BSCorbett Consulting, LLC

DISC Communication Tool

Name: Hyeouk (Chris) Hahm
Organization: BUSSW
DISC Profile: DCI

Hyeouk's style is identified by the keyword "Chancellor."
Hyeouk, as a Chancellor style, mixes fun with business in order to get things done. Chancellors are determined individuals who enjoy people but can also take care of the details. Since Chancellors want things to be taken care of correctly, they may finish projects to assure correctness and completeness. Hyeouk is outgoing by nature and enjoys people, but this does not necessarily indicate an allegiance. A Chancellor evaluates people and tasks carefully. Their alliances will shift seemingly impulsively from one person or task to another. They often neglect careful planning and will jump into projects without thorough consideration.

Chancellors may need to be more sensitive to the needs of others. They are spontaneous in business and pleasure, but not haphazardly. Hyeouk requires correctness and is very aware of deadlines. A Chancellor will initiate activity rather than waiting for someone else to do the job. They are driven by the bottom line and want quick results. They will work tenaciously to resolve problems. Hyeouk desires accuracy combined with quick thinking.

General Characteristics	Motivated By	Ideal Environment
• Natural leader and spokesperson. • Able to accurately do a lot of different things. • Influential and motivating. • High energy, extroverted, optimistic.	• Being able to direct and pioneer. • Power and authority to take risks and make decisions. • Freedom from routine and mundane tasks. • Appreciation, praise, and recognition.	• Competitive environment with rewards. • Non-routine, challenging tasks and activities. • Being able to direct others. • Freedom from controls, supervision, and details.

When Communicating DO	When Communicating DO NOT
• Talk about results, not process. • Talk about solutions, not problems. • Focus on business; remember they desire results. • Suggest ways for him/her to achieve results, be in charge, and solve problems. • Let them in on the "big picture" because they are visionary. • Agree with facts and ideas rather than the person when in agreement.	• Ramble, do all the talking. • Settle for less than excellence. • Focus on problems. • Be pessimistic. • Focus on the process and details. • Challenge them directly.