



Grok, we are about to start a fresh facts-evidence-analysis (FEA) on this topic:

[https://www.manufacturedhomepronews.com/wp-](https://www.manufacturedhomepronews.com/wp-content/uploads/2026/08/PrePubAlchkThe4TemperamentsMelancholicSanguineCholericAndPhlegmaticDiSC_DominanceD_Influencel_SteadinessSandConscientiousnessC.Analytical.Driver.AmiableAndExpressiveFEA.pdf)

[content/uploads/2026/08/PrePubAlchkThe4TemperamentsMelancholicSanguineCholericAndPhlegmaticDiSC_DominanceD_Influencel_SteadinessSandConscientiousnessC.Analytical.Driver.AmiableAndExpressiveFEA.pdf](https://www.manufacturedhomepronews.com/wp-content/uploads/2026/08/PrePubAlchkThe4TemperamentsMelancholicSanguineCholericAndPhlegmaticDiSC_DominanceD_Influencel_SteadinessSandConscientiousnessC.Analytical.Driver.AmiableAndExpressiveFEA.pdf) which is also being directly uploaded to you (both PDFs are the same document). First, is it a reasonably common scholarly or sales/marketing position BEYOND manufactured housing to say that an understanding of these topics can be useful for management, for hiring/recruiting, or for sales and marketing? Link with plain text hyperlinks to support your findings on that part of this FEA. Next, beyond MHProNews (which will be publishing this report and which has been used in the context of sales training sessions on our consulting side), can you find from MHI any information on this personality types topic? Can you find any information from MHI linked sources on these in the developing draft subjects? If so, link them up using plain text hyperlinks to support your findings. If not, or if it is rare (link that rare example, if it exists), is it a potentially valuable area of study that ought to be better understood in manufactured housing? Do other industries teach and/or have coaches who offer such training in their industries?

PDF PrePubAlchkThe4TemperamentsMel...

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Yes, it is a reasonably common and established position in scholarly, business, sales/marketing, HR, and management literature (well beyond manufactured housing) that understanding models such as the four classical temperaments (melancholic, sanguine, choleric, phlegmatic), DiSC (Dominance, Influence, Steadiness, Conscientiousness), and Merrill-Reid Social Styles (Analytical, Driver, Amiable, Expressive) can be useful for management, hiring/recruiting support, team development, communication, and sales/marketing effectiveness.

These frameworks are widely taught and applied as behavioral/communication tools rather than strict predictive hiring screens (many sources caution against using them alone for selection due to validity and legal considerations). They emphasize self-awareness, adapting communication, matching styles to roles or customers, improving teamwork, and tailoring sales approaches.

Supporting evidence and links (plain text)

- DiSC is routinely applied in sales training, management development, team building, and customer adaptation. Official and practitioner resources describe its use for improving communication, recognizing buying styles, and coaching sales teams: <https://www.discprofile.com/blog/personal-career-development/disc-sales> and <https://www.discprofile.com/blog/personal-career-development/disc-styles-of-salespeople>. Guides discuss DiSC for sales managers, team fit, and development (often paired with other tools for hiring): <https://www.yourlifespaces.com/blog/2026/07/08/best-personality-profiles-sales-managers/>, <https://careerminds.com/blog/the-12-disc-personality-types>, <https://personascore.ai/blog/disc-assessment-hiring-guide>, and <https://www.thomas.co/resources/type/hr-blog/using-disc-assessment-build-high-performing-sales-team>.
- Sales-specific applications note gains in engagement, collaboration, and results when styles are matched or adapted (e.g., “hunters” vs. “farmers,” or adapting to buyer styles): <https://discpersonalities.com/blog/disc-styles-of-salespeople> and <https://nimitai.com/blog/disc-personality-types-in-sales>.
- The classical four temperaments appear in business, sales, and productivity contexts for role alignment, team harmony, and customer approaches: <https://thebftonline.com/2024/07/09/temperament-work-productivity-with-theodora-senaya-temperament-tool-for-business-development-in-organisations/>, <https://seriosity.com/four-temperaments/>, <https://sellingrevolution.com/blog/the-4-humors-of-buyers-and-how-to-sell-to-each/>, and <https://thebftonline.com/2025/04/17/temperament-based-selling-for-smarter-customer-wins/>.
- Merrill & Reid Social Styles (Analytical, Driver, Amiable, Expressive) are a standard component of sales textbooks and training (including college-level and corporate programs). They appear in adaptive selling frameworks focused on assertiveness/responsiveness for better customer interactions and management: <https://pressbooks.bccampus.ca/thepowerofselling/chapter/3-4-the-social-style-matrix/>,

[https://biz.libretexts.org/Courses/Northeast Wisconsin Technical College/Power of Selling \(NW TC\)/05%3A The Sales Presentation/5.06%3A The Social Style Matrix](https://biz.libretexts.org/Courses/Northeast_Wisconsin_Technical_College/Power_of_Selling_(NW_TC)/05%3A_The_Sales_Presentation/5.06%3A_The_Social_Style_Matrix), <https://www.bitesizelearning.co.uk/resources/how-social-styles-can-help-you-to-achieve-your-communication-goals>, and related discussions in sales literature.

These models date in part to ancient sources (Hippocrates/Galen temperaments) and medieval thinkers, with modern behavioral applications from Marston (DiSC roots) and Merrill/Reid. They are taught in sales courses, corporate L&D, and coaching precisely because understanding style differences supports practical outcomes in leadership, recruiting fit discussions, and customer-facing work.

MHI and manufactured housing industry sources

Searches of MHI (Manufactured Housing Institute) materials, the manufacturedhousing.org domain, and related industry content turned up **no substantive public information, training resources, articles, or guidance from MHI (or clearly MHI-linked sources) on the four temperaments, DiSC, Social Styles, or comparable personality/behavioral models** in the context of management, hiring, sales, or marketing. Mentions of personality in broader manufactured-housing contexts are rare, informal, or unrelated (e.g., light consumer-facing pieces). No evidence emerged of MHI promoting or hosting training on these specific frameworks.

Because such material appears rare-to-absent from the primary national trade association, this is a potentially valuable area for the manufactured housing industry to study and apply more deliberately. Sales, retail operations, community management, recruiting, and interdepartmental coordination in MH involve frequent interpersonal dynamics, varied customer decision styles, and team collaboration—exactly the settings where these tools are used successfully elsewhere. Greater awareness could support more effective communication, reduced friction, better role alignment, and improved customer interactions, consistent with how the frameworks are positioned outside the industry.

Other industries

Yes. Coaches, trainers, and corporate programs routinely offer DiSC, Social Styles, and related temperament/behavioral training across many sectors. Examples include:

- HVACR / home services (explicit DiSC guidance for hiring placement, management, and sales): <https://www.hvacrbusiness.com/news/2018/jul/01/personality-assessments>.
- Real estate (DiSC-focused training and coaching for agents): multiple practitioner resources and video series.
- Broader manufacturing, professional services, technology, healthcare, automotive, construction, and general sales organizations, where firms such as The Brooks Group and others deliver customized DiSC-inclusive sales and management programs: <https://brooksgroup.com/sales-training-blog/disc-assessments-build-stronger-sales-team/> and industry overviews from sales training providers.
- General corporate L&D, leadership development, and sales enablement use Everything DiSC Sales, Management, and Workplace profiles extensively.

In short, the usefulness claim in the draft is well-supported outside manufactured housing and is common in sales/marketing and management practice. MHI-linked public materials do not appear to

address it, making broader industry awareness a reasonable opportunity for improvement. The draft's core descriptions of the models align with widely available summaries.

Sources

Thinking about your request

Searched web

DiSC personality types useful for management hiring sales marketing

15

Best Personality Profiles for Sales Managers: 2026 Guide

L68: ### DISC Profile: The Communication-Focused Approach L70: The DISC model categorizes behavior into four styles: Dominance (direct, results-focused), Influence (outgoing, people-focused), Steadiness (patient, team-oriented), and Conscientiousness (detail-oriented, process-focused). L70: For sales managers , DISC reveals how someone naturally leads under pressure. L70: A high-D manager drives fast decisions but can overwhelm cautious team members. L70: A high-I manager energizes the room but may gloss over critical details. L70: A high-S manager creates psychological safety but can avoid necessary confrontation. L70: A high-C manager enforces standards but can slow momentum with excessive analysis. L72: The strength of DISC for sales management post hiring is simplicity and immediate applicability. L72: The limitation: DISC is primarily a communication tool, not a predictor of sales performance or management capability and is not recommended for recruitment and selection. L72: Consider using the PXT Select for hiring and DiSC profiles for onboarding and team development. L74: **Best For** Sales teams that prioritize communication and collaboration over pure numbers-driven management. L76: ### Myers-Briggs Type Indicator (MBTI) for Leadership ... L90: behavior under pressure | Expensive; complex interpretation | L98: Your Life's Path offers official DiSC® assessments and the DiSC Management Profile , designed specifically for sales managers. L98: The EPIC sub-account system enables administration at scale, and the Catalyst platform provides flexible facilitation tools for team development.

Yourlifespah

12 Disc Personality Types: A Complete Guide | Careerinds

L227: High-D and high-I types are the most commonly recognized "leadership" profiles, but C- and S-leaning types often make stronger leaders in roles that reward rigor or steadiness over speed. L229: **High-D types** lead through decisiveness and results. L229: They tend to gravitate toward general management, business ownership, and operations leadership, where fast calls and clear authority are assets rather than friction. L231: **DI and iD types** lead through momentum and persuasion. L231: This combination suits sales leadership, entrepreneurship, and client-facing executive roles, where influencing people and driving toward a target both matter. L233: **High-I types** lead by building relationships and morale. ... L241: #### Best career paths and industries by DISC type L243: | **Type** | **Career paths and industries where it tends to excel** | | --- | --- | | D | General management, business ownership, operations leadership, sales leadership | | Di / iD | Entrepreneurship,

[business development, sales leadership, marketing leadership | | i | Sales, marketing, public relations, hospitality, customer success | | iS / Si | HR, customer success, healthcare, education, training and development | | S | Healthcare, education, administration, customer service | | SC / CS | Quality assurance, compliance, healthcare support, administration | | C | Finance, engineering, L243: data analysis, research, IT, compliance | | CD / DC | Operations and finance leadership, engineering management, strategy | L254: DISC can point toward environments where a person's natural style is an asset instead of friction, but it isn't a hiring filter. ... L290: Re-administering the assessment every two years, or after a significant role change, gives the most accurate picture. L292: ### Should DISC be used in hiring decisions? L294: DISC wasn't designed or validated as a hiring tool, and organizations that use it to screen or eliminate candidates take on significant legal and ethical risk.](#)

[Careermins](#)

[DiSC for Sales - DiSC Profile](#)

[L82: She was pleased to read about the strengths of her style. L82: Salespeople with iD styles are energetic without wasting customers' time. L82: They are good at balancing customers' emotional needs with their business goals. L84: On the other hand, she also learned that she might fail to give customers time to reflect or analyze. ... L88: Those emotional intelligence skills will serve you well whether or not you work in sales. L90: Read about DiSC selling styles » L92: Read about DiSC buying styles » L96: ## Using DiSC for hiring sales personnel L98: Nearly every organization requires effective salespeople, and selecting those who will be successful is challenging. L98: We know there are employers who believe there is a best disc profile for sales. L98: DiSC is not a predictive tool; it won't predict success in sales or any other discipline. L100: Hiring for a particular DiSC style for sales positions is a flawed strategy. L100: Don't assume that because you have a successful salesperson who is an i style, your next salesperson should be an i, too. ... L104: The *Sales* assessment can help discover soft skills a new or experienced sales professional needs to build or practice. L104: It might also show gaps in your sales team's strengths. L106: For example, you might have been hiring people comfortable learning and explaining the complicated features of your product. L106: But you could also use a sales team member who excels at maintaining long-term relationships with clients. L106: We endorse Everything DiSC Sales as a developmental, not predictive, tool. L106: \(We recommend using the PXT Select prehire assessment for hiring.\) L108: It's clear in most organizations that nearly everyone employed there is in sales in one form or another.](#)

[Discprofile](#)

[DiSC 101: How To Interpret The DiSC Personality Test For Sales](#)

[L1: Published: 2025-12-10 # DiSC 101: How To Interpret The DiSC Personality Test For Sales L6: Let's Talk L8: . L12: # DiSC 101: How to Interpret the DiSC Personality Test for Sales L14: By L16: Alan Fendrich L18: April 17, 2026 L20: If you're looking to elevate your sales team or advance your own sales career, start with DiSC. ... L24: But from its validity and reliability, we have found the DiSC assessment to be a core staple in the sales hiring process. L26: Read more to learn how to read the DiSC quadrants, how to identify a potential top performer, and find out what an example profile looks like. L28: ## How to Read the DiSC Quadrants L30: Here is a breakdown of the 4 quadrants: D, i, S, and C. L34: Image](#)

[Source: www.discprofile.com](http://www.discprofile.com) L36: ### D for Drive L38: Also referred as Drive, candidates with high D scores are more inclined to be self-starters, leaders, and risk takers. ... L86: Each candidate's style blend will have more of certain traits than others. L88: At Advanced Hiring System , we have noticed a solid 80/20 rule when it comes to DiSC style blend, where about 80% of people have two high-performing DiSC quadrants and two that are low-performing quadrants. ... L102: ## Better Sales Begin with the DiSC Personality Test L104: The DiSC personality test is an invaluable assessment tool for gauging sales candidates and restructuring your team into an effective selling machine. L106: Contact Advanced Hiring System today to learn how your company can grow and generate new revenue.

[Advancedhiring](#)

[DISC Assessment for Hiring: A Practical Guide to Better Team Fit — PersonaScore](#)

L20: ### Dominance (D): Results-Oriented and Direct L22: High-D individuals are driven by outcomes. L22: They make decisions quickly, challenge the status quo, and are comfortable with conflict if it moves things forward. L22: In the workplace, high-D behavior looks like taking charge of projects, pushing back on processes that seem inefficient, and preferring autonomy over consensus. L24: Where high-D shines: roles that require decisiveness, competitive environments, positions with clear metrics and accountability. L24: Sales leadership, operations management, and turnaround roles often benefit from strong Dominance traits. L26: Where high-D struggles: roles that require patience with ambiguity, heavy collaboration without authority, or situations where building consensus matters more than speed. ... L30: At work, they gravitate toward collaboration, generate enthusiasm in teams, and tend to think out loud. L30: They are often the people who make a meeting feel productive even when the agenda is unclear. L32: Where high-I shines: client-facing roles, team leadership that requires motivation, creative brainstorming environments, and any role where building relationships is a core function. L32: Business development, recruiting, customer success, and marketing often suit high-I profiles. L34: Where high-I struggles: roles that require sustained solo focus, detailed documentation, or strict process adherence. L34: A high-I individual asked to spend eight hours a day on data entry or compliance review will quickly lose motivation. ... L52: ## Matching DISC Profiles to Roles: A Practical Framework L54: The biggest mistake companies make with DISC is treating it as a screening tool: "We need a high-D for this sales role, so reject anyone who scores below 70 on Dominance." L54: That approach is both legally questionable and practically flawed.

