

# A Simple Guide to Understanding the 16 Style Areas of the DISC-in-the-Round Map

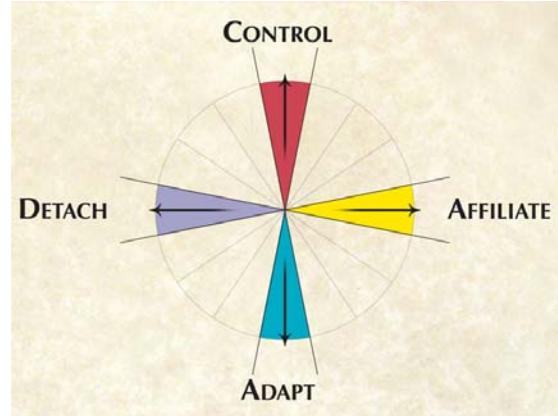
A logical progression from 4 to 16

The DISC-in-the-Round Map is formed by two underlying Dimensions: **Control** and **Affiliation**.

- **Control** is defined as the degree to which an individual seeks to be either the one who exercises control in the relationship or the one who adapts to the one in control.
- **Affiliation** is defined as the degree to which someone seeks to become either closely involved or separate from others.

The **Control Dimension** has two positions:

- A preference to **Control** which is characterized by:
  - Taking responsibility for others, results, outcomes
  - Set example for others
  - Lead, guide, teach
  - Encourage and direct others
- A preference to **Adapt** which is characterized by:
  - Trust and respect others
  - Rely and depend upon others
  - Seek direction and guidance from others
  - Feel comfortable in adapting to others

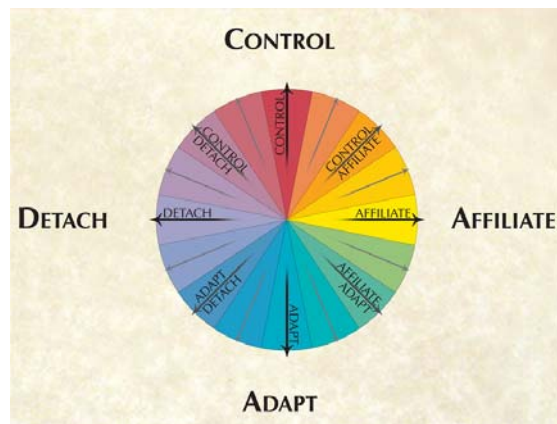


The **Affiliation Dimension** has two positions:

- A preference to **Affiliate** which is characterized by:
  - Involved doing things with others
  - Talk, share, exchange ideas with others
  - Reveal, disclose, share information with others
  - Seek approval from others
  - Value getting along with others and belonging to a group
- A preference to **Detach** which is characterized by:
  - Create and maintain secure boundaries
  - Create and maintain a separate identity
  - Value personal space and privacy
  - Value independence and autonomy
  - Value being original and creative

The two positions on each dimension combine to form four distinct areas on the DISC-in-the-Round Map:

- **Control/Detach:** Seeks to exercise control and maintain distance
- **Control/Affiliate:** Seeks to exercise control and be involved with people
- **Adapt/Affiliate:** Seeks to be involved with people and is comfortable adapting to others
- **Adapt/Detach:** Seeks to maintain distance and is comfortable adapting to others



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A logical progression from 4 to 16

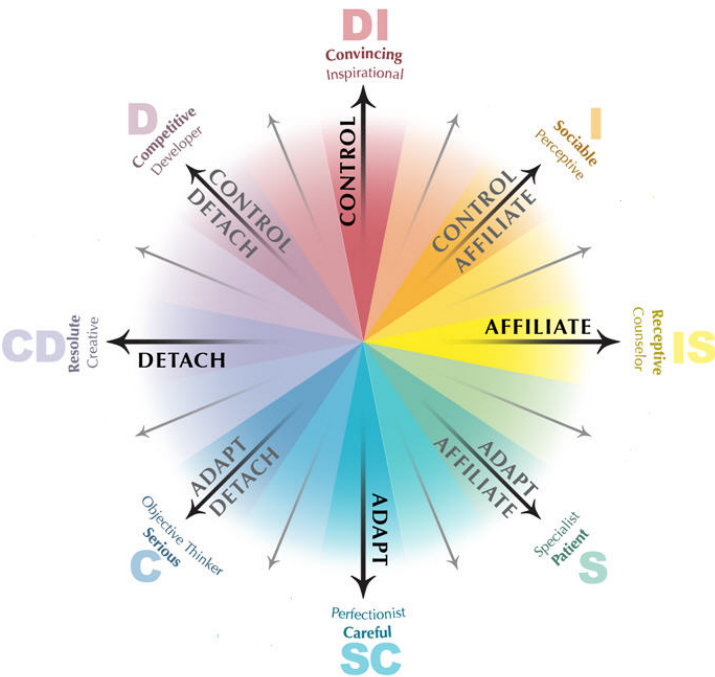
These four areas of the DISC-in-the-Round Map can be further defined into 8 style areas.

