

No.	Disc Pattern	Goal	In a Team	As a Leader	In Conflict
1	Creative	Unique accomplishments through change	Move the team forward	Progressive	Will engage if for progress
2	Developer	Independent work focused on logic	Contribute behind the scenes	Innovative	Will be better at one-on-one conflict
3	Result oriented	Dominance and independence	Shut up and get it done	Dominant	Will push for closure
4	Inspirational	Creating the vision	Make it happen	Motivational	Will try to understand and influence
5	Persuader	Verbal acuity and flexibility	Be open to ideas	Poised	Will be open-minded
6	Appraiser	Winning fairly and creatively with others	Get buy-in	Analyst	Will be fair and objective
7	Promoter	Approval, popularity	Enjoy them and their style	Optimistic	Will look at the bright side
8	Counselor	Friendship and happiness	Make people happy	Approachable	Will want a win-win solution
9	Specialist	Maintaining the status quo	Change only if necessary	Cautious	Will want to keep things the same
10	Investigator	Power through authority	Prove the reason for movement	Determined	Will provide rationale
11	Agent	Group acceptance	Get along	Appreciative	May avoid to preserve group
12	Achiever	Accountability for own work	Get it done	Accurate	Will be precise about facts
13	Practitioner	Self-discipline for growth	Stay the course	Proficient	Will stay on track
14	Objective Thinker	Correctness and critical thinking	Do it right	Analytical	Will be aggressive
15	Perfectionist	Stability and competence	Show their knowledge	Competent	Will be persistent about details
16	Creative	Unique accomplishments through change	Move the team forward	Progressive	Will engage if for progress

No.	Disc Pattern	How to identify this type of behaviour	Example
1	Creative	"Tell me your ideas; then I'll tell you mine."	Jacqueline Kennedy
2	Developer	"Full steam ahead!"	Julia Gillard
3	Result oriented	"It's only the results that count."	Margaret Thatcher
4	Inspirational	"I'm always here to help you!"	William Jefferson Clinton
5	Persuader	"I'm going to work with you to make sure you get what you want."	Ronald Reagan
6	Appraiser	"If we all work together and follow the plan, we can make it happen."	Oprah Winfrey
7	Promoter	"Hey! Isn't this fantastic?"	Elton John
8	Counselor	"Everything's going to be just fine; I'm with you all the way."	Jim Stynes
9	Specialist	"Well, we got the job done on time!"	Ted Baillieu
10	Investigator	"I'm determined to find out what's causing this."	Martin Luther King
11	Agent	"Just tell me what you would like me to do."	Mother Teresa
12	Achiever	"It's my project. I want the credit and I'll take the blame."	Mahatma Ghandi
13	Practitioner	"Based on my experience, the most effective way to proceed would be..."	Dick Whitaker
14	Objective Thinker	"Just the facts please."	Henry Kissinger
15	Perfectionist	"Let's take time to do it right the first time!"	Bill Gates
16	Creative	"Tell me your ideas; then I'll tell you mine."	Jacqueline Kennedy