[Personascore](#)

L32: In sales, D-types often thrive in outbound or high-pressure closing roles. L32: They like control, move fast, and want to see clear results. L34: ### **Influence (I)** L36: Outgoing, persuasive, and people-focused. L36: I-types excel at building relationships, networking, and generating enthusiasm. ... L68: ### **D-types (hunters)** L70: Competitive and fast-paced, they're natural closers. L70: They thrive in outbound or target-driven environments where speed and confidence are essential. L72: ### **I-types (networkers)** L74: Energetic and persuasive, they excel at opening doors and building relationships. L74: They bring energy to pipeline generation and partner development. L76: ### **S-types (account managers)** L78: Patient and dependable, they succeed in renewals, customer success, and long-term account growth. L78: They keep your long-term clients loyal and engaged. L80: ### **C-types (consultants)** L82: Detail-oriented and precise, they shine in technical sales or industries with

complex buying decisions. L82: They earn trust through their accuracy, expertise, and attention to detail. L84: The mistake many organisations make is over-indexing on D- and I-types, assuming that all top sellers are bold and extroverted. ... L194: There isn't one "best" profile. L194: D- and I-types often thrive in fast-paced, outbound selling, while S- and C-types excel in account management and consultative roles. L194: The key is matching the behavioral style to the demands of the role. L196: ### Can DISC assessments really improve team performance?

Thomas

The DISC Styles of Salespeople: Traits, Strengths, and Strategies

L37: ## **Why Understanding Styles of Salepeople Matter? L37: ** L39: Organizations that leverage the DISC styles of salespeople report significant gains in areas like customer engagement, team collaboration, and training effectiveness. L39: According to sales strategy resources, tailoring communication to a prospect's DISC style can boost sales results by 17% or more L69: Salespeople with the Dominance style are assertive, confident, and thrive on achieving results quickly. L69: Their biggest strength lies in their ability to take charge, close deals decisively, and push through obstacles in high-pressure environments. L71: However, their direct, fast-paced approach can sometimes lead them to overlook details or neglect active listening, which may leave prospects feeling unheard. ... L97: The concept of "Hunters" and "Farmers" provides an excellent way to understand how different DISC styles fit into various sales roles. L99: * **The Hunter:** This is the salesperson who is skilled at hunting new business, creating leads, and completing agreements swiftly. This role is frequently a good fit for people who have a strong Dominance (D) or Influence (I) style. Their energy, competitiveness, and social appeal make them ideal for cold calling and short sales cycles. L100: * **The Farmer:** This salesperson is responsible for developing current client relationships, managing accounts, and guaranteeing long-term customer happiness. This role is frequently a good fit for people with a strong Steadiness (S) or Compliance (C) style. Their patience, dependability, and attention to detail make them excellent at establishing trust and loyalty. ... L133: > For a broader perspective, see > How To Apply The DISC Personality Test To The Workplace L138: ### **1. L138: Hiring and Building the Right Team** L140: When assembling a sales team, diversity in personality type is a valuable asset. L140: Instead of recruiting an entire team of "Hunters" or "Farmers," a DISC evaluation for sales can assist you in identifying complementary styles.

Discpersonalities

DISC Job Fit | Which DISC Profile Fits Each Role — Disctest

L14: The strongest behavioral fits include the **D+I profile (Encouraging)** for CEO and General Manager roles, the **Pure C profile (Objective)** for CFO and finance roles, the **Pure I profile (Promoter)** for HR Director and culture roles, and the **Pure D profile (Resolute)** for hunter sales roles. ... L106: Market Penetration & Closing L108: Strongest behavioral fit L110: Resolute (Pure D) L112: High rejection tolerance and instinct to close. L112: Does not seek to build relationships — seeks to secure signatures. L112: Operates best in transactional, short-cycle, high-volume sales environments. L114: View D profile → L116: Chief Sales Officer (CSO) L118: Sales Leadership & KPI Management L120: Strongest behavioral fit L122: Encouraging (D+I) L124: Builds high-performance teams and demands

[aggressive KPI results without burning out the salesforce. L124: Dominance drives accountability; Influence maintains the team's motivation and energy under pressure. ... L254: The **D+C profile \(Creative\)** is also strong for CPO or R&D Director roles that require both drive and analytical precision. L256: Which DISC profile makes the best salesperson? L256: + L258: It depends on the type of selling. L258: For **hunter roles** requiring fast closing and high rejection tolerance, the **Pure D \(Resolute\)** or **D+I \(Encouraging\)** profiles are strongest. ... L266: What is the difference between a hunter and a farmer in sales, and which DISC profile fits each? L266: + L268: A **hunter** is a salesperson optimized for opening new accounts and closing deals quickly. L268: The **Pure D \(Resolute\)** profile fits this role — high Dominance drives the aggressive prospecting and rejection tolerance that hunter roles demand.](#)

[Disctest](#)

[DISC Personality Types in Sales: The 4 + 16 Type Guide \(2026\) | Nimitai](#)

[L22: In B2B sales, DISC is used both as a rep self-assessment and as a buyer- prediction layer \(Crystal Knows, Humantic.ai, Nimitai's Preparation Agent\). L22: Reps who adapt pacing, tone, and proof to a buyer's DISC type close at materially higher rates than reps who pitch every prospect the same way. ... L37: In a sales context, DISC matters because buyers do not all want to be sold to the same way. L37: A Dominant CFO wants the number and the ask in 60 seconds. L37: An Influential VP of Marketing wants a story and a relationship. L37: A Steady operations leader wants risk reduction and a slow build. ... L293: ### The high-D rep L295: **Strengths:** closes fast, controls the meeting, asks for the business early. L295: Great in transactional inbound and short-cycle deals. L295: **Failure mode:** bulldozes Steady and Conscientious buyers, mistakes their silence for agreement, loses long-cycle deals on the second call. L297: ### The high-I rep L299: **Strengths:** builds rapport instantly, gets champions to advocate internally, owns the room socially. L299: Great in relationship-led mid-market. L299: **Failure mode:** over-talks \(see our analysis in the talk-to-listen ratio guide \), misses Conscientious buyer questions, confuses likeability with progress. ... L365: The four core types are D \(Dominant — fast, results-driven, blunt\), I \(Influential — outgoing, enthusiastic, story-driven\), S \(Steady — patient, supportive, risk-averse\), and C \(Conscientious — analytical, detail-driven, evidence-based\). L365: Most B2B buyers blend two adjacent types.](#)

[Nimitai](#)

[DiSC Styles of Salespeople - DiSC Profile](#)

[L30: * The different DiSC styles have different natural priorities when it comes to sales. These priorities show up in sales approaches. L31: * Each DiSC style has particular strengths when it comes to sales, but overusing these strengths can alienate some customers. ... L45: Using the **Everything DiSC® Sales** model, you can discover: L47: * how your values influence in your sales style L48: * how to use people-reading to understand customers' values L49: * how to stretch into a sales mindset that will work best for both of you L51: ## What are the different types of salespeople? L53: There are 8 priorities that shape a person's natural sales style: L55: * Action L56: * Enthusiasm L57: * Relationships L58: * Sincerity L59: * Dependability L60: * Quality L61: * Competency L62: * Results L66: Most people value a few of these priorities over the others. L66: This determines their default personality in sales situations. ... L164: They](#)

can dig their heels in when they don't hear the answer they want, or rush past a customer's concerns without addressing them. L166: The results priority aligns with the DiSC D style . L170: ## Which DiSC style is best for sales? L172: No DiSC style is better suited to any job type, sales included. L172: Everyone is a blend of all DiSC styles, and no style is more valuable than the others. L172: As we outlined above, each style has its strengths and challenges in sales situations. L174: **The best DiSC style for sales is the one that's needed in a particular moment** , based on the customer's personality and the situation at hand.

Discprofile

چیسیت ؟ آزمون دیسک روشی برای استخدام بهتر کارکنان disc تست شخصیت شناسی

تمایل برای رسیدن به بهترین نتیجه در - L54: بااراده - L53: واقع بین و نتیجه گرا - L52: ارتباط سازی قدرتمند - L51: شخصیت های: L159: ... رهبر و هدایت کننده افراد به مسیر درست - L56: انگیزه بخش - L55: کوتاه ترین زمان ممکن نمی توانیم بگویم شغل یک پزشک: L159. متفاوت باعث می شود هر کدام از ما برای یک شغل مناسب باشیم disc، بسیاری از افراد تصور می کنند در تست شخصیت شناسی: L159. نسبت به یک مهندس عمران بهتر است به عنوان مثال برای: L161: ... !بهترین است؛ این تصور اشتباه مرا به یاد نژادپرستی می اندازد I تیپ شخصیتی اما برای شغلی که: L161. بالاتری دارند، می توانند موفق تر باشند I و D پوزیشن مدیریت یک سازمان، افرادی که ... بهتر عمل می کنند، disc در تست C و S نیاز به دقت بالایی دارد، مثل مسئولیت یک آزمایشگاه، افراد دارای تیپ به همین دلیل احتمال زیادی وجود دارد که یک فرد یا یک تیپ شخصیتی خاص، علاقه ای به هیچ کدام از: L177: دارم و یکی از I به عنوان مثال من تیپ شخصیتی: L181. مشاغل معرفی شده در تحلیل تست نداشته باشد این در حالی است که من اصلا علاقه ای به: L181. مشاغل مناسب برای این تیپ، بازاریابی و فروشندگی است البته بازاریابی محتوایی و دیجیتال مارکتینگ شغل: L181. بازاریابی حضوری و فروش مستقیم یک محصول ندارم با چیزی که من هستم مطابقت دارد I محبوب من است و از طرفی هم اکثر ویژگی های تیپ شخصیتی

Dekami

HVACR Business

L1: # HVACR Business L5: # Use Personality Assessments to Manage Your Business L7: By James Leichter L9: Personality assessments can help your company improve hiring, placement, and management. L9: By knowing what motivates people, and what stresses them out, you can improve your ability to hire the right person, supervise your staff, and even improve your sales closure rates. ... L69: You must take the good with the bad. L71: ### Using DISC to Manage Employees L73: Don't use DISC as your sole means of selecting employees. L73: Remember, DISC does not measure honesty, intelligence, experience, or ability. L73: DISC will help you realize who you are dealing with, what jobs they might enjoy, and how to deal with them. L75: For example, a good salesman usually has an "I" personality, while a technician is more of a "C," and the characteristics of an "S" personality work well for office staff and customer service representatives. L77: When managing a "D," you can be more direct and confront that person head-on without causing hurt feelings, while an "S" requires a subtler approach and a conversation in private. ... L93: You are looking for a high "S" or "C." L93: You do not want a "D" or an "I." L93: Ds want variety and want to avoid details. L93: There will not be enough social interaction for an "I." L95: ### Sales Manager L97: You are looking for a person with good people skills and attention to detail. L97: You are looking for an "S" or "I." L97: Too much "D" can be a problem as they tend to lack attention to detail. L97: You do not want a "C" because they are too introverted and do not

like change. L99: ### Salesperson (residential outside) L101: You will want a person with good people skills and attention to detail.

Hvacrbusiness

Understanding People First Before Managing Tasks: The DISC Model in Business, Marketing, and Life. -
Champion Newspapers LTD

L18: Over time, practitioners refined his ideas into what we now call the DISC model. L18: It has survived decades because it reflects everyday human experience. L18: You see it in meetings, families, markets, churches, and streets. L20: Dominance describes people who are driven by results. L20: They value action, speed, and control. L20: They are direct, firm, and often impatient with delays or indecision. L20: In business communication, a dominant person wants clarity. L20: They do not enjoy long explanations. L20: They respect competence and confidence. L20: When speaking to them, going straight to the point builds trust. L20: In marketing, messages that stress strength, advantage, leadership, and outcomes resonate with this group. L20: In life, dominance shows up in people who naturally take charge, defend boundaries, and push through obstacles. L20: Their strength is courage and decisiveness. ... L28: DISC helps us hear what lies beneath words. L28: It reminds us that people listen through different filters. L28: When we speak only from our own style, we create friction. L28: When we adapt, we create alignment. L30: In business communication, DISC improves leadership, teamwork, and conflict management. ... L34: In marketing, DISC sharpens audience understanding. L34: Markets are not abstract numbers; they are human beings making choices based on fear, desire, trust, and logic. L34: A single message cannot move everyone equally. L34: DISC reminds marketers to balance clarity, emotion, reassurance, and proof.

Championnews

Guide to the DiSC model and the 4 DiSC styles

L72: The DiSC model should therefore be seen as a dynamic framework that helps leaders identify both their strengths and areas for development. L74: *Examples of specific management scenarios:* L76: - **D-type leadership in crisis situations:** A leader with a strong D-type profile can be particularly effective in crises where quick decisions and decisive action are necessary to create direction and ensure progress. L77: - **i-type leadership for team motivation:** An i-type leader is ideal when a team needs inspiration and unity, such as when launching new projects or boosting job satisfaction. L78: - **S-type leadership during change processes:** An S-type leader excels at creating security and supporting employees through change, maintaining commitment during times of uncertainty. ... L83: The DiSC model is designed to develop and improve collaborative relationships, not to serve as a recruitment tool. L83: Despite its value in understanding behavior and personal strengths, it is not intended to measure professional competencies or directly compare candidates in specific areas. L85: Imagine you are a sports director looking for the best cycling sprinter for the Tour de France. L85: You would use specific metrics like acceleration and top speed for evaluation. L85: DiSC, however, is a profiling tool aimed at providing insight into how people behave and what their personal strengths are – not a tool for assessing the specific abilities required for a particular role. L87: A DiSC profile can serve as a useful starting point for a dialogue between a manager and an employee, but it should not be used as a standardized assessment

to determine who is best suited for a position. L87: Instead, it is best used to enhance collaboration and development after hiring.

Cfl

The Everything DiSC Manager – Excelling at Operations, Resources and Managing Change | DiscProfiles4u

L1: Published: 2026-07-27 # The Everything DiSC Manager – Excelling at Operations, Resources and Managing Change | DiscProfiles4u L4: # The Everything DiSC Manager – Excelling at Operations, Resources and Managing Change L6: Posted by Paul Bortell on July 27, 2026 ... L10: If you are a CS style in Everything DiSC® (your DiSC Style is based on a combination of Conscientiousness and Steadiness) manager, this level of responsibility both complements your natural tendencies of being reliable, thorough, and focused on stability and unveils a few common challenges. ... L18: CS leaders are naturals at building dependable operations. L18: They thrive on developing repeatable, easily measured processes, using resources (including human capital) conservatively to limit waste, and implementing safeguards to ensure things run smoothly. L18: Their exceptional follow-through and eye for detail drive steady progress, while their penchant for avoiding disharmony enables them to coordinate cross-departmental efforts with minimal conflict. L18: Plus, they value stability so they create a rhythm for their operations that feels predictable and consistent which allows others to simply execute. ... L54: CS style middle managers have what it takes to thrive at the operational level. L54: Their natural tendency to be reliable, thorough, and steady is a fantastic foundation, but when they supplement that with style-specific tools from Catalyst Worksmart, CS styles become exacting leaders who empower their teams to execute with efficiency, agility, and *real* motivation.

Discprofiles4u

Researching personality frameworks in manufacturing

Searched web

4 temperaments melancholic sanguine choleric phlegmatic in business sales management

10

TEMPERAMENT & WORK PRODUCTIVITY with Theodora Senaya: Temperament tool for business development in organisations - The Business & Financial Times

L18: **This article explores how managers in business development and sales can utilize temperaments to enhance their strategies and outcomes** . L20: | **Choleric:** Ambitious, leader-like, goal-oriented | **Melancholic:** Detail-oriented, analytical, reserved | | --- | --- | | **Sanguine:** Enthusiastic, social, outgoing | **Phlegmatic:** Calm, reliable, supportive | ... L36: **Objective:** Develop a business growth strategy to increase market share and customer engagement. L38: **Team Members:** L40: * Kojo (Sanguine): Sales & Networking L41: * Kwame (Melancholic): Precision & Quality L42: * Adjoa (Choleric): Leading & Driving Goals L43: * Akosua (Phlegmatic): Stability & Support ... L71: **Management for Success:** L73: * **Sanguine:** Position sanguine individuals in roles that require

frequent interaction with clients and stakeholders, such as sales, marketing, and customer service. Their enthusiasm can drive sales and build strong client relationships, leading to increased business opportunities. L74: * **Choleric**: Utilize choleric individuals in leadership and management roles where strategic planning and decision-making are crucial. Their ability to set and achieve targets can help in steering the company towards its business objectives. L75: * **Melancholic**: Assign melancholic individuals to roles that involve data analysis, quality control, and project management. Their meticulous nature ensures that projects are executed with high accuracy, contributing to the overall quality and efficiency of business operations. L77: * **Phlegmatic**: Place phlegmatic individuals in roles that require consistency and support, such as human resources, administration, and team coordination. L77: Their reliability helps maintain a harmonious work environment and ensures that teams function smoothly.