Four **Nodal** Styles that are characterized by only one underlying Dimension

- **Convincing**—seeks to exercise control (Control)
- **Careful**—Comfortable adapting to others (Adapt)
- **Receptive**—Seeks to be involved with people (Affiliate)
- **Resolute**—Seeks to maintain distance and personal space (Detach)

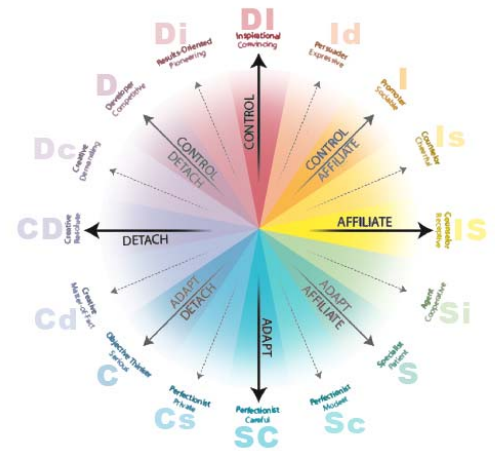
Four **Combination** Styles that are characterized by equal amounts of both underlying Dimensions

- **Competitive**—seeks to exercise control and maintain distance
- **Sociable**—seeks to exercise control and be involved with people
- **Patient**—seeks to be involved with people and is comfortable adapting to others
- **Serious**—seeks to maintain distance and is comfortable in adapting to others



Eight **Transitional** Styles, characterized by more of one Dimension than the other, can be added to complete the DISC Map

- **Pioneering**—seeks to exercise control more than seeks to maintain distance and personal space
- **Expressive**—seeks to exercise control more than seeks to be involved with people
- **Cheerful**—seeks to be involved with people more than seeks to exercise control
- **Cooperative**—seeks to be involved with people more than seeks to adapt to others
- **Modest**—seeks to adapt to others more than seeks to be involved with others
- **Private**—seeks to adapt to others more than seeks to maintain distance from others
- **Matter-of-Fact**—seeks to maintain distance and personal space more than seeks to adapt to others
- **Demanding**—seeks to maintain distance and personal space more than seeks to exercise control



These newer DISC-in-the-Round style names are descriptive of the behaviors that characterize the area of the DISC Map in which the Style is located. Each of the 16 Style areas can also be described by a DiSC® Classic or DiSC® PPSS Classical Pattern. The DISC-in-the-Round approach can be used with *any* DISC assessment and does not require a special assessment process such as DiSC® Indra™.

## Using the DISC-in-the-Round Approach to People-Reading

Most people begin the process of trying to determine the style's other people shortly after learning about their own style. Style-Reading can be done using this simple DISC-in-the-Round Approach by asking two questions for each of the two Dimensions of Control and Affiliation.

### Affiliation Dimension Questions:

Does this person seek to be involved with others, focusing on talking, sharing, getting along with others and belonging—**AFFILIATE**?

**OR**

Does this person seek personal space, privacy, independence and autonomy—**DETACH**?

**OR**

No strong preference on this Dimension

### Control Dimension Questions:

Does this person seek to lead, guide, direct, or assume responsibility for others—**CONTROL**?

**OR**

Does this person seek direction and guidance from others and feel comfortable adapting to others—**ADAPT**?

**OR**

No strong preference on this Dimension

## Locating the Person's Style on the DISC Map

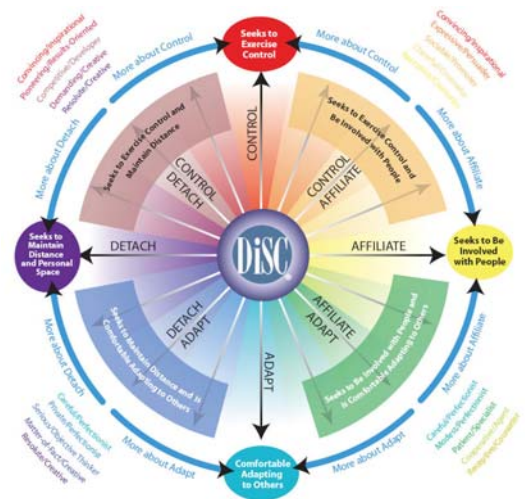
The answers to these two sets of questions determines in where on the DISC Map the person's style can be found. There are eight clearly defined areas and eight transitional areas. The Transitional Areas are more about one Dimension than the other. You can use the description of the area to verify the person's style by matching it to your experience with the person.

