

# 21 DISC PERSONALITIES AND QUICK DESCRIPTIONS

## D Driver

---

**Your unique genius: You help the team drive for deadlines and results!**

**Brief description:** Drivers want to be in control in every situation. They have an internal compass telling them which direction to pursue in life. They are strong personal performers. They tend to have high self-confidence and make decisions quickly. They are task-focussed and goal-oriented and love overcoming challenges and achieving results. Drivers tend to be natural self-starters and are always looking to take action in any situation. They are doers, not talkers.

## D/I Achiever

---

**Your unique genius: You inspire the team to achieve more than they thought possible!**

**Brief description:** Achievers are verbal and quick on their feet. They welcome debate and enjoy engaging in competition. They have forceful, dominant, larger-than-life personalities, and often rise to significant leadership roles. They are happiest when they're on an exciting new adventure. They are both soft-hearted and hard-headed and can switch quickly between the two depending on the situation.

## D/S Marathoner

---

**Your unique genius: You push past any obstacles to get the job done**

**Brief description:** Marathoners are persistent workers. They display tenacity, and just keep on pushing to get the job done, no matter how long it takes or what obstacles have to be overcome. They can be stubborn in their commitment to finishing what they've started. They have a unique combination of wanting to be friendly with others, wanting to see harmony on the team, and wanting everyone to get back to work.

## D/C Challenger

---

**Your unique genius: You take on big challenges and shoot for perfection!**

**Brief description:** Challengers are direct, straightforward, high-energy, analytical, and results-oriented. They are laser focused on bottom line results. Challengers prioritize accuracy. They prefer to work independently. They are driven and give every project all they are worth, every time. Their main desire is to accomplish goals and produce high quality results.

## I Communicator

---

**Your unique genius: You bring truly original ideas to the team!**

**Brief description:** Communicators love to be the center of attention. They are very verbal, enthusiastic, excited, and excitable. Inspiring people live in the world of ideas and persuasion. Nothing makes them happier than to be in a room with other enthusiastic people exchanging or collaborating on exciting new ideas. They are persuasive, spontaneous, and emotional. Inspiring people love working with other people when they are able to contribute their creative ideas and like and enjoy the people they work with.

## I/D Optimist

---

**Your unique genius: You bring vision and inspiration to the team!**

**Brief description:** Optimists are enthusiastic, inspiring, future-focused, and motivational. They're confident and often achieve positions of influence and power. They are creative, and warm and naturally pick up followers. They love implementing their great ideas immediately. They are able to express themselves well, verbally and in writing, and are happiest when trying to persuade someone about their new exciting idea. They live for exciting adventures both personally and professionally.

## I/S Adapter

---

**Your unique genius: You bring warmth and genuineness to the team!**

**Brief description:** Adapters love to collaborate with other warm people. They want others to feel part of the team and spend time helping them get involved. They are highly intuitive and are very gifted in anticipating the needs of others. They are well-liked by teammates. They are versatile and can fit into most people-facing roles, at least for a while. They value mental stimulation and so can become easily bored.

## I/C Challenger

---

**Your unique genius: You have the ability to turn dreams into systems that work!**

**Brief description:** Inventors are a unique blend of imaginative, detailed, enthusiastic, and critical. This rarer blend is highly verbal and intense. They are so committed to performing detailed analysis and then selling their imaginative ideas to others that they can be prone to overwork and exhaustion. They are uniquely gifted in bringing their creative ideas to fruition. They hold themselves to high standards, and value the esteem of those they respect.

## S Peacekeeper

---

**Your unique genius: You promote and bring harmony to the team!**

**Brief description:** Peacekeepers are calm, stable, warm, loyal, and flexible to the needs of others. They are good listeners and even-tempered. They like doing practical jobs and often do the obvious jobs that others miss. They value trust strongly and enjoy being part of a smaller team where they are valued and appreciated. They live a very internal life. They are so empathetic and kind-hearted that sometimes their goodness can be taken advantage of.

## S/D Worker

---

**Your unique genius: You're unstoppable when you take on a task!**

**Brief description:** Workers are dependable, kind, persistent, reliable, non-verbal, and tenacious. They are very task oriented and like to get things done in a friendly but thorough manner. They are both energetic and stable. They are patient with others and will stick with a task until it's done. They are a unique blend of personality traits that enjoys being with people and also enjoys being alone so they can get more done.

## S/I Counsellor

---

**Your unique genius: You create positive, accepting environments for others!**

**Brief description:** Counsellors are responsive, dependable, loyal, intuitive, and service-oriented. They are highly people focused and may at times feel that they are almost mind readers. They are well-liked, and often involved in the arts and volunteer activities. They truly care for others, and love to make them happy. They are observant, quick to step in to assist others, and like to see and hope for the best in everyone.