[Thebftonline](#)

[Choleric, Sanguine, Melancholy Or Phlegmatic When Selling - Arosoftware](#)

L16: **L18**: There are four main personality (or temperament) types. L18: The names sound complicated, but they will make sense when explained below. L18: Choleric. L18: Sanguine. L18: Melancholic. L18: Phlegmatic. L20: There is a worksheet online as part of the Purdue Extension Publication that can help you to discover what type of money personality/temperament you have. L20: However, we have outlined the details of each personality, so you can tell what type your next prospect is. L20: Knowing how each person spends money is a guaranteed sale booster, right? L22: **A Choleric Money Personality** L24: A person with a choleric money personality will be decisive, irritable, impatient and a perfectionist. ... L24: How do you win this prospect over? L24: Get their attention fast; they are going to be impatient. L24: Offer an exclusive deal if you can. L24: Choleric people love exclusivity, and they like things done quickly. L24: Don't waste their time, and you'll probably have a sale in your hand by the end of the day. L26: **A Sanguine Money Personality** L28: A person with a sanguine personality will be creative, enthusiastic, generous, somewhat disorganised, and dislikes record keeping. L28: They will be straightforward and easily distracted. L28: How do you win this prospect over? ... L28: Spark intrigue to win this person over. L30: **A Melancholic Money Personality** L32: A person with a melancholic personality is a conservative, thrifty perfectionist who will rarely have any financial troubles. L32: Unfortunately, however, for melancholic, they can overspend to make themselves feel better about themselves.

[Arosoftware](#)

[Temperament-based selling for smarter customer wins - The Business & Financial Times](#)

L28: Let's dive immediately into the four temperaments and their buying behaviour. L30: **The Four Customer Temperaments and Their Buying Behavior** L32: 1) **The Choleric Customer** L34: **Goal-oriented**. L34: Decisive. L34: Results-driven L36: The Choleric is a confident, take-charge personality who appreciates efficiency, speed, and control. L36: They prefer the facts, straight to the point and want to know the bottom line—how your product or service helps them win. L38: **When selling to the Choleric Customer** L40: * Be direct and skip the fluff. If you're offering a business solution, go straight to the return on investment. Time is money to them. ... L43: * Respect their goals and position your offer

as a solution to a specific challenge or objective they have. L45: 1) ****The Sanguine Customer**** L47: ****Friendly**. L47: Enthusiastic. L47: Emotionally driven****** L49: The Sanguine Customer is a relationship-driven individual who thrives on social interactions. ... L57: * Make the experience interactive and enjoyable—try demos, trials, or visual tools. L58: * Keep in touch! Sanguines value connection. A friendly follow-up can secure long-term loyalty, even beyond the initial sale. L60: 1) ****The Phlegmatic Customer**** L62: ****Calm**. ... L75: ****Analytical**. L75: Detail-oriented. L75: Risk-averse****** L77: The Melancholic Customer is cautious, analytical, and a perfectionist. L77: They require in-depth information before making a decision and are highly focused on risks, policies, and financial security. L77: These customers prefer well-structured, fact-based discussions and take their time to evaluate every detail before committing.

Thebftonline

Four Temperaments: Unlock Team Harmony and Boost Business Success - Seriosity

L13: + Application in Business: Recognizing these temperaments can enhance team management, improve workplace communication, and align employees with suitable roles, boosting overall productivity. L14: + Personal Traits and Roles: Sanguine: Sociable and enthusiastic, ideal for roles in sales and customer service. Choleric: Ambitious and decisive, thrive in leadership and strategic positions. Melancholic: Analytical and meticulous, excel in roles requiring precision like finance and quality control. Phlegmatic: Calm and reliable, fit well in supportive roles such as project management and HR. ... L28: You can apply this historical framework to modern business practices, offering insights into your team's diverse personalities and motivations. L30: ### Psychological Components L32: Sanguine : L34: * Traits: Optimistic, enthusiastic, social L35: * Business Context: Sanguines excel in roles that require interaction, like sales or customer service. Use their energy to foster a vibrant company culture. L37: Choleric : L39: * Traits: Ambitious, leader-like, decisive L40: * Business Context: Cholerics thrive in leadership and decision-making positions. Delegate strategic tasks to them, driving your business forward with their determination. L42: Melancholic : L44: * Traits: Analytical, detail-oriented, thoughtful ... L56: By recognizing these traits, you'll better manage your team, optimize communication, and drive your business forward. L58: ### The Sanguine Temperament L60: Sanguine individuals display sociability and enthusiasm. L60: In a startup environment, they engage clients, nurture leads, and boost team morale through their positive energy. L60: They're natural extroverts, making them ideal for roles in marketing, sales, and customer support. L60: However, to harness their full potential, provide them with clear deadlines and structured goals. L62: ### The Choleric Temperament L64: Choleric personalities exhibit determination and strong leadership.

Seriosity

Can Anyone Be Successful In Sales? | Modern Sales Training

L32: The author talks about how everyone falls under one of these four personality types. L32: You could have a primary one and then you can have a secondary one. L34: ### The four personality types are: L36: * Choleric L37: * Sanguine L38: * Melancholy L39: * Phlegmatic L41: The ****choleric**** is the person that's really all about results. L41: They're all about the bottom line. L41: Think about them as the dictator, we need to do to make it happen person, what do we need to do to get to the next step. L43:

Can you think about any of those people in your life? L43: A lot of time you see people that run organizations as people that are choleric. L45: The second one is the ****sanguine****. L45: Sanguine's are all about status, fun, they wanna be liked. L45: They're that type of person that is always out there in the front saying, "Let's go! "We can do this! "Let's have a blast!" L45: They often don't consider the consequences. L47: So, they're really all about status, making sure people like them, fun, they wanna be on everyone's good side, they want everyone to think that they're the most popular person, type of individual. L49: The third one is ****melancholy****. L49: Melancholy's are all about the details, analytics, reading the fine print, and following the directions. ... L63: The driven personality is the choleric, right? L65: I would make the argument that each of these personality types is driven in their own way. L67: * The choleric is driven for results L68: * The sanguine is driven to help bring the most out of life. L69: * The melancholy is driven to be right

Modernsalestraining

The 4 types of customer | Greator

L42: ### What are the 4 types of people? L44: #### Type 1 - the choleric L46: What comes to mind when you think of a choleric person? L46: You probably associate many negative qualities with a choleric person. L48: The image of a red-faced person gesticulating wildly and snorting with rage quickly appears in your mind's eye. ... L60: ****Strengths:**** L62: * dominant L63: * confidently L64: * independent L65: * Authoritarian L66: * strategic L68: ****Weaknesses:**** L70: * ruthless L71: * arrogant L72: * intolerant L73: * stubborn L74: * impatient L76: Do any of these traits sound familiar? L76: The basic characteristics of a choleric person should always be kept in mind, as this is a complicated and sometimes difficult type of person to get along with. ... L94: #### Type 2 - the melancholic L96: The following situation is probably familiar to you: There's this one customer who has already emailed you a list of questions before you've even sent a quote. L98: A customer who wants to know everything down to the smallest detail. ... L183: * Appeal to the value system of the phlegmatic. L184: * Make it clear that you are reliable and a professional. L186: #### Type 4 - The Sanguine L188: The office door opens, the sanguine comes in and is bursting with energy. L188: With verve and ecstasy, the most enthusiastic of the 4 types of people devotes himself to all his tasks. ... L248: * ****The choleric one:**** strong-willed, passionate, direct L249: * ****The Melancholic:**** introvert, sensitive, suspicious L250: * ****The Phlegmatic:**** neat, diplomatic, reliable L251: * ****The Sanguine:**** extroverted, optimistic, talkative L253: Which of the 4 types of people do you often deal with?

Greator

The 4 Humors of Buyers and How to Sell to Each

L20: The four humors or temperaments are: sanguine, choleraic, melancholic, and phlegmatic and each corresponds to a specific personality type. L22: In this article, we'll explain each humor and give an overview of how they differ as buyers. L22: We'll also provide a detailed explanation of how to approach and sell to each humor. ... L26: This theory was popular in Ancient Greece and Rome and continued to be influential throughout the Middle Ages and Renaissance. L28: Today, humorism is still used as a tool to recognize and predict human behavior in marketing. L28: Since each of the four humors corresponds to a specific customer personality, business owners who master this concept will likely be more effective

when selling to each type of buyer. ... L38: Most have met choleric personality buyers one too many times in their enterprise. L38: These buyers always want to siphon the littlest bits of information regarding the service you're doing to help them make decisions and move forward. L38: From knowing what equipment your team will install to how many hours it takes to finish the project, choleric buyers want in on everything. ... L53: + They seldom cross their legs or arms L55: ### **2. L55: Melancholic** L57: The melancholic personality buyers, a.k.a. the analytics, are people naturally inclined to data, facts, and figures. L57: Personality-wise they are a thoughtful bunch, but business is business to these buyers. ... L69: ### **3. L69: Phlegmatic** L71: Unlike the choleric and melancholic personalities, phlegmatic buyers are more amiable or "friendly." L71: This suggests that buyers who fall under this category value personal relationships before securing a deal. L71: In other words, they'd like to get to know and trust the people they'll be working with first.

Sellingrevolution

How to Sell to Different Personality Types | Psychology

L21: If you would like to know more about these types, you should go here . L23: **Sanguine Customer** L25: *Description:* outgoing, direct, fun-loving, people-oriented, talkative, expressive, energetic, spontaneous, impulsive, curious, has expressive face, risk taker. L27: *Work:* fashion, entertainment, tourism, sports, advertising, art, cinema, stage, or unemployed. L29: *How to sell:* be fun, look relaxed, be unconventional, smile, don't be boring, laugh at his jokes, offer latest and most popular items, tell him how your product will help him impress others. ... L41: *Primary concern:* to get along with everyone. L43: **Choleric Customer** L45: *Description:* direct, task-oriented, impatient, bottom-line focused, makes quick decisions, very sophisticated. L47: *Work:* computers, programming, engineering, technology, management, statistics, business owner, banking. L49: *How to sell:* provide facts, describe all features, be succinct, explain all benefits clearly. L49: Remember: it's pointless to rush him because he already made a decision. L51: *Primary concern:* money, success, results, achievement. L53: **Melancholic Customer** L55: *Description:* indirect, self-contained, conventional, might appear picky, takes long time to make a decision, avoids risks, prefers classic clothing style. L57: *Works:* management, administration, social work, accounting, bookkeeping, banking, charity. L59: *How to sell:* Look professional, provide numbers and details, be accurate, provide facts, don't rush him to take a decision, tell him it's risk-free.

Psychologia

How Temperament Type Can Influence Your Career | Cleverism

L40: * **Sanguine** (enthusiastic, active, and social) L41: * **Choleric** (short-tempered, fast, and irritable) L42: * **Melancholic** (analytical, wise, and quiet) L43: * **Phlegmatic** (relaxed and peaceful) L45: This classification comes from Hippocrates who believed the concept of humorism and incorporated those four temperaments into four bodily fluids ("humors") affecting human behaviors and personality traits. ... L137: ### Successful Sanguine L139: This type is typical for air zodiac signs, associated with blood fluid. L141: Do you belong to sanguines? L141: Big chances are you are an easy-going, flexible, and dynamic person, task-oriented and no slouch at critical thinking. L143: **What are your main strengths at work? ... L149: **Careers perfect for sanguines:** sales, PR, customer service,

[marketing, travel, sports, and entertainment. L151: **How to work smarter if you are sanguine? L151: ** L153: * Don't torture yourself with hackwork. L154: * Become an efficient time manager : don't overset or procrastinate. ... L169: * You are persuasive and attractive. L171: Don't let impulsion and irascibility rule your decisions and behavior. L171: Try to be more caring and sympathetic: insistence is great, but don't forget about tactfulness. L173: **Careers perfect for choleric:** business, law, technology, security, management, engineering, and statistics. ... L216: **Careers perfect for melancholics:** research, art, science, accounting, administration, and social work. L218: **How to work smarter if you are melancholic? L218: ** L220: * Organize a workspace properly . Nothing should distract you. L221: * Do work in pieces. L222: * Don't procrastinate, prevent yourself from stresses before deadlines.](#)

[Cleverism](#)

[Estrategias de Venta Personalizadas: Los 4 Temperamentos del Comprador - EduCS](#)

[L20: Conocer el temperamento de nuestros prospectos nos ayudará a manejar eficazmente las objeciones que estos puedan tener, permitiéndonos preparar mejor nuestra contraargumentación. L20: De acuerdo con su temperamento, los prospectos se tipifican en: sanguíneos, flemáticos, melancólicos y coléricos. ... L26: En contraste, un comprador flemático, más tranquilo y reflexivo, valorará un enfoque más paciente y detallado, con énfasis en la estabilidad y seguridad del producto o servicio. L26: Según un informe de Salesforce \(2021\), las empresas que personalizan sus estrategias de ventas según los temperamentos de sus clientes experimentan un aumento del 29% en las tasas de conversión. L26: Este enfoque no solo mejora la relación con los clientes, sino que también optimiza los recursos y maximiza los resultados en el proceso de ventas. L28: ## Características principales del Sanguíneo \(Delfín\) L30: Este prospecto se caracteriza por ser expresivo, atento, disperso, entusiasta, inestable e indisciplinado. ... L34: ### Recomendaciones de atención L36: Vendámosle una idea, llevémoslo a situaciones imaginarias con palabras como: "Imagínate esto...", "Tú podrías tener...", "Si tú contratas ahora, tendrías esto..." Una vez que despertemos sus emociones, tengamos el contrato en mano y aprovechemos en cerrar, ya que no debemos dejar que la venta se postergue o caiga. L38: ## Características principales del Melancólico \(Ballena\) L41: Podemos definir este prospecto como analítico, estratega, disciplinado, variable, desconfiado y negativo, no se deja llevar por la emoción y generalmente todo lo lleva a números. L45: ### Recomendaciones de atención](#)

[Educs](#)

Searched web

Social Styles Analytical Driver Amiable Expressive Merrill Reid sales training

10

[The 'Social Styles' model, explained | 2x2 matrix and grid \[2023 update\] — BiteSize Learning](#)

[L1: Published: 2023-02-02 # The 'Social Styles' model, explained | 2x2 matrix and grid \[2023 update\] — BiteSize Learning L4: 0 L6: # The Social Styles model: communicate better with this powerful theory L8:](#)

