BSCorbett Consulting, LLC

DISC Communication Tool

Name: Barbara L. Jones
Organization: Boston University School of Social Work
DISC Profile: IS

Barbara's style is identified by the keyword "Advisor."
Barbara, as an Advisor style, impresses most people with their outgoing charisma, warmth, and fun-loving personality. Advisors possess a natural disposition for people and possess a casual kind of poise in most social situations. Many people will come to them because Advisors are seen as encouragers and instinctive communicators. Barbara can be demonstrative, trusting others and showing clear emotions. Advisors will not attempt to force their ideas on others; they prefer to win people over and influence decision making by their ability to effectively communicate. Advisors tend to take criticism of work as a personal rejection rather than based on the quality of the work itself. Advisors take a very positive and optimistic approach in all they do and often put people's needs ahead of tasks and deadlines for completing a project. Advisors want to feel part of a strong team cohesion and this bond can be a powerful motivator for achieving success.

Barbara prefers to deal with people on a personal, intimate basis in a low pressure and non-antagonistic situation. Advisors desire for others to give them personal attention and value compliments for assignments done well. Barbara loves to talk with and about people; they want social intimacy with everyone they meet. They are equally adept in mingling in a large social setting or in a one-on-one environment with close friends. Advisors may have difficulty being honest about their feelings if there is a fear that there will be devastating effects to a relationship, as relationships are extremely important to Advisors.

General Characteristics	Motivated By	Ideal Environment
• Enthusiastic, fun loving. • Trusting, optimistic. • Persuasive, talkative. • Relational, people oriented.	• Praise, popularity, and acceptance. • A friendly environment. • Freedom from many rules and regulations. • Other people who are available to handle details.	• Practical procedures. • Few conflicts and arguments. • Freedom from controls and details. • A forum to express ideas.

When Communicating DO	When Communicating DO NOT
• Build a favorable, friendly, participative environment. • Give opportunity for them to verbalize about ideas, people, and their intuition. • Assist them in developing ways to transfer talk into action. • Allow time for stimulating, sociable activities. • Submit details in writing, but don't dwell on them. • Create incentives for following through on tasks.	• Eliminate social time. • Be overly aggressive or confrontational. • Ignore their ideas or accomplishments. • Make them work alone.