

Overview of DiSC® in Conflict

Just like DiSC® can help you understand how you handle conflict, it can also help you understand others. The overview below shows the destructive and productive conflict tendencies that are typical for each DiSC style.

Dominance

Destructive tendencies insensitivity, impatience, creates win-lose situations, refuses to bend, overpowers

others

Productive tendencies:

straightforward with opinions,acknowledges tough issues, willingness to

have objective debates

Productive tendencies:

finds the root cause of the problem, sorts out all the issues, gives people space, focuses on the facts

Destructive tendencies

defensiveness, uses passiveaggressive tactics, becomes overly critical, isolates self, overanalyzes the situation

Conscientiousness

influence

Destructive tendencies

becomes overly emotional, talks over others, impulsiveness, glosses over tension, makes personal attacks

Productive tendencies:

communicates empathy, encourages open dialogue, provides reassurance, verbalizes emotions

Productive tendencies:

shows flexibility, looks out for people's feelings, communicates tactfully, listens to others, finds compromises

Destructive tendencies

withdraws, gives in to please others, ignores problems, lets issues simmer beneath the surface, avoids tension

Steadiness

