

The Manager's DISC Cheat Sheet

DISC Style	✅ DOs	❌ DON'Ts
D (Dominance)	<ul style="list-style-type: none"> Be brief and specific Focus on outcomes and solutions Respect their time – be efficient 	<ul style="list-style-type: none"> Rambling explanations Too many details Be vague and indecisive
I (Influence)	<ul style="list-style-type: none"> Be enthusiastic Allow time for relationship building Put details in writing 	<ul style="list-style-type: none"> Be cold or overly formal All business, no personal connection Overwhelm with detail
S (Steadiness)	<ul style="list-style-type: none"> Be reassuring Be patient - give time to process Show empathy and genuine interest 	<ul style="list-style-type: none"> Confront – draw them out Skip through explanations Be pushy – let them feel in control
C (Conscientiousness)	<ul style="list-style-type: none"> Provide details Be precise with facts and data Provide timeframes and realistic expectations 	<ul style="list-style-type: none"> Be vague Skip details Rush their analysis



5 Friction Points You Can Solve with DISC

Common team communication issues - and how DISC helps you resolve them

Friction Point	What's Really Going On	How DISC Helps
1. <i>"They take forever to respond."</i>	C or S style may need time to think before replying	Use clarity and structure. Say when you need a response and why.
2. <i>"They're too blunt or intense."</i>	D styles often skip niceties and speak in commands	Flex your tone. Get to the point fast. Focus on results, not stories.
3. <i>"They overshare or go off topic."</i>	I styles process out loud and seek connection	Gently steer the conversation back with warmth, not shutdown.
4. <i>"They avoid giving clear answers."</i>	S styles want harmony and can fear conflict	Create safe, low-pressure space to voice their opinion.
5. <i>"They ask too many questions."</i>	C styles want clarity, logic, and risk reduction	Respect their process. Anticipate and answer with structure.





Let's talk

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