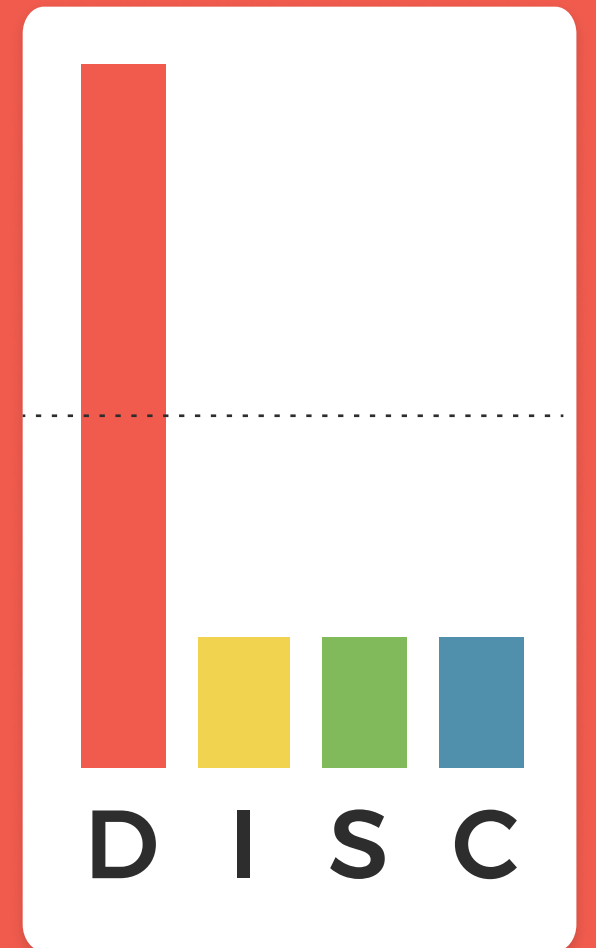


How to Successfully Facilitate to Each

D I S C
STYLE



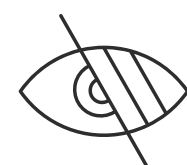


DOMINANCE



STRENGTHS

Direct and efficient; they want to see and create results.



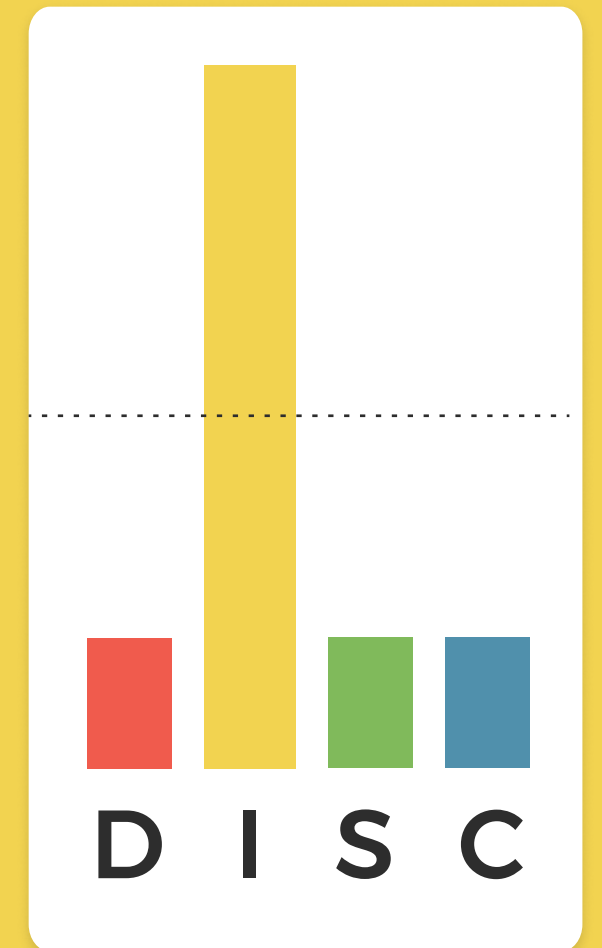
BLIND SPOTS

Can alienate by being forceful or making snap decisions.



HOW TO FACILITATE THIS STYLE

Keep sessions fast-paced and process-oriented. Lay out clear benefits and get them on board quickly.



INFLUENCE



STRENGTHS

Creative and enthusiastic group participants.



BLIND SPOTS

May derail discussions by talking too much or avoiding details.

