

DiSCovery Tips - August 2007

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Communicating with a High “D” Personality

Enter the “D” office with good eye contact and a firm handshake.



As mentioned last month, conversing with a strong “D” is different than communicating with a strong “S”. The **D**ominance behavioral style describes one who is results oriented, strong and direct. When communicating with a “D”, one should use the following guidelines for open and effective communication:

Do

- Be concise and clear
- Tell how effective each option will be
- Come prepared with issues in a well-organized manner
- Be on task

Don't

- Stray from issues on hand
- Appear disorganized
- Come with a decision made
- Leave ‘loopholes’ in a plan or idea

Remember to let the “D” be in charge of the discussion. Agreeing with his/her ideas but adding one of your own to enhance their idea will provide a win-win situation for both parties involved. The “D” will feel in control while you will have incorporated your ideas too.

...Next Month

Understanding and Communicating with a High “i” Personality

Mini Survey: Let us know what you want to learn about using DiSC and we will publish questions and answers (DiSC Q's & A's).

If you would like to be removed from future DiSCovery Tips emails, please hit ‘reply to sender’. Thank you!