Yaniv's DiSC Cheat Sheet

If they are	They are	Communicate effectively by
- Decisive - Direct - Aggressive, conflict - Demanding - Competitive - Confident - Short emails - Eye contact - Load - Interrupt - Big gestures - Not smiling - No "please"/"thanks"	**D**	- Short emails - Bottom line up front - Short and to the point - Keep it result oriented - Avoid details, stay in the big picture - No small talk
- Fun, joking, stories - Social - Jumping around - Exaggerating - Prefer face-2-face - Multitasking "What people say?" - Missing deadlines - Interrupting - Optimistic - Impulsive - Persuasive - Inspiring	**I**	- Meet in person - Mention affected people - Be energetic and keep it fun - Let them share ideas - Avoid facts and details - Don't reject them or their enthusiasm
- Accommodating - Patient - Team oriented - Smiling - Emojis - Supportive - Loyal - Reliable - Personal communication - Stable - Sensitive - Thoughtful - Indecisive	**S**	- Show personal care and friendliness - Explain the effect on people - Slow down - Give time to prepare, don't rush - Appreciate their dedication - Avoid conflict or confrontation - Minimize risk in advance - Don't break promises
- Precise - Analytical - Structured, organized - Work alone - Perfectionist - Systematic - Love deadlines and rules - Quiet - Cautious - Slow to decide/act - Long detailed emails	**C**	- Focus on facts - Give all details and analysis with the result - Allow time to process - Don't small talk or joke - Don't show prove them wrong