2 Feb L10: Written By The BiteSize Learning Team L14: **Analytical** **Amiable** **Expressive** **Driver**; there are four social styles, with their own distinct priorities. ... L20: **What is the social styles model?** L22: **Merill and Reid Social Styles** were developed by the psychologists David Merrill and Roger Reid, who used factor analysis to identify two scales, **assertiveness** and **responsiveness**. L26: **Assertiveness** is a measure of how outwardly we try to influence others. ... L51: **The four social styles, explained** L53: What are the four social styles? L53: Let's dive in. L55: **The analytical social style** L59: 'We really need to think things through.' L59: **The analytical social style** is defined by low assertiveness, combined with an focus on tasks over people. ... L168: **Persuasive communication points, by social style** L170: Whether you're managing a team and guiding people through organisational change, or working in sales and overcoming objections with a potential client, recognising your counterpart's social style helps you communicate focused on the issues most important to them. L170: Try focusing on these elements: L172: > **Analyticals**: > what the data suggests, what can be measured, how long things will take, how standards can be raised, how disaster will be prevented, who will be in charge, where accountability lies, under what circumstances it can be stopped, what controls and safety measures are in place, how the process will be reviewed, what knowledge or information can be cleaned along the way, that it's the safe choice > **Drivers**: > how quickly things can start happening, how big the potential upside is, the consequences of inaction, the return on investment, what others in the space are doing,

[Bitesizelearning](#)

[Selling: Building Partnerships, 8th Edition - SILO.PUB](#)

L43: cas30018 ch05 126-147.indd 133 L45: 133 L47: 16/09/10 9:59 AM L49: Confirming Pages L51: **THE SOCIAL STYLE MATRIX: A TRAINING PROGRAM FOR BUILDING ADAPTIVE SELLING SKILLS • To be effective, salespeople need to use their knowledge about products and customers to adapt both the content of their sales presentations—the benefits they emphasize to customers and the needs they attempt to satisfy—and the style they use to communicate with customers.** L51: The social style matrix is a popular training program that companies use to help salespeople adapt their communication styles. L51: David Merrill and Roger Reid discovered patterns of communication behaviors, or social styles, that people use when interacting with one another.¹² Merrill and Reid found that people who recognize and adjust to these behavior patterns have better relationships with other people. ... L187: Chapter 5 Adaptive Selling for Relationship Building L189: cas30018 ch05 126-147.indd 135 L191: 135 L193: 16/09/10 9:59 AM L195: Confirming Pages L197: Exhibit 5.4 Social Style Matrix L199: Low responsiveness L201: D L203: Driver L205: 1 L207: 2 L209: 3 L211: 4 L213: High assertiveness L215: A L217: si es Ex L219: m L221: ia L223: 3 L225: pr L227: bl L229: es L231: ve L233: s L235: Low assertiveness ... L311: Driver salespeople are efficient, determined, and decisive, but customers may find them pushy and dominating. L311: Expressives have enthusiasm, dramatic flair, and creativity but can also seem opinionated, undisciplined, and unstable. L311: Analyticals are orderly, serious, and thorough, but customers may view them as cold, calculating, and stuffy. ... L769: Sales training based on the social style matrix teaches salespeople the four customer categories or types (driver, expressive, amiable, and analytical). L769: Salespeople learn the cues for identifying them. L769: Salespeople also learn which adjustments they need to make in their communication styles to be effective with each customer type.

[Silo](#)

Knowing me, knowing you: the Social Styles theory - Pf Media

L42: Social styles is a theory by two psychologists – Reid and Merrill, who found that everyone has natural behaviours and a preferred style of communication. L42: For example, why is it that some representatives like to interrupt in meetings and others say nothing at all? ... L44: When we bring Ask and Tell, Task and Emotion together social styles are determined. L46: ### The Driver L48: Do you focus on the task, talk about actions and results? L48: Are you business-like and factual? L48: Are you concise, precise and organised? L48: Do you argue about facts not feelings? ... L50: A Driver manager would make demands and control the team with a style that is uncompromising, overbearing, cold and harsh. L50: 'Autocratic' is often a word used to describe them. L52: Famous Drivers are Madonna and Alan Sugar. L54: ### The Expressive L56: Do you have a representative who is engaging, offers to take on extra work for you and is supportive of others in the team? ... L62: ### "The Amiable enjoys cooperation and hates change, chaos and disagreement. A key to making these people more productive is to be relaxed and agreeable with them and build that relationship – it will get you lots and lots of loyalty" L64: ### The Amiable ... L70: Famous Amiables are Richard Hammond and Terry Wogan. L72: ### The Analytical L74: This is the representative you ask to write a presentation on competitors, as you can rest assured that you will get all the information you need. L74: The presentation will be considered and written with a systematic approach.

Pf-media

3.4. The Social Style Matrix – The Power of Selling

L5: The social style matrix is based on patterns of communication behavior identified by David Merrill and Roger Reid back in 1999. L5: It plots social behavior based on two dimensions: assertiveness and responsiveness. L5: In the matrix below, the *x* axis is assertiveness, which indicates the degree to which a person wants to dominate or want something from someone else (control the conversation or insist on a sale for example). L5: The *y* axis represents responsiveness, which is how a person responds to requests or demands (how quickly you follow-up, for example) and is considered the sociability axis (Social styles, 2020). L7: In Figure 3.1, the Social Style Matrix, you can see the four quadrants; each quadrant represents one of four social styles: analytical, driver, amiable, and expressive (The Social Style model, 2020). ... L15: ## Analyticals: They Want to Know "How" L17: Do you know someone who only wants the facts to make a decision? L17: Perhaps it is your father or mother or a professor. L17: *Analyticals* are all about the facts. L17: They are defined by low responsiveness and low assertiveness. ... L21: Adapt your style to an analytical by focusing on the "how." L21: Slow down your presentation and let them take it all in; do not make them feel rushed. L21: Use facts, historical data, and details to be sure they have all the information they need to make the decision. ... L53: ## Selling Style Summary L55: How to adapt to each social style you may be selling to: L57: ### Analyticals L59: * Focuses on tasks more than people L60: * Likes to be right and will take time to ensure this L61: * Thoughtful, careful fact-oriented and precise L62: * Good at objective evaluation and problem-solving

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So how do the Dimensions of Behaviour Work?

L1: Published: 2023-11-30 # So how do the Dimensions of Behaviour Work? L4: ``` L52: ``` L56: # So how do the Dimensions of Behaviour Work? L60: ### Perry McLeod L62: Published Nov 30, 2023 L64: + Follow L68: Combining the dimensions I mentioned in my last article, we see a model emerge with four primary social styles: analytical, driver, amiable, and expresser. L68: Each primary quadrant contains four additional sub-styles, creating a model with sixteen behavioural dimensions. L68: These clusters were referred to as social styles. L68: The four behavioural techniques from the collection are explained below. L70: ### Analytical Social Style L72: The top-left quadrant represents the analytical people from the Merrill social styles model. L72: This group of people is thoughtful and cautious. L72: They generally want to ensure they have all the necessary information before getting into something. L72: Their favourite approach to problems and issues is risk minimization by considering all possible options. ... L82: * Are critical and have low responsiveness L84: ### Expressive Social Style L86: The -bottom-right quadrant represents the group of expressive people from the Merrill social styles model. L86: These people are adventurous and move fast in life. L86: Expressives like to share new ideas and plans. ... L198: ### Analytical-DRIVER L200: The goal that motivates the analytical-DRIVER is being in a position to direct and redirect task accomplishments. L200: You tend to focus more on the future than the present or the past. L200: A quest for unique achievements drives you, and you avoid boredom.

LinkedIn

4 Customer Social Styles: How to Identify & Handle Them

L1: Published: 2025-01-16 # 4 Customer Social Styles: How to Identify & Handle Them L4: # 4 Customer Social Styles: How to Identify & Handle Them L8: Aman Jha L10: View Author Profile L14: CX L16: January 16, 2025 L18: ##### Table of contents L20: Summarize blog with L22: The four primary customer social styles are **Amiable, Expressive, Analytical, and Driver** L76: ## Recognizing Customer Social Styles Quickly L78: The model maps two observable dimensions— **assertiveness** (***ask vs. tell***) and **responsiveness** (***task focus vs. relationship focus***)—to identify the four styles. L78: To infer a style quickly: L80: * **High assertiveness + low responsiveness:** **Driver** ... L95: ## Handling Objections by Style L97: * **Amiable:** **Address concerns about support, risk, and change management. Offer hand-holding during onboarding and clear escalation paths.** L98: * **Expressive:** **Reframe objections around vision and impact. Share success stories and quick wins to maintain momentum.** ... L107: * **Skippping confirmation** —periodically summarize and ask, “Does this match what you’re looking for?” L109: ## Understanding and Applying the Social Style Framework L111: This framework is built on the theory originally developed by **David Merrill and Roger Reid** in the 1980s, using two axes—assertiveness and responsiveness—to map the four social styles, each with unique strengths and potential challenges. ... L120: * **Deliver:** **Follow through exactly as promised to reinforce trust.** L122: This knowledge is widely used in customer service training and sales strategies, enhancing relationship-building and efficiency in interactions. L122: Teams that diagnose styles early shorten cycles, reduce escalations, and improve satisfaction by making every touchpoint feel intuitive to the customer.

Exotel

L11: Understanding the Merrill - Reid Social Styles Model L15: Definitions & Characteristics of the Four Social Style L18: Analytical Polite but reserved, logical, and fact/task oriented. L20: Focus is on precision and perfection. L20: Other strengths include persistence, diligence, caution, and a systematic approach. ... L23: They are definitely not risk-takers. L25: Key Descriptors: Diplomatic - Accurate - Conscientious - A fact finder - Systematic - Logical - Conventional - Analytical - Sensitive - Controlled - Orderly - Precise - Disciplined -Deliberate - Cautious Key Wants: High standards - Details - Perfection - Traditional procedures L30: Amiable Devoted, consistent, dependable, and loyal. L32: A hard worker who will persevere long after others have given up. L32: A team player, cooperative, and easy to get along with, trusting, sensitive, and a good listener. L33: They try to avoid confrontation and may work in groups and with cooperative individuals. ... L77: Driver A high achiever who is not averse to risk. L79: Extroverted, strong-willed, direct, practical, organized, persuasive, and even forceful. L80: A driver is task-oriented, rather than relationship-oriented, and wants immediate results. L80: This individual is less concerned with how something is done and more concerned about what is being done, and what results can be expected. ... L91: Expressive A verbally adept personality who is engaging, accommodating, supportive of others, persuasive, socially proficient, and relationship-oriented rather than task-oriented. L94: Expressives love being included and are always ready for something new and exciting.

Communicating confidence

5.6: The Social Style Matrix - Business LibreTexts

L98: What makes people so different in their style, perceptions, and approaches to things is defined in the social style matrix. L98: The social style matrix is based on patterns of communication behavior identified by David Merrill and Roger Reid back in 1999. ... L100: In the Social Style Matrix below, you can see the four quadrants; each quadrant represents one of four social styles: analytical, driver, amiable, and expressive. L100: Analytical is low responsiveness and low assertiveness (they want to know "how"), amiable is low assertiveness and high responsiveness (they want to know "why"), drivers are low responsiveness and high assertiveness (they want to know "what"), and expressives are high assertiveness and high responsiveness (they want to know "who"). ... L112: Do you know someone who only wants the facts to make a decision? L112: Perhaps it's your father or a professor. L112: *Analyticals* are all about the facts. L112: They are defined by low responsiveness and low assertiveness. L112: In other words, they like to hear about the pros and cons and all the details before they decide. ... L144: If you try to dazzle them with facts and figures, you won't get very far. L146: | **Social Style You're Selling to** | **How to Adapt** | | --- | --- | | Analyticals | Focus on "how" Include facts Communicate the pros and cons Provide history, data, financial details Don't challenge her facts Demonstrate results Mention guarantees and warranties Give her time to decide | | Drivers | Focus on "what" Get to the point quickly Provide options Use facts Focus on results Provide timelines Make him feel as if he is in control | | Amiables | Focus on "why" Establish a personal relationship Demonstrate personal commitment Work as a team | | Expressives | Focus on L146: "who" Take extra time to discuss everything Give her recognition and approval Ask her how she feels about the product or service Focus on the big picture Use facts and figures to demonstrate what is possible | L153: Source: Todd Duncan, "Your Sales Style," *Incentive*, December 1, 1999, 64-66.

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3 Approach by adapting social style. - Free Online Library

L433: Social style grid categories consist of amiable, analytical, expressive, and driver. L436: * Amiables are imaginative, people-oriented, and future-oriented. L437: They seek to form friendship bonds with selected salespeople as a reassurance the amiables will receive fair treatment in the sales process/transaction. L439: Amiables require a soft-sell approach, guarantees, and third-party references. L442: * Analyticals are fact-oriented, extremely organized, and weigh decisions carefully. L443: They do not want relationships with salespeople and they dislike sales "puffery." L444: Analyticals require a formal approach. ... L468: (2) Merrill, David and Roger Reid (1981), Personal Styles and Effective Performance: Make Your Style Work for You. Radnor, PA: Chilton. L472: ```` Table 3-1: Characteristics Associated with the Social Styles L475: Effective Application L477: Amiable Style conceptual original imaginative creative broad-gauged idealistic intellectually tenacious ideological fact-oriented L487: Analytical Style deliberative prudent weighs alternatives stabilizing objective rational analytical exact and precise ... L528: Drivers L530: Maintain a business-like relationship Don't waste time--be clear, specific, and brief Be precise Demonstrate "bottom-line" performance Show increase in driver's control Be organized in your presentation L537: Amiables L539: Develop a personal relationship first Provide personal assurances and guarantees Emphasize how your product affects people Discuss personal opinions Don't rush; present your case softly Show interest in them as people

Thefreelibrary

Merrill And Reid Social Styles Model | ClickThrough Marketing

L16: Learn how the Merrill and Reid Social Styles method can be utilised to get the most from your team. L16: * L18: # **Get the most from your team by understanding social styles: the Merrill and Reid method** L20: **Can managerial, leadership and sales performance be predicted? L20: ** L22: In the early 1960s, two industrial psychologists, David Merrill and Roger Reid, underwent a study exploring how people interact and communicate in social situations. L22: The purpose of this study was to understand whether performance could be predicted for leadership, managerial and sales performance. ... L24: This is referred to as the **Merrill and Reid Social Styles Model** . L26: ## **The Merrill-Reid Social Styles** L28: **Analytical Style:** This style is characterised by reserved and logical behaviour, a focus on facts and objective information, and a low tolerance for ambiguity. L30: **Amiable Style:** This style is characterised by friendly and cooperative behaviour, a focus on harmony and maintaining relationships, and a low need for control. L32: **Driver Style:** This style is characterised by assertive and direct behaviour, a focus on results and meeting goals, and a high need for control. ... L86: Many who have worked with us have complimented our friendly nature, welcoming and keen to form strong relationships, **amiable** is our most possessed style at 40%. L86: This style dominates our sales and marketing team. L88: 31% of employees are **expressive** , although a healthy number within each team, our social, design and conversion optimisation team came out top with more than half in these teams adopting this style.

Clickthrough-marketing

Searched web

"MHI" OR "Manufactured Housing Institute" DiSC OR "personality types" OR temperaments OR "social styles"

10

What Your Mobile Home Says About Your Personality - EZ Homes

L1: Published: 2020-01-10 # What Your Mobile Home Says About Your Personality - EZ Homes L4: Select Page L6: # What Your Mobile Home Says About Your Personality L10: – L12: We're always up for some mobile home fun. L12: And what could be more enjoyable than noting the range of possibilities when it comes to mobile homes and the people who live in them? ... L36: ### **Here's what we know about you** L38: You value the past, and you don't care a whole lot about the newest design and decorating trends. L38: No farmhouse style kitchen for you. L38: And goodness knows you couldn't care less about English country cottage style. ... L64: And it happens to be near a college town where the demand for short-term and long-term rentals is sky-high. L66: ### **What this tells us about you** L68: You are a spreadsheet guru—the personal finance mastermind. L68: You're not choosing a 600-square foot house because it's all you can afford. ... L72: ### **We judge you to be:** L74: **Wise beyond your years** – For someone in the early stages of adulthood, you're brimming with carefully planned schemes to wisely use the money you earn. L74: Sure, you might have to squeeze into a 600-square foot house for a little while. L74: But you think space is overrated. L74: And since you don't have a large family, you figure you can afford the space pinch. L76: **Brainy and number-loving** – You track data in spreadsheets because you love to do it. L76: And finding a smart way to put a roof over your head is a fun challenge for you.

