

	NAME	EXPLANATION
D	Dominance	Displays dominant behaviour. Focuses on managing other people and changing the environment so that they can achieve the results they want.
I	Influence	Trying to influence others. Focuses on influencing others through persuasion.
S	Steadiness	Opposes change. Focuses on collaborating with others within known frameworks.
C	Compliance	Analyses carefully and then works to achieve great results. Work is disciplined, systematic, and accurate.

FIGURE 4.10
The four facets of DISC.