



# DISC TIPS



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## Non-verbal Communications ... of an "S"?

**Quick Tip . . . Respect their personal space.**

### Non-verbal Communications ... of an "S":

#### "S's" Body Language

- Handshake - Solid, but friendly
- Gestures - Minimal
- Eye Contact - Direct without being intense
- Posture - Leaning back, when relaxed or leaning forward, showing interest. Arms may be loosely crossed or hands loosely clasped in front of them.
- Sitting - Comfortable, composed
- Walking - Easy-going, with head slightly looking down (to see where they are going.)
- Stance - Calm, stable

#### "S's" Actions

- The "S" just nods while you are talking  
= *The "S" is listening*
- The "S" has an inquisitive look on their face  
= *The "S" is processing*
- The "S" has a blank expression  
= *They are not tracking with you, not following your line of thought*

### Responding to Non-verbal Communications ... of an "S":

#### Your Body Language

- Handshake - Willing and open
- Gestures - Moderate
- Eye Contact - Attentive
- Posture - Stand calmly
- Sitting - Sit back and relax
- Walking - Even-paced
- Stance - Casual and cooperative

#### Recommended Reactions

- The "S" just nods while you are talking  
...Clarify that they have understood you
- The "S" has inquisitive look on their face  
...Ask if they might have a question
- The "S" has a blank expression  
...Expand on the topic you are discussing, provide more explanation

#### Extra Tips

- Other person is an "S" and **You Are a "D"**  
*Ask more, tell less or an "S" will close down.*
- Other person is an "S" and **You Are an "I"**  
*Communicate in a more linear fashion or you could lose credibility.*
- Other person is an "S" and **You Are an "S"**  
*Sustain balance between business and relationship agendas. Important to be sure to weave in the business or it may not be accomplished.*
- Other person is an "S" and **You Are a "C"**  
*Make a point to make some eye contact.*



**DISC QUICK TIPS** ✓

<b>D</b>	PRIORITY: Solve Problem	BE: Bottom Line
<b>I</b>	PRIORITY: People	BE: Engaged
<b>S</b>	PRIORITY: Plan	BE: Organized
<b>C</b>	PRIORITY: Procedures	BE: Accurate

**D**ominant    **I**nteractive  
**S**teady      **C**ompliant

### Attention HR/ Trainers ONLY

Are you an HR/Trainer in need of more DISC assistance?

Please feel free to email me at [bonnie@DISCcert.com](mailto:bonnie@DISCcert.com)

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