



## **DISC Style IS: Upbeat and lighthearted**

### **Introduction to DISC**

The DISC test is one of the most popular personality tests used in the workplace. This test shows how someone is likely to behave in their work environment and is therefore valuable in understanding candidates more deeply in preparation for interviews. The model uses the basic styles of **Dominance (D)**, **Influence (I)**, **Steadiness (S)**, and **Conscientiousness (C)**, which may appear alone or in combination with another style. The letters of the personality types correspond with these four styles.

### **IS type description**

ISs have a friendly personality, keeping things warm and calm while on a constant quest for harmony. They trust the world they live in and focus on creating successful compromises when conflict surfaces. They are helpful and friendship-oriented. Getting validation from others is very important to them, and they value personal relationships highly.

### **In personal relationships**

ISs are helpful and subservient; they bring energy and warmth to relationships. They will avoid direct conflict with others and reach compromises. Although they do not lose their own goals in the process, they can be too lenient because they focus on good rapport and do not like confrontation. They are motivating and good at maintaining relationships. Toward others, ISs tend to be coaching and advising.

### **At work**

ISs are friendly, welcoming, and warm to everyone. They attempt to involve all parties and satisfy everyone's needs while avoiding conflict at all costs. The IS establishes the purpose and requirements of an assignment and completes the work. They like to alternate short periods of independent work with longer periods among people. They are good bridge builders.

The IS is a people-oriented leader, meeting the team's need for affirmation and rewarding individual contributions. These individuals give mainly indirect orders. They will look for a balance between what people like and what the work requires of them.

As a team member, the IS clears obstacles and connects team members. They create harmonious relationships before the substantive work begins. Under pressure, they force themselves to finish the work, often seeking support from others.

### **Their best attributes**

ISs excel at compromise. They are pleasant to others and can be good at guiding, coaching, and counseling. They will use what has already been developed and, therefore, tend to be efficient, even if they may not be innovative.

### **Their main challenges**

Assertiveness is one of their main challenges. As they seek validation and harmony for all, they tend to accommodate others' needs before their own. They can be easily influenced by argumentative people and may struggle to form or express their own opinions. The IS experiences criticism at work as personal criticism.

### **Tips for communicating and working with an IS**

ISs respond best to an informal, personal, and tactful approach to communication. When you communicate with them:

- Add some level of personalisation to any business-related topic as a means of getting an engaged response from these individuals.
- Utilise emotional expression and try to have meetings in person in a relaxed environment.

To help them achieve their potential at work:

- Offer feedback with encouragement.
- Ask about constructive commentary when receiving feedback from them.
- Be clear when communicating expectations, deadlines, and group roles.
- Place ISs in teams with colleagues who base their opinions more strongly on facts than opinions, which complements their own approach.
- Recognise that the IS needs acceptance, loyalty, and trust.

Possible coaching points

- ISs may need coaching to become more assertive and direct in work-related conflicts. Considering their fear of confrontation, someone who is assertive yet kind in their approach can model an effective style of communication.