BSCorbett Consulting, LLC

DISC Communication Tool

Name: Lindsay Young
Organization: Help in the Home
DISC Profile: SIC

Lindsay's style is identified by the keyword "Advocate."
Lindsay, as an Advocate style, is a steady, sociable individual who strives for positive relationships at work and at home. An Advocate can be very detail oriented when the situation requires it; but overall they tend toward individualism, independence and light attention to detail. It can be difficult to change Advocates minds once they have made a decision. They like people and tend to support the underdog. Lindsay may take opposing sides of a disagreement and feel frustrated if things do not go according to plan. An Advocate needs to be accepted as part of the team, and they want people to like them. Decisions are difficult for them to make unless their parameters of authority are clearly defined, and they may tend to "shoot from the hip" if forced to make a decision when they would prefer not to do so. Lindsay would much rather have someone else make the decision, especially if they hold that individual in high esteem and respect. Lindsay tends to be moderate, thorough and dependable.

Advocates do not like conflict. Rather than create conflict in a group, they will tend to let others do what they want, even if they disagree with them. Advocates do not like to confront people unless necessary. Lindsay can be inspiring, and may be sought out for their ability to motivate the team in tough times. Advocates have the ability to focus their attention on tasks that need to be completed, and to work them until they have been finished. They have respect for leaders and are quality and service minded. Lindsay is people oriented, but can be detail and task oriented as well. Lindsay is motivated through joint collaboration and likes to work in groups.

General Characteristics	Motivated By	Ideal Environment
• Steady, reliable, loyal. • Relational, team and family oriented. • Does things right the first time. • Enthusiastic, optimistic, practical.	• Sincere appreciation and acceptance. • A friendly environment. • Ability to have a balance between work and play. • Clear definition of role and expectations.	• Knowing what is expected. • Clearly defined goals and parameters. • Ability to work in teams and groups. • A forum to express ideas.

When Communicating DO	When Communicating DO NOT
• Build a favorable, friendly environment; allow for social activities. • Give opportunity for them to verbalize about ideas, people and their intuition. • Give adequate information for informed decisions. • Share testimonials from others relating to proposed ideas. • Develop a team atmosphere and participative relationship. • Create incentives for their quality work.	• Be overly aggressive. • Make them harshly discipline peers. • Threaten their sense of security. • Be overly critical.