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# Visual Clues To DISC Strengths

*Connecting to them through them!*

By Deb Ingino

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# DISC Visual Clues and Connection



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Understanding each others DISC Strengths provides an effective way to communicate and connect with the people around us especially clients. Now while we can't go around with an assessment for someone to complete the minute we meet them there are some general visual clues that may help you to determine someone's natural style.

When we connect to them through the lens of how they are naturally wired our connection with them is more effective, efficient and build towards positive outcomes.

As you read each style, begin identifying people that you have come into contact with that seem to fit that style. Then begin using the communication tips to solidify your existing relationship. For new professional contacts, as you meet them see if you can connect to their likely style and begin your business relationship by leveraging the keys to their style.

One more important point, you should also know that these same clues and methods work in both personal and professional relationships, so feel free to test drive it at home to practice!



# D Strengths

The best way to identify this person is when they enter the room, they bring energy, stress or tension right along with them. There is no way to miss their intensity. Their walk is very deliberate and strong (think floor shaking).

Their clothing is powerful in nature. Black, a power suit, bold red or better yet an expensive italian made custom suit. They take pride in ownership of the finer things in their life.

Always making eye contact when they talk, you may find them pointing as they talk and their one is business like and firm. They invade personal space without even realizing it (or being concerned about it too). Or...you may find their hands on their hips, as they share with you what you 'should' have done. Even better, as they make a point you may find them pounding their fist on the desk as they talk.

Their desk or office tends to display 'trappings of power' such as photo's of them with prominent people or in prominent places, degrees, plaques recognizing them, etc.

Connecting - Be brief, be brilliant and be gone. Communication with this style should be 3 bullet points or less and end with your question. Keep it short, sweet and to the point. Remember D's need control, so give it to them. Allow for them to call the shots where you can. No long conversations or emails. In meetings they need the power seat (head of the table) and respond best when you defer to them for their opinion.

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# Strengths

Two key words will help you to identify them and quickly.... they are loud and open.

If you're eating in a restaurant with them or near them, you're probably thinking 'I wish they wouldn't speak so loud', except of course if you're wired then you think their tone is just right! They are very expressive and are great at sharing experiences. They typically wear loud clothing, loud colors, patterns. If a man even if he has to wear a conservative suit, you'll see cartoon suspenders or loud color socks.

Secondly they're open. They tend to tell even total strangers, a lot of personal details. They are the easiest to connect with. They enjoy an upbeat friendly atmosphere where their ideas can be heard. Being creative in nature they like to keep things fresh and new and hate routine.

They have open body language, they smile, they can be very animated with their hands or eyes when they speak. When telling a story, they will typically touch the listener physically in some way, a nudge, a shoulder tap, etc...

Their car, desk, etc... will be littered with personal items. Their energy is more creative than organized. Even their car can be disorganized, for some it is a rolling diary of every fast food restaurant they've visited in the past few days.

Connecting - They connect best in an environment that is less formal, bright, energetic and they are the most receptive when you provide them an opportunity to share their ideas. Communication with them should be friendly in tone and always end with what you need from them and the deadline. Knowing that they are not naturally organized, expect to follow up.



# S Strengths

They are the most difficult to identify visually, since they tend to not live in the extreme. They are chameleon like, they adjust to situations. They bring peace when they enter a room. They are a calming presence in a family or group.

The clothing they choose is comfortable. Even at a formal affair, they will be on the more relaxed degree of

the expected attire.

Their body posture can also be a clue, they tend to be relaxed even in how they stand, having a tendency to lean and slouch.

Their desk or office tends to have what they need mostly well organized but with lots of 'things' around and they tend to do things that welcome visitors (i.e. candy dish). Typically they will have many family photo's prominently displayed.

Connecting - Being more relational S's respond best to communication that is non-confrontational, friendly and relaxed. Knowing that they need time to adjust themselves to changes, communicate changes in person then by email, reassuring them throughout the process. They respond best to words such as 'team', 'we' and 'collaboration.' Email communication should be friendly, relaxed, clearly outlining what they need to do and thanking them for their support.



# C Strengths

Naturally reserved in nature, C's are the opposite of the I Wired Style in as much as they have a quiet voice.

They are attracted to clothing in muted colors. They're not comfortable in clothing that does not fit properly, they prefer classic styles, well tailored and no wrinkles. They are meticulously groomed.

They are great respecters of personal space and are only comfortable if you respect theirs. Environments that are loud and too bright drain their energy so when scheduling meetings with them, be sure to be in a quite area.

Their personal space, car, desk, etc...is neat and tidy. Its well organized and leans towards minimalism. Their papers are filed, books neatly arranged. They don't like eating in their car (too many smells) and work on a schedule.

They tend to be more reserved and quiet. They do not openly share aspects of their life unless that person needs to know.

Connect - Connect with them through facts and figures. They can relate to a statement such as " I wonder if it might work better if you adjust that ratio by 20% " rather than " I get the feeling this is not it." In both verbal and email communication stay facts not feelings focused. Keep the tone friendly but to the point without superfluous details.

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What about you? Do you know your own DISC Strengths or how each of your team members are wired? Our Strengths Initiative helps organizations to identify the strengths of each member of the team and we connect them to ways of leveraging their combined forces in the marketplace. Contact [Deb@StrengthLeader.com](mailto:Deb@StrengthLeader.com) for more information on this powerful advantage. To learn more and see a sample report click this link for [Disc Strengths Report](#)

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#### About Deb Ingino

With her extensive experience developing teams in more than 14 countries contributing to the growth of a well known and highly successful Long Island company from \$50M to well over \$500M, Deb Ingino knows first hand how strengths and leadership are the keys to business effectiveness and growth.

Today Deb mentors and coaches business leaders and their teams with advanced strategies to help them reach their potential. With her trademark direct yet relatable style, Deb shares practical steps and helps business leaders and their teams to dig deep to find, develop and leverage their strengths.



Deb is a founding partner with John C. Maxwell in his Coaching, Speaking and Training team, is the host of the weekly [Leadership Insights Podcast](#) on itunes and is the CEO of [Strength Leader Development](#) and founder of [www.StrengthLeaderMentor.com](http://www.StrengthLeaderMentor.com) an online community for emerging and established leaders and their teams.

