BSCorbett Consulting, LLC

DISC Communication Tool

Name: Astraea Augsberger
Organization: BUSSW
DISC Profile: SI

Astraea's style is identified by the keyword "Advisor."
Astraea, as an Advisor style, impresses most people with warmth, sympathy and understanding. Advisors possess a casual kind of poise in most social situations. Many people will come to them because Advisors are seen as good listeners. Astraea can be demonstrative, trusting others and showing clear emotions. Advisors will not attempt to force their ideas on others; in fact, they prefer to gain team consensus. Advisors want to maintain peace and harmony and will ask others for their opinions in decisions that will affect the group. Advisors can be overly tolerant and patient with those who are non-producers in the workplace because of an overwhelming desire to maintain a healthy, nurturing environment.

Astraea prefers to deal with people on a personal, intimate basis in a low-pressure situation. Advisors have a desire to produce quality results, and will work hard to do their share of the work and not let the team down. Advisors like personal attention and desire sincere appreciation for a job well done. Astraea loves to talk with and about people; they want social intimacy especially with close friends and family members. Advisors may have difficulty being honest about their feelings if there is a fear that there will be devastating effects to a relationship or cause open conflict.

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 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.