BSCorbett Consulting, LLC

DISC Communication Tool

Name: Margaret Lombe
Organization: BUSSW
DISC Profile: SC

Margaret's style is identified by the keyword "Peacemaker."
Margaret, as a Peacemaker style, is kind in nature and is very detail oriented. Peacemakers are caring about the people around them and possess the qualities that make them very meticulous at task completion. Margaret likes to look around carefully before making any decisions and weigh how it will affect people, at times being overly cautious. If Peacemakers feel someone is taking advantage of a situation, they will slow down processes so that they can watch what is going on around them.

Margaret is loyal to supported leaders and is an excellent person to have on the team. Peacemakers carefully and consistently work through situations. They tend to show anxiety when put in a situation where they feel obligated to make decisions that may negatively affect others. Margaret wants stability and exhibits stability in relationships, needing a protected and secure environment. Peacemakers enjoy people, but prefer a few close friends to many acquaintances. They like small groups rather than crowds. They are overly sensitive and don't handle criticism well. They need to develop confidence and be more independent. Margaret is very concerned about what people think and avoids conflict.

General Characteristics	Motivated By	Ideal Environment
• Careful, thinking things through. • Possessive, sensitive. • Slow to make changes, predictable. • Non-confrontational, internalizes feelings.	• Recognition for loyalty and dependability. • Appreciation of their high quality work. • No sudden changes in procedure or lifestyle. • Activities to start and follow through to the finish.	• Practical procedures and systems. • Stability and predictability. • Tasks that can be completed at one time. • A friendly, team atmosphere.

When Communicating DO	When Communicating DO NOT
• Create a favorable environment that is personal and agreeable. • Express a genuine interest in them as a person. • Provide them with clarification for tasks and answers to "how" questions. • Be patient and give them follow-up support. • Present ideas or departures from current practices in a non-threatening manner; give them time to adjust. • Clearly define goals, procedures, and their role in the overall plan.	• Be pushy, overly aggressive, or demanding. • Expect them to make decisions without all the information. • Ask them to discipline others or put them in competitive environments. • Be too confrontational or critical of their actions.