## S/C Thinker

---

**Your unique genius: You carefully process decisions to help the team win!**

**Brief description:** Thinkers are stable, consistent, cautious, accommodating, patient and diplomatic. They can be counted on to do a thorough and reliable job, to show up on time and work until the task is complete. They are objective and like to think issues through completely before coming to a careful decision based on both fact and feelings. They love traditions and they prefer to do things the way they've been done in the past. They hold themselves to high standards and want to earn the respect of those around them.

## C Analyzer

---

**Your unique genius: You keep the team from making mistakes!**

**Brief description:** Analyzers are detailed, accurate, thorough, and structured. They like detail and analysis and value logic-based decisions. Maintaining high standards of quality and accuracy are key to this personality type. In fact, they hold themselves and others to standards which are very difficult to meet. They are good at handling and organizing large amounts of detail. They are great at quality control. If you want a job done thoroughly and well, give it to a conscientious person.

## C/D Inspector

---

**Your unique genius: You push to get quality results efficiently!**

**Brief description:** Inspectors are competitive, systematic, questioning, intense and strategic. They love to discover new ways to get results by using systems. They are careful with relationships and prefer a strategic approach to dealing with others. They have the ability to achieve quality results in jobs that require the organization of large amounts of data. They ask a lot of questions before agreeing to a course of action, and prize accuracy and structure.

## C/I Appraiser

---

**Your unique genius: You are convincing and achieve high quality results!**

**Brief description:** Appraisers are articulate, creative, organized, believable and conscientious. They are a unique blend of creative and critical. They seek the company of others and are also exhausted by them. They strive for perfection through solitary analysis and at the same time wish they were socializing at a party! They are convincing, well-researched public speakers and dramatists. They are imaginative and creative analysts. They want attention and they also just want to be left alone.

## C/S Implementer

---

**Your unique genius: You can always be counted on!**

**Brief description:** Implementers are dependable, reliable, accurate, pleasant, and persistent. They fit well in a team setting. They like to do practical jobs and are happy to stick with the job until it's finished. They enjoy structure and order and appreciate living a risk-free, routinized lifestyle. They have just a few friendships (usually very long term) that they can count on. They have a wonderful way of achieving high quality results while being liked by their teammates.

## D, C, & S     Manager

---

**Your unique genius: You get results and keep the team happy at the same time!**

**Brief description:** Managers are driven, clear-minded, practical, and choose their words carefully. They possess the drive, the ability to track detail and the desire to build the harmony that is needed to run a team. They tend to guard their private thoughts and only reveal their own ideas after careful mental processing. They make decisions around practical and rational considerations and may discount or be frustrated by the emotions of others. Because they draw from three personality types, they may respond differently depending on the situation. When high dominance is required, they display it, and so on with their conscientious and supportive dimensions. Since they have a low inspiring score, they rarely display the qualities of imagination and vision possessed by the I.

## I, S & C     Energizer

---

**Your unique genius: You've got a great mind and get lots done!**

**Brief description:** Energizers are creative, rational, mentally agile, well-spoken, and diplomatic. They are rational in their approach to problem solving and are good at marshalling arguments and presenting them in a credible manner. They are friendly and have strong social skills, they work well in collaboration with others, and make excellent team members. They are highly productive and enjoy working on exciting new ideas. They are strong in every personality type except dominance, so they rarely display the ambitious, decisive qualities shown by the D.

## D, I & S     Persuader

---

**Your unique genius: You get results by building strong relationships!**

**Brief description:** Persuaders are dependable, assertive, proactive, warm, and self-reliant. They have a unique combination of patience and proactivity that make them effective facilitators, and persuaders. They are warm and well-liked, competitive and results focused. They are independent and drive towards reaching their goals. They are also creative and use their imagination to build positive relationships and to motivate people around them. Since they are low in the conscientious personality type, they rarely display the thoroughness and attention to detail found in the C type.

## D, I & C     Producer

---

**Your unique genius: You're always driving to make things better!**

**Brief description:** Producers are driven, innovative, self-reliant, and practical. They love coming up with new ideas to make things better. They like taking responsibility, and take credit for both wins and losses, so long as they have control of the results. They are very clear thinkers, and make decisions for the good of the project, not only to promote harmony on the team. They are unique and original, often achieving results in their own inimitable way. Since they are low in the S personality type, they may struggle to show true empathy, and may be impatient with the inefficiencies of others.

## 4 HIGH

### D, I, S, & C Synergizer

---

**Your unique genius: You can fit anywhere and get along with anyone!**

**Brief description:** Synergizers are adaptable, perceptive, flexible, harmonious, and balanced. Because they are strong in every personality type, they can relate to anyone, and fit in any role. Sometimes they may feel inner tension, unsure of which personality type to operate from in a given situation. They can be leaders or followers, work alone or with others, be verbal or be silent depending on the requirements of the situation they find themselves in. Their adaptability and wide range of skills makes them very useful in a variety of roles and situations.