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How to lead projects utilizing psychological theories

L15: First, we must identify the personality types of the main project stakeholders (the client, the project team, the consultant, the contractor, etc.). L15: Next, we must analyze each person's actions and reactions. L15: For this step, we use one of the most famous models for analyzing human thinking, the MENTI model, which uses five main aspects for analyzing: mind, energy, nature, tactics, and identity. ... L38: 2. 2. Analyze personality action L39: 3. 3. Develop a pre-plan for dealing with every type L41: The model we use for analyzing personality types is called the MENTI Model. L41: MENTI stands for mind, energy, nature, tactics, and identity. L41: Each of these five aspects is broken up into two types. L43: ### **FIVE PERSONALITY ASPECTS** L45: #### **MIND** L47: This aspect shows how we interact with other people: L49: * - Introverted individuals prefer solitary activities, think before speaking, and get exhausted by social interaction. This can be described by (I). L50: * - Extroverted individuals prefer group activities, think while speaking, and get energized by social interaction. This can be described by (E). ... L86: Our system has two layers: The first (inner) one defines **the roles** , and the second (outer) one defines **the strategies** . L90: **Exhibit 1: Types of personalities** L92: #### **First Group (INTJ - ENTJ - INTP - ENTP): Analysts or Rationalists** L94: ##### **INTJ** ... L276: ### **Conclusion** L278: The best way to deal with any stakeholder is to identify his personality type and then develop a specific strategy for engaging with him. L278: Personalities are broken up into four main

groups, including 16 different types. L280: #### **The four main groups (including the 16 different types) are:**

Pmi

Personality Types - myDISCprofile

L1: # Personality Types - myDISCprofile L3: English English L5: 1,674,999 people from 128 countries around the world have taken the test L9: # Who do you think you are? L13: Listed below are **mydiscprofile's** main personality types with brief descriptions. L13: Why not have a quick read through and decide your personality group before taking your free test, (not compulsory), - you might be surprised with the result. L13: You could even guess your friend's type before inviting **them** to take a test. L13: (Your free test result will be a lot more comprehensive than the descriptions below and will be totally unique to you). L15: ### Adapter L19: Adaptable • Innovative L21: Quick-thinking • Urgent L23: Read More L25: Adapters are notable for the flexibility and dynamism of their approach. L25: They think and act quickly, and have the self-reliance to respond quickly to changing circumstances or unforeseen events. L25: Adapters prefer to act rather than consider, and they tend to handle pressure well, though their rapid and responsive attitude means that they can sometimes behave impatiently. L27: ### Administrator L31: Deliberate • Patient L33: Considerate • Dispassionate L35: Read More L37: Administrators are individuals with a natural gift for keeping things running smoothly. L37: People with this kind of personality will often work behind the scenes, but rarely put themselves at centre stage. ... L123: ### Empathiser L127: Accepting • Co-operative L129: Responsive • Team-oriented L131: Read More L133: Empathisers represent one of the most accepting and understanding personality types. L133: They have little personal ego and are rarely competitive; instead they have a real interest in understanding other people and building positive relations with them.

Mydiscprofile

Personality Types and IC Team Member Roles - Cooperative Living Communities

L1: Published: 2023-04-26 # Personality Types and IC Team Member Roles - Cooperative Living Communities L4: # Personality Types and IC Team Member Roles L6: Temperament types are generalizations that often won't hold true, because most people have a balance rather than tending to the extreme of a trait. L6: Yet see what fits for you. L6: The following descriptions are based on the Big 5 personality traits , as well as the MBTI. L6: They're presented in the order of the Big 5 OCEAN acronym: openness, conscientiousness, extroversion, agreeableness, and neuroticism. ... L6: The following paragraphs discuss the personality types and IC team member roles within an intentional community. L10: *photo by Koolshooters* L12: ## **Openness** L14: **High openness (high in MBTI intuitive [N])** L16: You are the backbone of the intentional communities movement. ... L84: *Neuroticism* is defined as emotional volatility, more tendency toward mood fluctuation, or in psych-speak referred to as *mood lability* . L86: ## **MBTI Temperament Types** L88: Based on Jungian archetypes, the Myers-Briggs Temperament Type Indicator (MBTI) sorts people into four main types, each with four subtypes, for a total of 16 subtypes (Faust, 2019). L88: The MBTI traits overlap strongly with the Big 5, as detailed in the chart that follows. L88: The MBTI goes further than the Big 5 in that it looks at combinations of the

traits. L88: It is interested in what particular temperaments come out of the combinations of traits: SP , SJ , NF , NT .

[Icmatch](#)

[How You'd Survive in Minecraft, Based On Your Myers-Briggs® Personality Type - Psychology Junkie](#)

[L1: Published: 2023-11-15 # How You'd Survive in Minecraft, Based On Your Myers-Briggs® Personality Type - Psychology Junkie](#) [L4: # How You'd Survive in Minecraft, Based On Your Myers-Briggs® Personality Type](#) [L6: By Susan Storm November 15, 2023](#) [L8: Have you ever had one of those weird thoughts, like what would happen if everyone was suddenly dropped into the pixelated realms of Minecraft?](#) [L8: No, just me?](#) [L8: Alright, well bear with me because we're diving into that hypothetical anyway.](#) [L8: We're going to take an amusing, and entirely scientific \(note the sarcasm\) look at how the 16 Myers-Briggs® personality types might fare if they were plucked from reality and plopped into the world of blocks, zombies, and infinite possibilities that is Minecraft.](#) [L8: Brace yourselves!](#) [L8: It's going to be a wild ride.](#) [L10: **Not sure what your personality type is?](#) [L10: ** Take our fun and in-depth personality questionnaire here .](#) [L10: Or you can take the official MBTI® here .](#) [L14: Estimated reading time: 22 minutes](#) [L18: ## **The ISTJ**](#) [L20: Imagine an ISTJ dropped into the expansive, blocky universe of Minecraft. ...](#) [L26: And you know what they say: slow and steady wins the race, or in this case, survives the creeper explosions!](#) [L28: ## **The ISFJ**](#) [L30: Now, if we draw our attention to an ISFJ in the Minecraft universe, what do we see?](#) [L30: Picture a warm, inviting little cottage, tucked away in the gentle embrace of a sunflower field. ...](#) [L34: Their motto?](#) [L34: Better safe than sorry...or in their case, better safe than blown to smithereens!](#) [L36: ## **The ESTJ**](#) [L38: When an ESTJ enters the Minecraft universe, it's like watching a military general preparing for battle.](#) [L38: With their square jaw set in determination, they'd march off into the wilderness with only a wooden sword and a single-minded purpose: to command and conquer.](#)

[Psychologyjunkie](#)

[L27: * Executive Summary \(the "headlines"\)](#) [L28: * Supporting Data \(for the detail-oriented\).](#) [L30: Feel free to skip to the part that you're most interested in!](#) [L32: ## Background](#) [L34: Below we'll take a look at the correlation between the Myers & Briggs \(M&B\) personality "type" assessment and the DISC "style" assessment and what they yield in understanding "who we are" and predicting behavior. ...](#) [L103: When I shared my observations with Molly Owens at Truity, she provided these supporting insights,](#) [L105: > "Our DISC assessment \(and DISC assessments in general\) are built around the intersection of two traits, something usually called 'Surgency' which is similar to, but not exactly Extraversion, and a trait usually called Agreeableness which is analogous to T/F in > personality typing > . So, there is definitely a lot of theoretical overlap between DISC styles and the E/I and T/F preferences." ...](#) [L135: ### **Summary DISC-M&B Cross Reference**](#) [L137: **DISC \(D, DI & DC\) - DOMINANCE = M&B \(ET, Et, eT\) - EXTRAVERTED THINKER**](#) [L139: **DISC \(I, ID & IS\) - INFLUENCE = M&B \(EF, Ef, eF\) - EXTRAVERTED FEELER**](#) [L141: **DISC \(S, SI & SC\) - STABILITY = M&B \(IF, iF, If\) - INTROVERTED FEELER** ...](#) [L151: DISC: D - **Dominance** \(direct, results-oriented, firm, strong-willed, forceful, with a task focus\)](#) [L153: M&B: ET - **Extraverted Thinker** \(ExTx - meaning all 4 ENTP, ENTJ, ESTP and ESTJ types are included in the DISC "D" style\)](#) [L155: DISC: DI - Same as "D" above but can also show/display \(I\) **Influence** traits \(see below\) \(Note: See the yellow Dot on the diagram at the beginning of this article, its location](#)

would tell you this person is a “DI,” meaning they lean toward and also show “I” traits) ... L163: ****DISC (I, ID & IS) – INFLUENCE = M&B (EF, Ef, eF) – EXTRAVERTED FEELER**** L165: DISC: I - ****Influence**** (outgoing, enthusiastic, optimistic, high-spirited, lively, with a people focus) L167: M&B: EF - ****Extraverted Feeler**** (ExFx - meaning all 4 ENFP, ENFJ, ESFP, and ESFJ types are included in the DISC “I” style)

Truity

Personal Style and Hearing Aid Fitting - PMC

L16: ##### Figure 4. L20: Open in a new tab L22: Patient population of private practice pilot study (Traynor and Buckles, 1997). L22: * L24: ### Keirsian Temperaments: A Simpler Method L26: Although the MBTI may be very useful to audiologists in their rehabilitative endeavors, it can be overwhelming to clinically consider eight extraverted types (ESTP, ESFP, ENTP, ENFP, ESTJ, ESFJ, ENFJ, ENTJ) and eight introverted types (ISTJ, ISFJ, INFJ, INTJ, ISTP, ISFP, INFP, INTP). ... L26: One shorthand method used quite often in personal type theory is the Keirsian Temperament, originally discussed by Keirsey and Bates (1978, 1984) and later clarified by Keirsey (1998a) . L26: In this scheme, the foregoing two groups of eight types can be divided into subgroups designated by two letters, symbolizing similar characteristics. L26: Table 2 presents the Keirsian Temperament categories relative to the various MBTI personal styles. L28: ##### Table 2. L30: Keirsian Temperaments and Associated MBTI Types (Traynor, 1999) L32: | NF | NT | SJ | SP | | | | --- | --- | --- | --- | --- | --- | --- | --- | | ENFJ | INFJ | ENTJ | INTJ | ESTJ | ISTJ | ESFP | ISFP | | ENFP | INFP | ENTP | INTP | ESFJ | ISFJ | ESTP | ISTP | ... L45: The Keirsey Temperament Sorter facilitates easier clinical categorization by separating the 16 MBTI types into four distinct temperaments: *Sensing-Judging (SJ), Sensing-Perceiving (SP), Intuitive-Feelers (NF)* , and *Intuitive-Thinkers (NT)* (Keirsey and Bates, 1978, 1984 ; Keirsey, 1998a). ... L47: ##### Figure 5. L51: Open in a new tab L53: Prevalence of the Keirsian Temperament Personal Styles (Keirsey, 1998a). L53: * L55: The Keirsian SJ Temperament makes up about 44% of the US population. L55: SJs typically observe what is going on around them and make modifications in the situation, scheduling things to keep order in their lives.

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MBTI 성격유형별 주거 공간 및 인테리어 선호도 분석 -산업진흥연구 | Korea Science

L77: * 투고 : 2024.12.22 L78: * 심사 : 2025.04.07 L79: * 발행 : 2025.04.30 L81: --- L83: ##### 초록 L85: 본 연구는 MBTI 성격 유형(E/I, S/N, T/F, P/J)이 주거 공간과 인테리어 선호에 미치는 영향에 대해서 153명을 대상으로 2024년 11월 10일 부터 11월 25일까지 설문조사를 진행하였다. L85: 또한 5점 리커트 척도를 기반으로 응답자료를 수집하고 점수를 데이터화 하여 각 설문 문항의 통계치를 산출하여 전체 응답 경향을 파악하였다. L85: 연구결과는 외향형(E)은 공용 공간과 다목적 활용을, 내향형(I)은 독립된 개인 공간을 선호하였다. ... L87: This study investigated the influence of MBTI personality types (E/I, S/N, T/F, P/J) on preferences in residential spaces and interior design through a survey conducted with 153 participants from November 10 to November 25 2024. L87: Data were collected using a 5-point

Likert scale, and statistical analyses were performed to identify general response trends for each survey item. L87: Findings indicated that Extraverts (E) preferred shared and multifunctional spaces, whereas Introverts (I) favored independent and private spaces. L87: Sensing types (S) emphasized practical and organized spaces, while Intuitive types (N) preferred creative and experience-oriented environments. L87: Thinking types (T) prioritized efficiency and functionality, whereas Feeling types (F) valued emotional comfort and coziness. L87: Judging types (J) preferred structured and orderly designs, while Perceiving types (P) favored flexible and adaptable layouts.

Koreascience

DISC Personality Style Test: What type of Real Estate Agent are YOU?

L1: Published: 2022-03-31 # Video L4: Title: DISC Personality Style Test: What type of Real Estate Agent are YOU? L6: Platform: YouTube Published: 2022-03-31 Retrieved: 2026-07-29 Duration: 30:54 Views: 141 Likes: 2 Comments: 1 L14: ## Channel Name: Tim and Julie Harris - Real Estate Training Subscribers: 142.0K ... L38: ## Description Today is part 1 of 3, DISC Personality Profile real estate training and coaching. L41: The DISC Model of Behavior was first proposed in 1928 by William Moulton Marston, a physiological psychologist, in his book Emotions of Normal People. ... L101: estate people exactly all right now marston made a deliberate decision to focus only on psychological phenomena that were directly observable and easily measurable fair enough so based on his research marston theorized that the behavioral expression of emotions could be categorized into four primary personality styles based on the subject's perceptions of themselves in relationship to their environment and these four types were labeled by marston as dominance inducement submission and compliance disc now these four styles are now commonly referred to years later as driver influencer or L101: expressive supportive or amiable and compliant or analytical kind of interchangeable but still in the disc vein there are many many spins on this including tests and books it's commonly taught in sales training in business school so this is important for you guys to get clear on so i'm reading ahead in your notes and by the way our notes are always available for downloading on tim and julie harris.com they're copywritten but you guys can certainly use them a lot of you guys use our training for training your agents or training your uh team members so it to julie's previous point a lot of the ... L101: be more direct than they naturally are just that sometimes will uh skew your uh your opinion of their personality style to the more direct side but i'll give you a little clue on this most like if you there have been tons and tons of research on this and about how much of the each population it falls into each category right so you have drivers influencers expressives analyticals right so what percent of the population is drivers versus say amiables well again depending on what you read more than 60 of the population falls into the amiable crowd so an amiable person is going to be indirect

YouTube

新版MBTI加入4個英文字母A/O、H/C變64型人格！哪類旅伴同你最夾？附測驗連結 | U Travel

L1: Published: 2026-08-06 # 新版MBTI加入4個英文字母A/O、H/C變64型人格！ L2: 哪類旅伴同你最夾？ L2: 附測驗連結 | U Travel L6: * 主頁 L7: * 深圳 L9: * 北京 L10: * 上海 L11: * 深圳 L12: * 廣州 L13: * 珠海 L14: * 澳門 L15: * 曼谷 L16: * 蘇梅島 L17: * 布吉 L18: * 清邁 L19: * 芭堤雅 ... L79: 在Google 追蹤《U Travel》 L82: 傳統的MBTI 16型人格近年來非常流行，不少人都會以此來了解自己和身邊的人。 L82: 近

