BSCorbett Consulting, LLC

DISC Communication Tool

Name: Ellen DeVoe
Organization: BUSSW
DISC Profile: CD

Ellen's style is identified by the keyword "Designer."
Ellen, as a Designer style, is an extremely task-oriented person who is sensitive to problems. Designers may appear to care more about task planning and completion than the feelings of people around them. Ellen is very determined and has an approach to thinking that allows for effective problem solving. Because of a Designer's driven nature and desire for tangible results, they may come across as unfeeling or even cool and distant at times. They make decisions based upon facts, not on emotions. They tend to be quiet and do not trust easily.

As a Designer, Ellen is very analytical and can have a high intellect because of the way they are able to apply themselves exclusively to tasks. Designers expect techniques used to be fact-based and reject "quick fixes." They will adhere to commitments and expect the same of others. They are competitive by nature and will use facts to help them win. Quality is extremely important, and Ellen feels that if a job is not done right, it should not be done at all. Accuracy and precision are imperative in work and high standards are maintained in Ellen's personal life as well.

General Characteristics	Motivated By	Ideal Environment
• Analytical, methodical. • High ego strength. • Problem solver. • Extremely task oriented.	• Work and project completion. • Power and 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 my analytical abilities.

When Communicating DO	When Communicating DO NOT
• Be brief, direct, and to the point. • Ask "what" and "why" questions. • Focus on business; remember they desire results. • Suggest ways for him/her to achieve results, be in charge, and solve problems. • Highlight logical benefits of featured ideas and approaches. • Recognize their high-quality work.	• Ramble or repeat yourself. • Focus on only on problems. • Be too sociable or conversational. • Make generalizations or statements without support.