BSCorbett Consulting, LLC

DISC Communication Tool

Name: Renée Spencer
Organization: BUSSW
DISC Profile: CS

Renée's style is identified by the keyword "Precisionist."
Renée, as a Precisionist style, is a systematic thinker who tends to follow procedures in both personal and business life. Proceeding in an orderly, predetermined manner, Precisionists are precise and attentive to detail. They act in a highly tactful, diplomatic fashion and rarely antagonize their associates consciously. Being extremely conscientious, Renée painstakingly requires accuracy in work and maintains high standards. Precisionists may tend to get bogged down in details, particularly when decisions must be made. Renée desires standard operating procedures and no sudden changes.

As a Precisionist, Renée likes a protected and secure environment governed by rules and regulations. A Precisionist enjoys people, but prefers a few close friends to having many acquaintances. Precisionists prefer small groups rather than large crowds. They will be correct most of the time due to how precise they are. Precisionists may be overly sensitive and perhaps do not handle critique well. They may need to develop confidence and be more independent. They tend to be somewhat concerned about what people think of them and they avoid conflict and change at all costs.

General Characteristics	Motivated By	Ideal Environment
• Careful, methodical, thinking things through. • Sensitive, practical. • Loyal, predictable. • Disciplined, logical.	• Recognition for loyalty and dependability. • Approval of their high-quality work. • Orderliness and neatness. • Activities to start and see through to the end.	• Practical procedures and systems. • Stability and predictability. • Neat and orderly. • A 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. • Present ideas in a non-threatening manner, be patient with timelines as they are thorough and conscientious. • Clearly define goals, procedures and their role in the overall plan. • Explain any changes to them in advance and give them time to adjust.	• Be pushy, overly aggressive, or demanding. • Be too confrontational or critical of their actions. • Make sweeping or sudden changes. • Expect them to make decisions without all of the facts.