期，一套更精確的64型人格系統開始流行，在原本的四個字母之外，增加了「A/O」和「H/C」兩組新維度，讓人格分析更為細膩。... L88: ### A（果斷，Assertive）vs. L88: O（糾結，Overthinking） L90: A型旅行者：決策快速，一旦決定去哪兒就不會反覆思考，行動力強，能在旅途中輕鬆應對突發情況。 L94: O型旅行者：計劃細緻，會反覆確認行程安排，擔心錯過精彩景點，花更多時間在旅行準備上。... L108: ## 分析師家族 (NT) L110: ### INTJ（建築師）旅行特質 L114: 點擊圖片放大 L122: +2 L126: **INTJ-A-H（果斷溫暖的策略家）** L128: * 精心規劃旅程但不過度糾結細節 L129: * 願意聆聽同伴意見並融入行程中 L130: * 在解決旅途問題時態度友善 ... L902: ## 64型人格中的極端旅行類型 L904: ### MBTI 旅遊人格 | 最佳旅行規劃師：ISTJ-A-H L906: 集合了ISTJ的細緻計劃性、A型的果斷決策力和H型的人性關懷，這類型能在旅行前做足準備工作，確保行程順暢無阻，同時關注同行者的需求和感受。

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Searched web

site:manufacturedhousing.org DiSC OR temperament OR "social style" OR personality

5

[The DiSC Styles - DiSC Profile](#)

L1: # The DiSC Styles - DiSC Profile L3: Search this site Shopping Cart 0 L5: Have questions? L5: Call us (877) 344-8612 M-F 9am-5pm CST L7: Continue Shopping L11: # DiSC® styles L13: DiSC® is an acronym that stands for the four main behavioral styles outlined in the DiSC model of personalities. L13: The lower-case i in DiSC identifies it as part of the original Everything DiSC® and DiSC® Classic family of products produced by Wiley. L15: D stands for ****Dominance****, i stands for ****Influence****, S stands for ****Steadiness****, and C stands for ****Conscientiousness****. L19: ## D = Dominance L21: A person primarily in this DiSC quadrant places emphasis on accomplishing results and "seeing the big picture." L21: They are confident, sometimes blunt, outspoken, and demanding. L23: Explore the D style L27: ## i = influence L29: A person in this DiSC quadrant places emphasis on influencing or persuading others. L29: They tend to be enthusiastic, optimistic, open, trusting, and energetic. L31: Explore the i style L35: ## S = Steadiness L37: A person in this DiSC quadrant places emphasis on cooperation, sincerity, loyalty, and dependability. L37: They tend to have calm, deliberate dispositions, and don't like to be rushed. L39: Explore the S style L43: ## C = Conscientiousness L45: A person in this DiSC quadrant places emphasis on quality and accuracy, expertise and competency. L45: They enjoy their independence, demand the details, and often fear being wrong. L47: Explore the C style L51: ## We are all combinations of each style

[Discprofile](#)

[DiSC Di styles - DiSC Profile](#)

L1: # DiSC Di styles - DiSC Profile L3: Search this site Shopping Cart 0 L5: Have questions? L5: Call us (877) 344-8612 M-F 9am-5pm CST L7: Continue Shopping L11: # Di Style L13: People with the DiSC Di style personality are often ****bold, persuasive, and results oriented****. L13: Di types are always looking

for ****new opportunities**** and tend to be ****energetic and fast-paced**** in their day-to-day lives. L15: **## What do the 'D' and the 'i' in DiSC mean?** L17: The D in the Everything DiSC ® model stands for ****dominance**** and the i stands for ****influence****. L17: People whose DiSC profile shows a Di style display both the dominance of the D style and the influence of the i style. ... L58: People with the Di style score highest on the Di/iD scale. L58: Further, their responses show tendencies slightly more in line with the D style than the i style. L58: People with D styles are ****assertive and achievement driven****. L58: i-style folks are ****lively and people-oriented****. ... L78: **### Common traits:** L80: When someone has a Di style in DiSC, they often come off as bold, direct, and charming. L80: They are vocal and enthusiastic, and they add contagious energy to their teams. L80: Other common Di style traits include: L82: *** colorful** L83: *** restless** L84: *** entrepreneurial** ... L91: *** adventure** L92: *** new ideas** L93: *** rapidly achieving goals** L95: **### Priorities:** L97: The Everything DiSC Workplace ® model shows these priorities for the DiSC Di style: action, results, and enthusiasm. L97: They grow bored easily, and tend to seek out unique situations and leadership positions.

[Discprofile](#)

[What Is the Everything DiSC® Model? | Everything DiSC](#)

L13: The Model: D-i-S-C Two Dimensions of Human Behavior Four Quadrants 12 Styles L15: **### The Model: D-i-S-C** L17: Everything DiSC gives people a quick and intuitive way to understand themselves and others using DiSC—a simple yet powerful model that describes four basic behavioral styles: D, i, S, and C. L19: Group-505-4 L21: **### Dominance** L23: Group-504 L25: **### Influence** L27: **### Steadiness** L29: C Circle UPDATED L31: **### Conscientiousness** L35: Everyone is a blend of all four DiSC styles—usually, one, two, or even three styles stand out. L35: Each person has a unique behavioral profile with different styles and priorities—no one style is better or worse than the next. ... L39: These two dimensions reflect fundamental aspects of human nature and can be viewed as independent constructs. L41: **### Everything DiSC Vertical Dimension:** L43: The vertical dimension is best described as level of activity, ranging from active to thoughtful. L43: People with DiSC styles at the top of the circle tend to be fast-paced and are often described as assertive, dynamic, and bold. ... L53: **## Four Quadrants** L55: The DiSC model is made up of four quadrants. L55: ****Click on the image below**** to explore the DiSC styles in each quadrant: L57: The ****D (Dominance)**** style is active and questioning. L57: This describes people who are direct, forceful, and outspoken with their opinions. L59: The ****i (Influence)**** style is active and accepting. L59: This describes people who are outgoing, enthusiastic, and lively. L61: The ****S (Steadiness)**** style is thoughtful and accepting. L61: This describes people who are gentle, accommodating, and patient with others' mistakes.

[Everythingdisc](#)

[Personality vs. Behavior? What Everything DiSC Says About Your Temperament - Chariti Gent](#)

L1: Published: 2018-01-22 # Personality vs. Behavior? L2: What Everything DiSC Says About Your Temperament - Chariti Gent L4: / January 22, 2018 L6: # Personality vs. Behavior? L6: What Everything DiSC Says About Your Temperament L8: Many people think DiSC is a measure of personality. L8: In truth, however, it's actually measuring your natural behavioral style, specifically how you "default-behave" in varying contexts/situations (in other words, your default temperament). L8: What's the

[difference between personality and behavior? ... L18: If you are a strong D, it means you possess a direct, dominant disposition. L18: You typically show up in situations as more aggressive, strong-willed, and/or forceful than the average Joe or Jane. L20: If you are a strong Di/iD, it means you possess an active, fast-paced disposition. L20: You typically show up in situations as more dynamic, adventurous, and bold than others. L22: If you are a strong I, it means you possess an interactive, influencing disposition. L22: You typically show up in situations as more sociable, lively, and talkative than most. L24: If you are a strong iS/Si, it means you possess an agreeable, warm disposition. L24: You typically show up in situations as more trusting, cheerful, and caring than your colleagues. L26: If you are a strong S, it means you possess an accommodating, steady disposition.](#)

[Charitigent](#)

[What Are the DiSC® Personality Styles? | DiSC® Meaning](#)

[L1: Published: 2021-05-24 # What Are the DiSC® Personality Styles? L2: | DiSC® Meaning L4: # What Are the Four DiSC ® Personality Types? L8: 8 MIN READ L10: # What Are the Four DiSC® Personality Types? L12: The four DiSC® personality types are dominance, influence, steadiness and conscientiousness. ... L16: No style is more "ideal" than another, but understanding your underlying preferences and tendencies can help you adapt your behaviors to interact with your team more effectively. L20: ### Dominance L22: The "dominance" DiSC® personality style is skeptical and bold . L22: If you are in the DiSC® dominance category, you tend to focus on speed, efficiency and results. L22: Your assertiveness and decisiveness are your strengths, and you excel at navigating crises. L22: You set high goals and take the necessary risks to achieve them. ... L39: ### Influence L41: The "influence" personality style is accepting and bold . L41: As a leader in the DiSC® influencing category, you often express enthusiasm and mainly focus on people and relationships. L41: Charisma and optimism are your strengths, and you find it easy to foster collaboration. ... L76: ### Conscientiousness L78: The "conscientiousness" style is skeptical and cautious . L78: You focus on accuracy, quality and procedures and are highly methodical, analytical and systematic. L78: This helps you anticipate risks and ensure your team meets high standards.](#)

[Situational](#)

Searched web

"Manufactured Housing Institute" OR MHI (DiSC OR "DISC" OR temperament OR "social styles" OR "personality types" OR "four temperaments")

10

[L103: When I shared my observations with Molly Owens at Truity, she provided these supporting insights, L105: > "Our DISC assessment \(and DISC assessments in general\) are built around the intersection of two traits, something usually called 'Surgency' which is similar to, but not exactly Extraversion, and a trait usually called Agreeableness which is analogous to T/F in > personality typing > . So, there is definitely a lot of theoretical overlap between DISC styles and the E/I and T/F preferences." ... L111: ### Understanding the 12 DISC Style Profiles L113: Before we continue, there are two](#)

important concepts to understand. L113: First, we get to 12 DISC styles because there are four “core” styles (D, I, S and C), each of which is shown as a quadrant in the diagram above, and each quadrant is further divided into three styles. ... L135: ### **Summary DISC-M&B Cross Reference** L137: **DISC (D, DI & DC) - DOMINANCE = M&B (ET, Et, eT) - EXTRAVERTED THINKER** L139: **DISC (I, ID & IS) - INFLUENCE = M&B (EF, Ef, eF) - EXTRAVERTED FEELER** L141: **DISC (S, SI & SC) - STABILITY = M&B (IF, iF, If) - INTROVERTED FEELER** ... L151: DISC: D - **Dominance** (direct, results-oriented, firm, strong-willed, forceful, with a task focus) L153: M&B: ET - **Extraverted Thinker** (ExTx - meaning all 4 ENTP, ENTJ, ESTP and ESTJ types are included in the DISC “D” style) L155: DISC: DI - Same as “D” above but can also show/display (I) **Influence** traits (see below) (Note: See the yellow Dot on the diagram at the beginning of this article, its location would tell you this person is a “DI,” meaning they lean toward and also show “I” traits) ... L163: **DISC (I, ID & IS) – INFLUENCE = M&B (EF, Ef, eF) – EXTRAVERTED FEELER** L165: DISC: I - **Influence** (outgoing, enthusiastic, optimistic, high-spirited, lively, with a people focus) L167: M&B: EF - **Extraverted Feeler** (ExFx - meaning all 4 ENFP, ENFJ, ESFP, and ESFJ types are included in the DISC “I” style)

Truity

What it Means to be A Member in MHI 2.0 - Issuu

L1: What it Means to be A Member in MHI 2.0 - Issuu L5: 15 minute read L7: # What it Means to be A Member in MHI 2.0 L9: by Dr. Lesli Gooch L11: It's a new era for MHI and manufactured housing. L11: We're seeing a shift in perception as our industry is drawing more people looking for viable, quality solutions to overcoming the shortage of affordable housing across the country. ... L15: From new educational curriculums to advocating for greater access to manufactured housing, MHI's members enjoy the representation of a phenomenal, service-minded team dedicated to creating new opportunities for elevating the industry—including a full slate of annual events aimed at connecting factory-built housing professionals, a diverse offering of educational curriculum and regular updates to keep members informed, and a consistent focus on growing support from decision makers in Washington, D.C. L17: And as the organization has grown, so has its membership. L17: Nearly 1,000 members strong, MHI represents every segment of manufactured housing. L17: We could not do it without the support and cooperation of our members, so we wanted to highlight just some of what MHI offers its » ... L69: At MHI, we believe there is strength in numbers. L69: That's why we are constantly looking for new ways to bring our members together to network and share ideas. L69: As the only national trade association representing every segment of the manufactured housing industry, MHI offers a diverse selection of conferences and networking opportunities for members. ... L83: MHV Dr. Lesli Gooch is the CEO of the Manufactured Housing Institute, the national trade organization representing all aspects of the factory-built housing industries. L85: ## Be Your Own Boss L87: Limited initial investment We provide your model inventory No lease or lot rent costs

Issuu

What Your Mobile Home Says About Your Personality - EZ Homes

L1: Published: 2020-01-10 # What Your Mobile Home Says About Your Personality - EZ Homes L4: Select Page L6: # What Your Mobile Home Says About Your Personality L10: – L12: We're always up for some

mobile home fun. L12: And what could be more enjoyable than noting the range of possibilities when it comes to mobile homes and the people who live in them? ... L36: ### **Here's what we know about you** L38: You value the past, and you don't care a whole lot about the newest design and decorating trends. L38: No farmhouse style kitchen for you. L38: And goodness knows you couldn't care less about English country cottage style. ... L72: ### **We judge you to be:** L74: **Wise beyond your years** – For someone in the early stages of adulthood, you're brimming with carefully planned schemes to wisely use the money you earn. L74: Sure, you might have to squeeze into a 600-square foot house for a little while. L74: But you think space is overrated. L74: And since you don't have a large family, you figure you can afford the space pinch. L76: **Brainy and number-loving** – You track data in spreadsheets because you love to do it. L76: And finding a smart way to put a roof over your head is a fun challenge for you. ... L102: Chasing the newest and best and keeping up with the Joneses isn't really your style. L102: But a good old fashioned evening by the fireside? L102: Now, you'll take that any day of the week. L104: Judging by the studied remoteness of your home, you're an introvert.

