



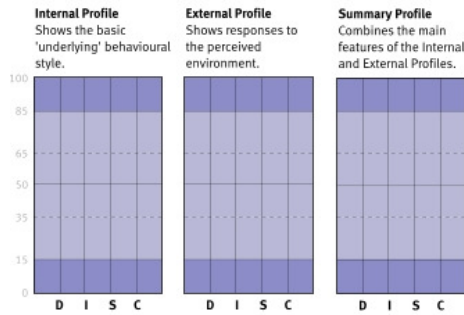
# PINNACLE

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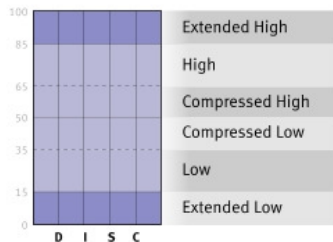
## discus<sup>®</sup>

### quick reference chart



#### Zones on the DISC graph

Each DISC graph is divided into six separate zones, three above the central line, and three below.



On a typical graph, the key factors are distributed in High and Low zones. It is not unusual to see some of the factors in the 'Compressed' area towards the centre of the profile, but where all four factors occupy this area, the profile is not sufficiently defined for accurate analysis. Any factors that occupy the 'Extended' zones at the extremes of the profile are particularly relevant to the analysis.

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**DOMINANT**  
Efficient, Self-motivated, Independent

**Overview** Direct, Ambitious, Competitive, Demanding

**Values** Results

**Seeks** Control

**Avoids** Weakness

**Pressure** Dictating

**Approach** Efficient, Responsive

**Strategy** POWER

**Assertive**  
Self-motivated, Independent, Enthusiastic, Self-confident

**Overview** Direct, Outgoing, Ambitious, Sociable

**Values** Results and Attention

**Seeks** Control and Approval

**Avoids** Weakness or Isolation

**Pressure** Dictating or Attacking

**Approach** Friendly, Responsive

**Strategy** POWER/PEOPLE

**INFLUENCING**  
Friendly, Enthusiastic, Self-confident

**Overview** Outgoing, Sociable, Gregarious, Expressive

**Values** Attention

**Seeks** Approval

**Avoids** Isolation

**Pressure** Attacking

**Approach** Friendly, Receptive

**Strategy** PEOPLE

**Controlled**  
Efficient, Self-motivated, Accurate, Sensitive

**Overview** Cautious, Direct, Self-reliant, Objective

**Values** Results and Procedure

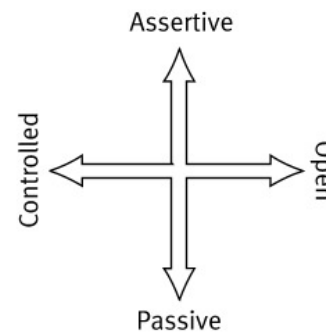
**Seeks** Control and Facts

**Avoids** Weakness or Uncertainty

**Pressure** Dictating or Evasive

**Approach** Exact, Efficient

**Strategy** POWER/PROOF



**Open**  
Friendly, Self-confident, Patient, Persistent

**Overview** Sociable, Trusting, Gregarious, Sympathetic

**Values** Attention and Support

**Seeks** Approval and Time

**Avoids** Isolation or Change

**Pressure** Attacking or Compromising

**Approach** Friendly, Supportive

**Strategy** PEOPLE/PROMISE

**COMPLIANT**  
Co-operative, Accurate, Sensitive

**Overview** Cautious, Precise, Restrained, Diplomatic

**Values** Procedure

**Seeks** Facts

**Avoids** Uncertainty

**Pressure** Evasive

**Approach** Exact, Detailed

**Strategy** PROOF

**Passive**  
Patient, Thoughtful, Co-operative, Accurate

**Overview** Cautious, Amiable, Calm, Precise

**Values** Support and Procedure

**Seeks** Time and Facts

**Avoids** Uncertainty or Change

**Pressure** Evasive or Compromising

**Approach** Patient, Detailed

**Strategy** PROOF/PROMISE

**STEADY**  
Patient, Thoughtful, Persistent

**Overview** Amiable, Calm, Generous, Even

**Values** Support

**Seeks** Time

**Avoids** Change

**Pressure** Compromising

**Approach** Patient, Supportive

**Strategy** PROMISE