

<i>DOMINANCE</i>	<i>INFLUENCE</i>
Irritated by: Inefficiency, Indecision	Irritated by: Boredom, Routine
Fear: Loss of Control	Fear: Loss of Prestige/Relationship
Under Tension May:	Under Tension May:
<ul style="list-style-type: none"> • Dictate • Overstep prerogatives • Act restlessly • Inspire fear in others • Override people • Be blunt and sarcastic • Be critical and fault finding • Be inattentive to little things • Be dissatisfied with routine work • Resist participation as a part of a team 	<ul style="list-style-type: none"> • Attack, Be Sarcastic • Be more concerned with popularity than results • Oversell • Act impulsively – heart over mind • Be inconsistent in conclusions • Make decisions based on surface analyses • Be unrealistic in appraising people • Trust people indiscriminately • Have difficulty planning time expenditure • Be superficial • Not knowing the proper emphasis in business
Gains Security by: Seeking Control	Gains Security by: Being Flexible
Seeks Support for: Their Goals	Seeks Support for: Their Ideas
Wants: You to come to the point	Wants: You to be stimulating
<i>STEADINESS</i>	<i>CONSCIENTIOUS</i>
Irritated by: Insensitivity, Impatience	Irritated by: Surprises, Unpredictability
Fear: Competition, Loss of Security	Fear: Criticism, Embarrassment
Under Tension May:	Under Tension May:
<ul style="list-style-type: none"> • Submit / Acquiesce • Strive to maintain status quo • Take a long time to adjust • Have trouble meeting deadlines • Need help on getting started on daily assignments • Be lacking in creativity • Continue to do things the way they were always done • Hold a grudge • Wait for direction before acting 	<ul style="list-style-type: none"> • Withdraw / Avoid • Hesitate to act without precedent • Be bound by procedures and methods • Get bogged down in details • Want full explanation before changes are made • Pass the buck • Yield position to avoid controversy •
Gains Security by: Maintaining Relationships	Gains Security by: Careful Preparation
Seeks Support for: Their Feelings	Seeks Support for: Their Thoughts
Wants: You to be pleasant	Wants: You to be precise

COMMON BEHAVIORAL RESPONSES TO CONFLICT SITUATIONS (DiSC)