Mhomebuyers

DISC Personality Style Test: Real Estate Training

L1: unusual for example if you look at from our first podcast on this the disc chart d's and s's usually are not a couple and i's and c's are usually not a couple it's usually d's and i's s's and c's or some combination of that they at least have something in common not only not a couple but you often don't see people without friends right yeah and that's something you can tell from social too is like if everybody seems exactly like them and the only pictures they have are at parties well you're probably dealing with an expressive person i'm thinking one of our coaches rachel right yes all of L1: her friends she had to become versatile too we can tell stories about her they all look like clones of her basically all of her friends on instagram i know well guys hopefully all this this is fun that's really the whole point of this it's not a hard science it's not a hard science use it in good health right use it to learn about yourself first and learn others and remember guys we have prepared for you a absolutely no hassle no expense to you personality style test you can take the test now sit down it's going to take maybe 10 or 15 minutes depending how laboriously you go through the ... L775: into the disc personality profile it's really a personality style this is not a hard science the disc model of behavior again was first proposed by william moulton marston we talked about that in our first and second uh podcasts in this series so now we're going to we've already done d and we've done i that's the driver and the influencer personality styles now we're going to get on to the s that is usually known as supportive or amiable personality style they are indirect and they are extroverted so we're going to give you some points about this how do you know that somebody is supportive L775: or amiable and then we're going to talk about how you win with them and how you lose with them as a guideline to you being more successful on that supportive or amiable appointment whether that's with buyers or sellers so let's talk about these amiable personalities you mentioned on a previous podcast that it's roughly 68 of the population so if you're not sure probably you're talking to somebody that's amiable that's always the way to start just assume everyone's amiable until they've proven otherwise and again this is always julie and i tackle this but most of you especially if you've been L775: exposed to disc in real estate events you think you think you're a driver but you're gonna be shocked to discover that very few of you are drivers in the original research and again we talked about this on day one of the dic personality styles but the original research proved out that it was like eight percent or ten it was virtually nobody is a true driver personality style and yet agents are led to

believe that you have to have a driver personality style to be successful in real estate or any kinds of sales and the humorous part of that is that the driver personality style is actually one

YouTube

What is Temperament Theory and Why is it the Perfect Companion to the 16 Types? - The Association for Psychological Type International

L1: Published: 2024-10-02 # What is Temperament Theory and Why is it the Perfect Companion to the 16 Types? L2: - The Association for Psychological Type International L4: # What is Temperament Theory and Why is it the Perfect Companion to the 16 Types? L6: **By** Dr. Eve Delunas ... L14: That shorthand was an introduction to the four Temperaments. L16: Dr. David Keirsey was a psychologist, professor, and researcher. L16: He was captivated by the work of Ernst Kretschmer while pursuing his doctorate in psychology. L16: Kretschmer, a German psychologist who was a contemporary of C. G. Jung, had identified four Temperaments that exhibited distinctly different patterns of behavior. ... L18: In a sudden flash of insight, Keirsey realized that by grouping the 16 types as NFs, NTs, SPs, and SJs, Myers' descriptions correlated directly with the four Temperament patterns described by Kretschmer and others. L20: Keirsey spent his life studying, researching, and refining his model of the four Temperament patterns in both children and adults. ... L46: ## An Overview of the Four Temperaments L48: ### The Improviser Temperament L50: Improvisers (also called Artisans) are driven by the need to be free to act on their impulses in the moment and to make an impact—to be seen as impressive. L50: These individuals value excitement, variety, challenge, stimulation, and adventure. ... L56: ### The Stabilizer Temperament L58: Stabilizers (also called Guardians) are driven by a hunger to belong, to be needed, and to maintain stability. L58: They believe in learning from the past and being well-prepared for whatever the future may bring. L58: Stabilizers have a strong sense of responsibility and tend to be generous in offering a hand to help those in need.

Aptinternational

Dominante, influyente, concienzudo o estable. ¿Cómo eres tú? | El laboratorio de felicidad | EL PAÍS

L16: > Martson construyó su modelo con los ejes: introversión versus extroversión; racional versus emocional. L16: Con todo ello, definió los cuatro tipos de comportamiento que podemos tener L18: **Martson desarrolló el modelo DISC, que son las siglas de los cuatro tipos de comportamiento que podemos tener: Dominio, Influencia, Sumisión y Conformidad a normas** (aunque en el gráfico le llamamos estable y concienzudo, que se entiende mejor) **. L18: ** Su modelo partió del estudio de Jung y se construyó en función de dos ejes diferentes: introversión versus extroversión; racional versus emocional. L18: Con todo ello, definió los cuatro tipos de comportamiento que podemos tener (ojo, que no es personalidad, lo que significa que podemos variarlo a lo largo del tiempo). L18: Veámoslos: L20: **Una persona dominante proyecta su energía al mundo y utiliza la razón para alcanzar sus objetivos** . L20: Es confiable, tenaz, exigente, orientado al poder y puede ser agresivo en las formas. L20: Aquí están las personas que les gusta decir lo que el resto ha de hacer. L20: Por ello, no es de extrañar que muchos líderes tengan bastante carga D en sus comportamientos, así como los que solemos llamar "marimandones". L22: **Un influyente llevará su energía al mundo de las relaciones personales. L22: ** Su comportamiento es el resultado de la extroversión y la emoción, por lo que su energía la dirige a las

personas. ... L26: ****Los estables son calmados, confiables y muy buenos "soldados" en las empresas o en el grupo de amigos**** . L26: Son introvertidos, por lo que su energía la volcarán hacia dentro y con un fuerte peso en la emoción. L26: Por ello, les gusta escuchar y aceptan bien al resto de personas.

Elpais

Free DISC Personality Test

L1: Published: 2026-08-04 # Free DISC Personality Test L4: Free DISC assessment L6: # The DISC personality test, *in five minutes. L6: * L8: Why are some people easy to work with, while others feel like work? L8: The DISC personality test measures four behavioral traits, Dominance, Influence, Steadiness, and Conscientiousness, and shows you both sides: your style, and how to read everyone else's. ... L404: ### Influence L406: Interaction and influence on others L408: S L410: ### Steadiness L412: Response to pace and consistency L414: C L416: ### Conscientiousness L418: Approach to rules and procedures L420: Four primary styles L422: ## Four ways people *show up at work. L422: * L424: Each type brings different strengths to the table and communicates in its own way. L424: Most people are a blend of two. L426: D L428: The Captain L430: ### Dominance L432: D-types are competitive, decisive individuals who are direct and action-oriented. L432: They prefer quick, business-like communication over small talk and take control of situations. L434: Competitive Decisive Direct Results-driven ... L713: What does DISC stand for? L713: + L715: DISC represents four behavioral dimensions: D (Dominance) for approaching problems and challenges, I (Influence) for interacting with and influencing others, S (Steadiness) for responding to pace and consistency, and C (Conscientiousness) for handling rules and procedures. ... L727: For each one, you indicate how well it describes you. L727: There are no trick questions and no right answers; the test only works if you answer as you actually are, not as you think you should be. L729: What are the 4 DISC personality types? L729: + L731: The four DISC personality types are: Dominance (D), direct, results-oriented, and decisive; Influence (I), enthusiastic, optimistic, and collaborative; Steadiness (S), patient, reliable, and team-oriented; and Conscientiousness (C), analytical, precise, and systematic.

Crystalknows

L645: Adversities L647: Page 60 Table 19: T-Test Results for Paraphrenic Scale Scores and Hypothesized L650: Adversities L655: 11 L667: ABSTRACT L669: The Millon Clinical Multiaxial Inventory, 4th edition (MCMI-IV; Millon et al., 2015) is a reliable L671: and valid personality assessment based on Theodore Millon's biosocial learning theory of ... L685: by the MCMI-IV. L688: 12 L694: Introduction L697: Theodore Millon introduced his biosocial learning theory of personality in 1969 with the L699: publication of his book Modern Psychopathology (Millon, 1969). L699: He proposed most L701: personalities were mixtures of several basic personality types, reflecting the true complex nature ... L869: prototype are personality styles. L869: Styles describe individuals who have identifiable traits of L871: specific prototypes but may occasionally experience distress or impairment due to difficulty L873: navigating and adjusting their motivating aim polarities across contexts. L873: At the middle level of L875: each prototype are personality types. L875: Types describe individuals who likely experience distress L877: and impairment during interpersonal interactions, self-reflection, temperament, and self- L879: regulation due to more rigid and inflexible navigation across the motivating aim polarities. ... L897: Spectrum Acronym Style Type Disorder AAS Apathetic Asocial Schizoid L907: 16 L913: SRA Shy Reticent Avoidant

[L918: DFM Dejected Forlorn Melancholic](#) [L923: DAD Deferential Attached Dependent](#) [L928: SPH Sociable Pleasuring Histrionic](#) [L933: EET Ebullient Exuberant Turbulent](#)

[Commons.und](#)

[The 4 Different Personality Types | Thomas.co](#)

[L18: Although other measures of personality, such as the 'High Potential Trait Indicator' or \(HPTI\) personality assessment have since been developed, the original and most widely accepted theory of personality and behaviour is 'DISC' theory, which designates four different behavioural preferences. ...](#)
[L26: In 1928, William Moulton Marston published "Emotions of Normal People", a book outlining his research into human behaviour, in which he asserts that people's behaviour is based on an individual's perception of and reaction to a situation. L26: Marston grouped these reactions into four major behavioural types or styles, which are sometimes referred to as 'DISC behavioural types'. L26: The four types are: L28: **D - Dominance** **I - Influence** **S - Steadiness** **C - Compliance** L33: In 1958, Dr Thomas Hendrickson developed the Thomas Behaviour assessment, based on Marston's theory. L33: The DISC profile assessment takes just 8 minutes but remains a highly effective way to understand an individual's workplace behaviours. ... L43: Thomas continues to carry out research and validation with partners such as Cambridge University's Judge Business School , to further increase the assessment's accuracy. L47: ## Understanding the four different personality types L49: Marston's theory plots human behaviour along just two dimensions: 'internal' and 'external', which interact to produce the four different behavioural types, or modes of expression: Dominance, Influence, Steadiness and Compliance. ... L53: We will now take a closer look at the four behavioural types and highlight some of the key attributes of each. L55: ### Dominant personality style L57: People who have high 'Dominance' in their behavioural profiles are driven to accomplish results. L57: They are focused on expediting action, comfortable with challenge, and decisive.](#)

[Thomas](#)

[Personality Types - myDISCprofile](#)

[L1: Personality Types - myDISCprofile](#) [L7: people from 128 countries around the world have taken the test](#) [L9: Scroll down](#) [L11: # Who do you think you are?](#) [L13: Who do you think you are?](#) [L15: Listed below are mydiscprofile's main personality types with brief descriptions. L15: Why not have a quick read through and decide your personality group before taking your free test, \(not compulsory\), - you might be surprised with the result. L15: You could even guess your friend's type before inviting them to take a test. L15: \(Your free test result will be a lot more comprehensive than the descriptions below and will be totally unique to you\). L17: ### Adapter L21: Adaptable • Innovative L23: Quick-thinking • Urgent L25: Adapters are notable for the flexibility and dynamism of their approach. L25: They think and act quickly, and have the self-reliance to respond quickly to changing circumstances or unforeseen events. L25: Adapters prefer to act rather than consider, and they tend to handle pressure well, though their rapid and responsive attitude means that they can sometimes behave impatiently. L27: ### Administrator L31: Deliberate • Patient L33: Considerate • Dispassionate L35: Administrators are individuals with a natural gift for keeping things running smoothly. L35: People with this kind of personality will often work behind the scenes, but rarely put themselves at centre stage. L35: Nonetheless their thoughtful, long-term way](#)

of looking at things, and their talent for planning things out ahead of time, can be invaluable. L37: ### Architect L41: Problem-solving • Objective L43: Self-reliant • Systematic L45: Architects are people who show a practical, systematic approach and also quite a forceful personality.

Mydiscprofile

Searched web

site:manufacturedhousing.org (DiSC OR temperament OR "social style" OR "personality" OR Merrill OR Reid)

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Merrill Reid Social Styles | Our Everyday Life

L1: Published: 2011-06-07 # Merrill Reid Social Styles | Our Everyday Life L4: # Merrill Reid Social Styles L6: By: Patrick Gleeson, Ph. D., L8: Updated On: March 15, 2018 L12: Christopher Robbins/Digital Vision/Getty Images L14: What if social behavior could be boiled down to four distinct styles? L14: That's sometimes the conclusion drawn from the work of industrial psychologists David W. Merrill and Roger Reid. L14: If the conclusion were valid, that would make interpersonal relations pretty straightforward. L14: You'd have only four personality types to deal with. ... L18: What's more useful is an analysis of individual behavior – *how*, rather than *why*, that leader is effective. L20: ## Assertiveness and Responsiveness Scales L22: Merrill and Reid begin by describing two behavioral characteristics: assertiveness and responsiveness. ... L26: ## The Four Behavioral Areas L28: Merrill and Reid combine these two scales of assertiveness and responsiveness to create four behavioral areas. L28: Here's how this works: L30: An individual who scores low on both the responsiveness scale and assertiveness scales is *analytic*. ... L30: The weak spot for analytics is that they can get a little scratchy if their opinions are challenged. L32: Someone who scores high on the responsiveness scale and low on the assertiveness scale is *expressive* – the artistic type. L32: In the workplace, such a person may be a "creative" who neither asserts her own opinion nor is greatly influenced by the opinions of others.

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The DiSC Styles - DiSC Profile

L1: # The DiSC Styles - DiSC Profile L3: Search this site Shopping Cart 0 L5: Have questions? L5: Call us (877) 344-8612 M-F 9am-5pm CST L7: Continue Shopping L11: # DiSC® styles L13: DiSC® is an acronym that stands for the four main behavioral styles outlined in the DiSC model of personalities. L13: The lower-case i in DiSC identifies it as part of the original Everything DiSC® and DiSC® Classic family of products produced by Wiley. L15: D stands for **Dominance**, i stands for **Influence**, S stands for **Steadiness**, and C stands for **Conscientiousness**. L19: ## D = Dominance L21: A person primarily in this DiSC quadrant places emphasis on accomplishing results and "seeing the big picture." L21: They are confident, sometimes blunt, outspoken, and demanding. L23: Explore the D style L27: ## i = influence L29: A person in this DiSC quadrant places emphasis on influencing or persuading others. L29: They tend to be enthusiastic, optimistic, open, trusting, and energetic. L31: Explore the i style L35:

S = Steadiness L37: A person in this DiSC quadrant places emphasis on cooperation, sincerity, loyalty, and dependability. L37: They tend to have calm, deliberate dispositions, and don't like to be rushed. ... L111: Everyone is a mixture of each style, but most people tend to fall into one or two main DiSC style quadrants. L113: People whose DiSC assessment scores put them close to other styles can show aspects of multiple styles in their personalities. L113: This expands the styles to a total of 12 distinct personality types: DC, D, Di, iD, i, iS, Si, S, SC, CS, C, and CD.

Discprofile

Social Style Assessment | Supervised by a Licensed Psychologist

L1: # Social Style Assessment | Supervised by a Licensed Psychologist L3: # L5: ## What Is Social Style? L7: The Social Style Assessment is based on the theory developed by psychologists David Merrill and Roger Reid, which classifies people's behavior and communication patterns into four types. L9: ### ① Driving L11: A results-oriented leader type with strong decisiveness and a bias toward action. L13: ### ② Expressive L15: An enthusiastic and emotionally expressive type who energizes others and brings life to a room. L17: ### ③ Amiable L19: A warm and supportive type who values trust and places genuine importance on relationships. ... L37: ① Analysis of Prior Research L39: Social Style Theory is a model for understanding interpersonal patterns based on individual behavioral tendencies. L39: It was proposed in the late 1950s by American psychologists David W. Merrill and Roger H. Reid [1]. L39: Through analysis of interpersonal relationships and communication effectiveness within organizations, they classified people into four basic styles based on behavioral observation: Driving, Expressive, Amiable, and Analytical. L41: The theory frames human behavior along two axes: Assertiveness and Responsiveness. L41: People high in assertiveness readily express their opinions and take initiative; people high in responsiveness place priority on emotions and interpersonal relationships. L41: The combination of these two dimensions is said to produce distinct patterns of behavior and interpersonal style [2]. L43: Since the 1960s, the model has been widely applied in industrial psychology, leadership research, and sales training. L43: Merrill & Reid (1981) developed the Social Style Profile (SSP) — an observational scale for measuring social style — and it has been used extensively in business training and management education [3].

Commstyle

The Merrill Reid Social Styles Tool for Leadership Development - Leader Connect

L1: Published: 2025-07-02 # The Merrill Reid Social Styles Tool for Leadership Development - Leader Connect L6: Sign In L8: # The Merrill Reid Social Styles Tool for Leadership Development L10: Back to all insights L12: One of the things on the leadership development website that our clients find useful and which we incorporate in some of our residential leadership training and coaching work is the Merrill Reid social styles online assessment tool. L12: The tool is simple to use and helps the user to better understand their own personality type and the impact they might have on others. L14: There is a full description of the model in *The Leadership Book* which you can buy here . L14: The model helps people to reflect on their level of introversion vs extraversion, and the degree to which they prioritise the interests of people in their decision making and action. L14: The model is displayed as a quadrant, and our online tool will position the user somewhere on that quadrant. L16: There are nicknames for each

square on the model: L18: ****Driver**** (task focused extrovert) L20: ****Analyst**** (task focused introvert) L22: ****Amiable**** (people focused introvert) L24: ****Expressive**** (people focused extrovert) L28: ***Merrill Reid Leadership Style Quadrants*** L30: Every person will have an anchor point on the graph, but will also be able to stretch into other areas. L30: However under pressure people tend to revert strongly to their anchor point on the grid. L32: For Leader-Connect subscribers there is a good video explanation of the model here: Neil Jurd explains the Merrill Reid Social Styles model for leaders. L34: It is useful for people trying to develop their own leadership, and trying to develop leadership in others or build an effective team, to think about their own position on the grid and the position of those around them.

