BSCorbett Consulting, LLC

DISC Communication Tool

Name: Stacy Derrick
Organization: Help in the Home
DISC Profile: DC

Stacy's style is identified by the keyword "Challenger."
As a Challenger style, Stacy is sensitive to problems, and displays a significant amount of creativity in the ability to solve them. Challengers can complete significant tasks in very little time due to their strong resolve. Stacy is determined and probably has high astuteness combined with quick reactions. Challengers will examine and pursue all possible avenues when searching for a solution to a problem. They display a lot of foresightedness in focusing on projects. Striving for correctness, they counterbalance their drive for tangible results. Challengers can tend to be perfectionistic and can vacillate in decision making while trying to determine the "best" choice.

Challengers sometimes appear to lack social poise and may possibly even be perceived as cool and overly forthright. They prefer working alone and thrive in an environment where they can call the shots. Stacy tends to be quiet and reserved when becoming involved in personal relationships and does not trust easily. A Challenger typically will have little patience for those who do not follow what is believed to be the right way, since they are so strongly motivated by a drive to excel. Challengers tend to become easily bored with routine responsibilities, needing the opportunity to work on new projects. They tend to ignore the emotional side of people in favor of focusing on the task at hand. They would benefit by considering the development of warmness in social relationships as an important task. Stacy would also be well advised to give additional consideration to the value of developing a team and the increased productivity that can be derived from being a strong leader of a solid team. Stacy should work to build stronger cooperation with team members and to develop a patient attitude when considering others' opinions and work styles.

General Characteristics	Motivated By	Ideal Environment
• High ego strength. • Analytical, methodical. • Problem solver. • Extremely task oriented.	• Work and project completion. • Authority to design and implement solutions. • Not having to needlessly socialize or play politics. • Being provided the necessary tools to achieve success.	• Being able to design and refine. • Challenging tasks and activities. • Projects that produce tangible results. • Recognition for their analytical abilities.

When Communicating DO	When Communicating DO NOT
• Be brief, direct, and to the point. • Ask "what" and "why" questions. • Focus on business; focus on results. • Suggest ways to achieve results, be in charge, and solve problems. • Highlight logical benefits of featured ideas and approaches; recognize their quality work. • Agree with facts and ideas rather than a person when in agreement.	• Ramble, repeat yourself. • Focus on problems. • Try to be too sociable early in the relationship. • Make sweeping generalizations or make statements without support.