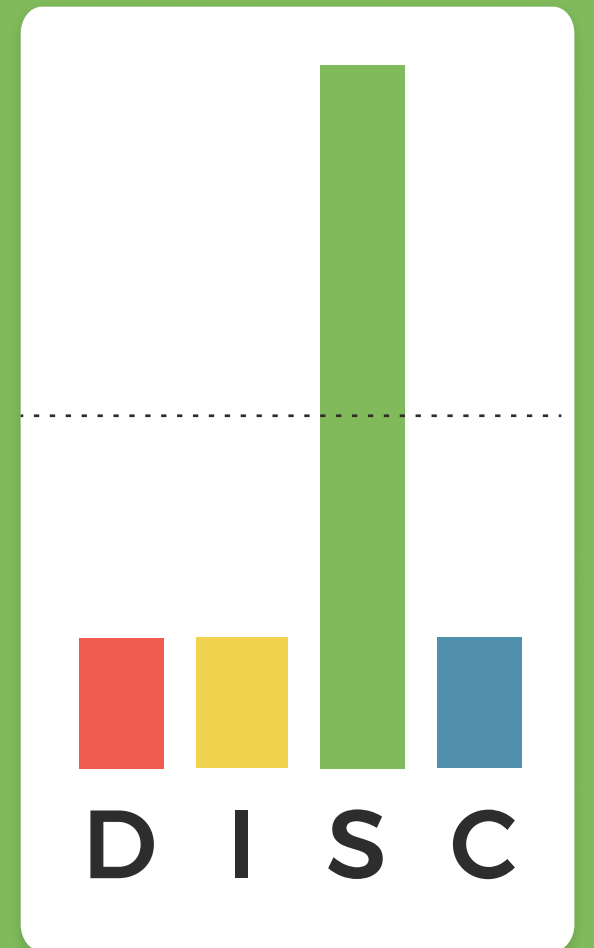


HOW TO FACILITATE THIS STYLE

Provide lots of chances to share ideas but keep discussions on track with ground rules.

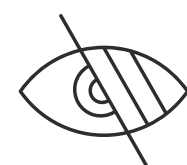


STEADINESS



STRENGTHS

Supportive of the group and are great listeners.



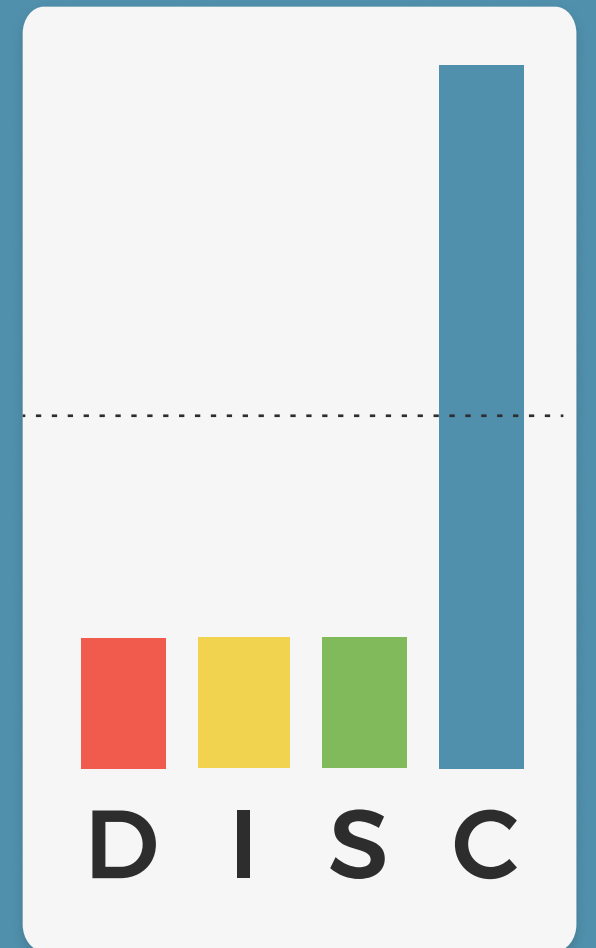
BLIND SPOTS

May stay silent if they disagree or feel uncomfortable.



HOW TO FACILITATE THIS STYLE

Use their name, reinforce participation with praise, and create a safe space for agreement.

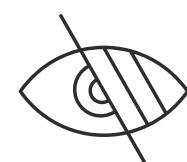


COMPLIANCE



STRENGTHS

Detail-oriented and analytical during discussions.



BLIND SPOTS

Can overanalyze or focus too much on perfection.



HOW TO FACILITATE THIS STYLE

Set expectations for analysis outside of the session and emphasize actionable steps.



Get certified as a CPDA

Learn how to
spot each style
and facilitate
more effectively.