressive communication.
- Provide positive reinforcement and encouragement.
- Keep communication lively and avoid a monotonous tone.
- Focus on the big picture rather than excessive details.

Don't

- Avoid being overly serious or rigid.
- Don't overwhelm them with excessive details or facts.
- Avoid dismissing their ideas or enthusiasm.
- Don't ignore their need for social interaction.
- Avoid controlling the conversation too much-let them express themselves.
- Don't minimise their need for recognition and validation.

Quick Tips

Conversations should be engaging, warm, and expressive. Keep interactions lively and positive.

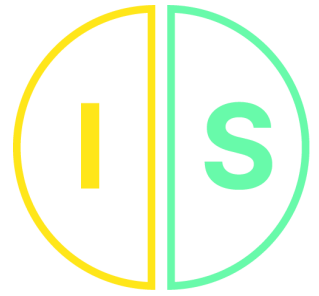
Meetings can be flexible and dynamic, allowing room for creativity and personal connections.

Emails should be friendly, personal, and engaging, fostering a sense of connection.

Feedback should be encouraging, big-picture-focused, and framed positively to maintain motivation.

Conflicts should be approached diplomatically, balancing assertiveness with open dialogue to avoid unnecessary friction.

Understanding the IS-Style



People with an Influence-Steadiness style are warm, supportive, and collaborative. To communicate effectively, be personable, encouraging, and sincere.

Do

- Be warm, empathetic, and inclusive in your communication.
- Allow space for social connection and mutual sharing.
- Reinforce their value and contributions to the group.
- Provide support and appreciation alongside guidance.
- Use a calm and encouraging tone, especially during change.
- Be patient when discussing ideas-relationship matters as much as action.

Don't

- Avoid being dismissive, impersonal, or overly critical.
- Don't pressure them to make fast decisions or take risks.
- Avoid neglecting their need for relational harmony.
- Don't overlook the emotional tone of your message.
- Avoid creating unnecessary tension or competition.
- Don't undervalue their steadiness or mistake it for passivity.

Quick Tips

Conversations should feel warm, supportive, and relationship-driven.

Meetings should be inclusive, relaxed, and paced in a way that fosters trust and comfort.

Emails should carry a friendly, appreciative tone while offering clear and reassuring direction.

Feedback should be constructive but gentle, reinforcing what's working and encouraging growth.

Conflicts should be approached with care, focusing on resolution through empathy and cooperation.

Understanding the S-Style



People with a Steadiness style value stability, teamwork, and harmony. They prefer supportive, patient communication, clear guidance, and a cooperative environment.

Do

- Be patient, calm, and approachable.
- Show appreciation and acknowledge their contributions.
- Provide clear and step-by-step instructions.
- Allow time for them to process and respond.
- Offer reassurance and a sense of stability.
- Foster a cooperative and supportive environment.

Don't

- Avoid rushing or pressuring them into quick decisions.
- Don't be overly aggressive or confrontational.
- Avoid sudden changes without providing context.
- Don't overlook their need for harmony and consistency.
- Avoid being dismissive of their concerns.
- Don't force them into competitive or high-pressure situations.

Quick Tips

Conversations should be calm, considerate, and delivered with a warm, reassuring tone.

Meetings can be structured yet relaxed, creating a comfortable and supportive environment.

Emails should be thoughtful, sincere, and warm, fostering trust and cooperation.

Feedback should be delivered with empathy, offering constructive guidance while maintaining harmony.

Conflicts should be managed patiently and with a focus on understanding, ensuring the situation remains balanced and respectful.

Understanding the SC-Style



People with a Steadiness-Compliance style are dependable, thoughtful, and thorough. To communicate effectively, be steady, supportive, and well-prepared.

Do

- Be calm, respectful, and detailed in your communication.
- Offer clear plans and step-by-step guidance.
- Allow time for them to think, reflect, and process.
- Reassure them through structure and predictability.
- Be patient and open to follow-up questions or clarifications.
- Check for understanding without putting them on the spot.

Don't

- Avoid rushing, surprising, or pressuring them.
- Don't be vague or dismissive of structure and routines.
- Avoid being overly emotional or erratic in your tone.
- Don't interrupt or dominate the conversation.
- Avoid ignoring their need for accuracy and consistency.
- Don't force rapid change without clear, gradual steps.

Quick Tips

Conversations should be paced, respectful, and grounded in clarity and consideration.

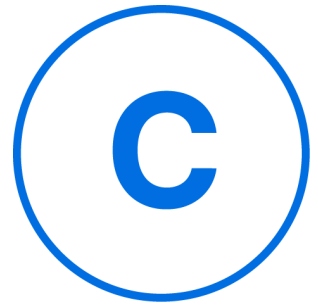
Meetings should be structured and calm, creating a predictable environment for sharing ideas.

Emails should be polite, thorough, and logically presented.

Feedback should be precise and kind, delivered with care and space for processing.

Conflicts should be handled with diplomacy, using facts and empathy to reduce tension and find resolution.

Understanding the C-Style



People with a Compliance style prioritise accuracy, logic, and structure. They prefer detailed information, clear instructions, and well-reasoned discussions.

Do

- Be precise, factual, and structured in communication.
- Provide clear expectations and logical reasoning.
- Give them time to analyse and respond.
- Support points with data and evidence.
- Respect their need for accuracy and quality.
- Be systematic and provide well-organised information.

Don't

- Avoid being vague or imprecise.
- Don't pressure them into making hasty decisions.
- Avoid being overly emotional or dramatic.
- Don't dismiss their need for thorough analysis.
- Avoid disregarding rules, procedures, or established standards.
- Don't overwhelm them with ambiguity or last-minute changes.

Quick Tips

Conversations should be formal, fact-based, and structured, prioritising logic and clarity.

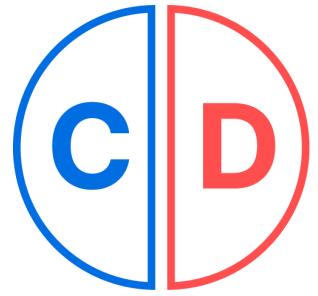
Meetings should be well-organised, with a clear agenda and thorough documentation.

Emails should be detailed, precise, and well-structured, ensuring clarity and thoroughness.

Feedback should be logical, data-driven, and well-documented, highlighting specific areas for improvement.

Conflicts should be approached objectively, keeping discussions factual and focused on solutions.

Understanding the CD-Style



People with a Compliance-Dominance style are analytical, confident, and structured. To communicate effectively, be prepared, efficient, and factual.

Do

- Be logical, brief, and well-prepared.
- Present clear evidence and structured reasoning.
- Stay professional and focused on the task.
- Show respect for their standards and time.
- Offer autonomy alongside clarity and direction.
- Keep discussions focused on improvement and precision.

Don't

- Avoid being vague, disorganised, or overly emotional.
- Don't challenge them without data to back it up.
- Avoid small talk or unnecessary elaboration.
- Don't make assumptions-clarify expectations.
- Avoid pressuring quick agreement without rationale.
- Don't gloss over details or underplay the importance of accuracy.

Quick Tips

Conversations should be focused, precise, and grounded in logic, with space for analysis.

Meetings should follow a tight agenda and stick to relevant topics and decisions.

Emails should be clear, structured, and backed by evidence where needed.

Feedback should be objective, improvement-focused, and aligned with performance metrics.

Conflicts should be addressed calmly, focusing on logical outcomes and practical solutions.