## Eight Style Areas on the DISC Map

- **CONTROL/DETACH:** Seeks to exercise control and to maintain distance
- **CONTROL:** Seeks to exercise control
- **CONTROL/AFFILIATE:** Seeks to exercise control and seeks to be involved with people
- **AFFILIATE:** Seeks to be involved with people
- **ADAPT/AFFILIATE:** Seeks to be involved with people and is comfortable adapting to others
- **ADAPT:** Comfortable adapting to others
- **ADAPT/DETACH:** Seeks to maintain distance and is comfortable adapting to others
- **DETACH:** Seeks to maintain distance and personal space

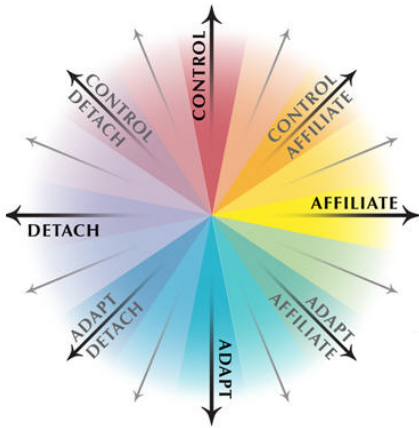
## Eight Transitional Areas on the DISC Map

- **CONTROL/detach**—Seeks to exercise control more than seeks to maintain distance and personal space
- **CONTROL/affiliate**—seeks to exercise control more than seeks to be involved with people
- **Control/AFFILIATE**—seeks to be involved with people more than seeks to exercise control
- **Adapt/AFFILIATE**—seeks to be involved with people more than seeks to adapt to others
- **ADAPT/affiliate**—seeks to adapt to others more than seeks to be involved with others
- **ADAPT/detach**—seeks to adapt to others more that seeks to maintain distance from others
- **Adapt/DETACH**—seeks to maintain distance and personal space more than seeks to adapt to others
- **Control/DETACH**—seeks to maintain distance and personal space more than seeks to exercise control



## DISC-in-the-Round Persuading and Influencing Strategies

Before we can persuade or influence someone, we need to build rapport with them. Building rapport can be seen as establishing comfort in the interaction. This is done by matching preferences on the **Affiliation Dimension**—people are most comfortable with people with whom they share a preference on **Affiliation**—Affiliate with Affiliate, Detach with Detach. To create comfort when trying to persuade or influence someone you will need to adapt your approach to the Affiliation preference of the other person.



If the other person has a preference to **Affiliate**, you will need to respond by talking and sharing information in a warmly personal fashion. If the other person also has a preference for exercising control, you will need to do this in a fast-paced, enthusiastic manner. If the other person is comfortable adapting to others then you will need to show your interest in interacting with the person and building a relationship slowly over time, using a more moderate pace when talking.

If the other person has a preference to **Detach**, you will need to respond in a more reserved, business-like, formal manner. If the person also has a preference for exercising control, you will need to do this in a fast-paced, results-oriented manner. If the other person is comfortable in adapting to others, you will need to proceed more slowly, in a matter-of-fact manner, focusing on the logic and rationale of your approach.

Your success at persuading and influencing another person will depend on how you adapt your approach to their style needs throughout the persuading and influencing process. After identifying where the other person falls on the DISC Map, you can develop a strategy for matching their preference on the **Affiliation Dimension (Affiliate with Affiliate and Detach with Detach)** and reciprocating with their preference on the **Control Dimension (Control with Adapt, Adapt with Control)**.

You can anticipate how much energy it may take to adapt your behavior to the other person's style by looking at where your style falls on the DISC Map and where the other person's style falls. If your style is between 90 and 180 degrees apart, you may find that it costs a lot of energy to adapt to this person. You may also find that you are not as skillful in adapting to someone who is 90-180 degrees from you style as you are with someone whose style is closer to yours on the DISC Map. You can read more about your potential style challenges in the DISC PPSS report, "Your Natural Approach to the Selling Process".