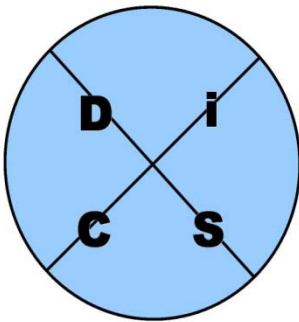


# Enhancing DiSC Newsletter

Issue No. 3 August 2008

Welcome to our 3<sup>rd</sup> Issue of Enhancing DiSC Newsletter. In this issue we will be discussing the lower half of the DiSC Circle, the Introvert / Adapting type. We will explore their strengths, weaknesses, opportunities to shine, opportunities to improve, the words they use, and their other attributes.

## DiSC Circle



To the left is a simple illustration of the **DiSC Circle** that we will be using throughout our discussions.

The lower half of the DiSC Circle shows the **Steadiness** and **Conscientiousness** styles. Also on the lower half of the DiSC Circle are the Creative, Objective Thinker, Perfectionist, Specialist, and the Agent and Counselor patterns.

## Introvert / Adapting-Lower Half of DiSC Circle

### **Strengths:**

- Logical thinker needs written processes and procedures
- Walks, talks, moves and thinks at a slower pace
- Is quieter, pauses more, less animated, more subdued
- Expresses opinions hesitantly

### **Weaknesses:**

- Does not handle sudden changes or surprises well
- Over concentrating on details to the point of missing the big picture can be a problem
- Verifying information more than necessary can slow down processes, hinder timely decisions
- High quality results are more important than quick results in large numbers

### **Opportunities to shine - situations where**

- data and proof need to be researched and presented
- a low key less threatening approach is needed
- thoroughness is critical

### **Opportunities to improve**

- More flexibility, more spontaneity
- See the big picture, balance perfectionism vs timely results
- Have more initiative and offer to lead in smaller projects

**Words They Use:**

'Analysis', 'team', 'standards', 'integrate', 'systematic', 'consistent', 'well prepared', 'thorough', 'effectiveness'

**Other Attributes of the Introvert/Adapting type:**

Pauses more, less vocal variety, does not like to be rushed for a decision or a response

In our next issue of Enhancing DiSC Newsletter we will be discussing the Left Half of the DiSC circle, the **Distancing From Others** type.

If you require additional information, or have any questions you would like addressed: Contact Us: [Shari@cornerstonestrategiesllc.com](mailto:Shari@cornerstonestrategiesllc.com)

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