Leader-connect

David Merrill & Roger Reid: Social Styles - Management Pocketbooks

L8: # David Merrill & Roger Reid: Social Styles L10: Social Styles form a model of personality that focuses on our outer behaviour, rather than the inner you. L10: Its founders described it as ***the you that's on display***. L12: In the early 1960s, two industrial psychologists, David Merrill and Roger Reid wanted to understand whether they could predict managerial, leadership and sales performance. L12: To do this, they explored ****how**** people behave in social situations. L12: They chose not to concern themselves with ***why***. L14: Starting with BF Skinner's ideas of behaviourism and James Taylor's structured list of behavioural descriptions, Merrill and Reid discovered that people's behaviour follows two continua, which they labelled: ****assertiveness**** and ****responsiveness****. L16: ### Assertiveness and Responsiveness L18: Assertiveness styles range from 'asking' behaviours to 'telling' behaviours, while our responsiveness varies from 'emoting', or displaying our feelings, to 'controlling' our emotions. L20: From these two dimensions, they defined four behavioural styles that we each display. ... L26: ## Four Quadrants: The Social Styles L28: ***David Merrill & Roger Reid – Social Styles*** L30: The four quadrants that the two dimensions of assertiveness and responsiveness create, give the four social styles. L32: ### Analytical L34: The analytical style of interaction asserts itself by asking, rather than telling. ... L38: The weakness of this style is evident: a frequent unwillingness to listen and accommodate the needs of others. L40: ### Expressive L42: The expressive style is also assertive, but uses feelings to achieve its objectives. L42: The behaviour is highly spontaneous and demands recognition and approval, and favours gut instinct in decision-making.

Web.archive

Social Styles Model – McGraw Systems

L14: ****** L16: ### ****What is the social styles model? L16: ****** L18: ****Merrill and Reid Social Styles**** were developed by the psychologists David Merrill and Roger Reid, who used factor analysis to identify two scales, ***assertiveness*** and ***responsiveness***. L20: ****Assertiveness**** is a measure of how outwardly we try to influence others. L22: High- assertiveness styles are more likely to reveal their opinions, try and persuade others, and have things 'their way'. L24: Low-assertiveness styles are more likely to keep their views to themselves, accommodate others, and avoid conflict. L26: ****Responsiveness**** is a more nuanced factor of how outwardly emotional we appear to be. L28: ****High-responsiveness social styles**** are more socially engaged, aware of the needs of others, and often conceptualize progress through the lens of interpersonal relationships: support, harmony, discord, praise, admiration or rejection. L30:**

****Low-responsiveness styles**** are more socially distant, and primarily think about work with other criteria: data, metrics, accomplishment, task completion, 'victory' and so on. L32: By plotting these two dimensions on a 2x2 matrix, the model conceives of four archetypal 'types' that people fall into. L34: ## The social styles matrix, *illustrated* L38: Are you an analytical, driver, amiable, or expressive? L38: * L40: In reality, of course, there are no 'hard lines' between the four categories – we may be quite centrally positioned, or very assertive but neutrally-responsive, situating ourselves betwixt the driver + expressive styles. ... L46: ## The four social styles, explained L48: What are the four social styles? L48: Let's dive in. L50: ### 🧠 The analytical social style L54: *'We really need to think things through.' L54: ** L56: The ****analytical social style**** is defined by low assertiveness, combined with an focus on tasks over people.

Mcgrawsystems

Communicatiestijlen van Merrill en Reid - Toolshero

L1: Published: 2023-10-24 # Communicatiestijlen van Merrill en Reid - Toolshero L4: ≡ L6: × Close L8: # Communicatiestijlen van Merrill en Reid L12: ****Ben Janse**** L14: ****24-10-2023**** L16: Communicatiestijlen: in dit artikel worden de ****communicatiestijlen**** van ****David Merrill**** en ****Roger Reid**** praktisch uitgelegd. ... L16: Veel leesplezier! L18: ## Wat zijn communicatiestijlen? L18: De betekenis L20: Communicatiestijlen zijn stijlen waarop iemand communiceert. L20: De communicatiestijlen van David Merrill en Roger Reid vormen samen een persoonlijkheidsmodel waarin vier sociale stijlen zijn opgenomen. ... L24: Deze verschillen kunnen, indien zichtbaar, gebruikt worden om zoveel mogelijk potentieel te ontdekken en te gebruiken. L26: Dat potentieel zagen de psychologen David Merrill en Roger Reid in de jaren tachtig van de vorige eeuw ook. L26: Na ontdekkingen over behaviorisme van B.F. Skinner, en gedragsbeschrijvingen van James Taylor, ontdekten deze twee psychologen dat het gedrag van mensen twee continu volgt, namelijk assertiviteit en reactievermogen. ... L64: Nadat Merrill en Reid de twee gedragsdimensies assertiviteit en reactievermogen over elkaar hadden gelegd, ontstond er een rooster, een cluster. L64: Elk cluster ontstond weer uit een bepaald aantal voorkeuren van gedrag. L66: Deze clusters werden communicatiestijlen genoemd. L66: De vier gedragsstijlen uit het cluster zijn hieronder uitgelegd. L66: Een persoon heeft doorgaans de neiging om een communicatiestijl of manier van communiceren aan te nemen. L70: Figuur 1 – De communicatiestijlen van Merrill en Reid L72: ### Analytici L74: Het kwadrant linksboven vertegenwoordigt de groep analytici van de communicatiestijlen.

Toolshero

Merrill Social Styles model - Toolshero

L18: ## What are the Merrill Social Styles? L20: The Merrill social styles form a personality model that includes four social styles. L20: These styles each have different properties and thought processes. L20: This simple and practical tool can be used to understand differences between individuals within the organisation. L20: Each employee has different qualities, and approaches his job in a different way. L20: These differences can, if visible, be used to discover and utilise as much potential as possible. L22: Psychologists David Merrill and Roger Reid also recognised this potential in the eighties of the previous century. ... L38: ### Assertiveness L40: Assertiveness has a very specific meaning in the Merrill social

styles theory. L40: In the original study, it was defined as 'the extent to which other people see you as a person who tries to convince others of your point of view'. L42: People who are very assertive try to influence others with things that are important to them. ... L60: After Merrill and Reid created a grid or cluster by laying the two behavioural dimensions of assertiveness and responsiveness on top of each other. L60: Each cluster consisted of a specific number of preferred behaviours. L60: These clusters were referred to as social styles. L60: The four behavioural styles from the cluster are explained below. L64: ### Analytical L66: The top-left quadrant represents the group of analytical people from the Merrill social styles model. L66: This group of people is thoughtful and cautious. L66: They generally want to make sure they have all the information they need before getting into something.

Toolshero

Merrill & Reid Social Styles Questionnaire – UPDATED 2026 - Insight Blog

L55: ## What is the Merrill & Reid Social Styles Model? L57: The Merrill & Reid Social Styles Model is a well-known workplace communication framework that explains how people interact based on their behavior, communication preferences, and decision-making style. L59: Developed by psychologists David Merrill and Roger Reid, the model helps organizations improve collaboration by identifying four primary social communication styles. L59: It is widely used in leadership training, team development, conflict resolution, and improving communication in the workplace. L61: **At its core, the model suggests that people differ along two key behavioral dimensions:** L63: * **Assertiveness** (how direct or forceful someone is in communication) L64: * **Responsiveness** (how emotionally expressive or people-focused someone is) L66: By understanding these dimensions, teams can adapt their communication approach to reduce misunderstandings and work more effectively. ... L158: What is Merrill Reid Personality Types? L160: There are four personality types, according to Merrill Reid, including: L162: * - Analytical L163: * -Drivers L164: * -Amiable, and L165: * -Expressive L167: Following B. F. Skinner's behaviorism findings and James Taylor's behavioral descriptions, David Merrill and Roger Reid determined that people's behavior is divided into two categories: assertiveness and receptivity. ... L197: The Merrill-Reid personality types are based on four social styles: L199: * Driver (Direct, Decisive) L200: * Expressive (Enthusiastic, Sociable) L201: * Amiable (Supportive, Cooperative) L202: * Analytical (Precise, Logical) L204: ### 6. L204: Where can I find a social styles PDF? L206: A social styles PDF may be available on training websites, HR toolkits, or through professional development courses.

Agilityportal

DISC Personality Types: What's Yours?

L49: * Conscientiousness types are detail-oriented and organized but may lose interest in projects that don't engage them. L51: DISC is an acronym that identifies four personality types: Dominance, Influence, Steadiness, and Conscientiousness. L51: DISC personality types, first proposed in 1928 by physiological psychologist William Moulton Marston, are most often favored in the workplace or other professional settings because they focus on behavior, not other aptitudes like values or intelligence. L53: ## A Breakdown of DISC Personality Types L55: The DISC personality theory is a behavior model that divides a person's characteristics into four "types" to understand why they do what they do. L55: There are explanations for each individual type, but keep in mind they can be combined in groups of two as well.

[L55: So, some people may be an influence \(I\) type, while others may be an influence-dominance \(ID\) type or an influence-steadiness \(IS\) type. L57: Most people fall into one or two combinations. L57: There are 12 commonly recognized personality types, but dominance, influence, steadiness, and conscientiousness are the starting points for all the personality types. L59: ### Dominance Personality Type L61: * **Key Traits** - The key traits of the dominance \(d\) personality type are assertiveness and directness. L62: * **Strengths** - The strengths of this personality type, according to Christopher Hansen, a licensed professional counselor at Thriveworks in Austin, TX, is that they're strong-willed and make quick decisions. They're also outgoing, focused, and self-reliant, and like a faster-paced work environment. ... L66: ### Influence Personality Type L68: * **Key Traits** - The influence \(i\) personality type's key traits are to be social and happy to entertain. L69: * **Strengths** - Influencers are warm, great talkers, and like new experiences. They're such good communicators in the workplace that they highlight positive things in difficult situations. They're also accepting and love being with people.](#)

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"manufactured housing" (DiSC OR "DISC assessment" OR "social styles" OR "four temperaments") training OR sales OR management

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[DISC Assessment for Sales Training: A Complete Guide - DISC Personality Test Blog](#)

[L36: A DISC assessment for sales training categorizes people into four personality types: Dominance \(D\), Influence \(I\), Steadiness \(S\), and Conscientiousness \(C\). L36: The assessment asks participants to rate statements about their natural work behavior, creating a profile showing dominant and secondary traits. ... L136: ## Implementing DISC Assessment in Your Sales Training Program L138: Rolling out a DISC assessment program requires a structured implementation roadmap. L138: For many organizations, the DiSC Sales Profile is the ideal starting point, as it's specifically designed to help sales professionals understand their own style and adapt to buyer preferences. L138: Pairing this with DiSC Certification for your sales leaders ensures they can coach the team effectively and sustain the behavioral changes over time. L140: ### Post-Assessment Implementation Roadmap L142: **Phase 1: Assessment and Baseline \(Week 1-2\). L142: ** Administer the DISC assessment to your entire sales team and schedule one-on-one conversations to review profiles. ... L156: | Metric | Baseline | Post-Training Target | Timeframe | | -- | --- | --- | --- | | Win rate by style | 40-45% | 50-55% | 6 months | | Average deal cycle | 45 days | 38 days | 6 months | | Rep-to-rep consistency | 25% variance | 15% variance | 3 months | | Customer satisfaction score | 7.5/10 | 8.5/10 | 6 months | ... L173: This behavioral insight directly improves prospecting effectiveness, reduces sales friction, and increases deal velocity across the team. L175: ### What are the four DISC personality types in sales? L177: The four DISC personality types are: Dominance \(D\), competitive, results-driven closers; Influence \(I\), relationship-focused persuaders; Steadiness \(S\), supportive, service-oriented advisors; and Conscientiousness \(C\), detail-oriented, data-driven strategists.](#)

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Factory-Built Housing: Manufactured Housing | Fannie Mae

L1: Published: 2026-08-05 # Factory-Built Housing: Manufactured Housing | Fannie Mae L4: Skip to main content L6: Search the Guide L8: # B4-1.4-01, Factory-Built Housing: Manufactured Housing (02/04/2026) L10: Introduction L12: This topic contains information on manufactured housing appraisal requirements, including: L14: --- L16: #### Overview L18: Fannie Mae requires market-based property valuations for manufactured homes demonstrated by a well-developed sales comparison approach to value that is further supported by the cost approach to value. L20: For manufactured housing property eligibility requirements, including special appraisal requirements for MH Advantage properties, see . L20: For manufactured housing mortgage eligibility and underwriting requirements, see B5-2, Manufactured Housing. L22: --- L24: #### Manufactured Housing Appraiser Qualifications L26: The valuation principles for appraising manufactured homes are essentially the same as for other types of residential property. L26: However, not all appraisers are knowledgeable and experienced about the unique construction process, as well as the manufacturers' and federal, state, and local requirements for both construction and installation. L28: The lender must ensure that the appraiser is knowledgeable about the local manufactured home market and the unique construction process for manufactured homes, and has access to appropriate data sources in order to render an opinion of value for the manufactured home. ... L81: --- L83: #### Manufactured Housing Appraisal Comparable Selection Requirements Excluding MH Advantage L85: The comparable selection requirements for manufactured housing appraisals, excluding MH Advantage are as follows: L87: * The appraiser must use a minimum of two comparable sales that are manufactured homes. If the subject property is a single-width manufactured home, one comparable must be a closed sale of the same single-width configuration, when available. If the appraiser is unable to find a single-width comparable sale, an active listing or "under contract" sale will qualify as a supplemental exhibit to show marketability. The appraiser may use either site-built housing or a different type of factory-built housing as the third comparable sale. The appraiser must explain why site-built housing or a

Selling-guide.fanniemae

Build a Stronger Sales Team Using DISC | The Brooks Group

L18: ### **TBG (The Brooks Group): How would you describe DISC and why is it important? L18: ** L20: **Michelle Richardson:** DISC is simply how an individual does something. L20: You may also hear it referred to as behavior styles or communication styles. L20: This impacts how they communicate, how they interact with others, and for salespeople, how they sell. L22: There are four components to it: Dominance, Influence, Steadiness, and Compliance. L22: You may hear people refer to being a "high I" or a "high C". L22: That might be a primary style. L22: But everyone is a combination of all styles. L24: * D: How we respond to problems ... L41: ### **TBG: Why should managers incorporate DISC into sales training? L41: ** L43: **Michelle Richardson:** It's important to incorporate DISC in sales onboarding, training, and **sales management training** because of the power of self awareness. L43: When you get your DISC profile, you understand where your strengths are. ... L71: ### **TBG: How can understanding DISC profiles help sales managers communicate? L71: ** L73: **Michelle Richardson:** DISC gives a manager an understanding of how to communicate effectively with a salesperson—how to give them information in the way they want to receive it. ... L77: It's helpful in identifying how someone will perform in a sales role. L77: I also spend time working with managers to understand their team for

[coaching, communication, and training purposes. L77: We plot their team's DISC styles graphically on a wheel – it's essentially a visual representation of their team dynamics – and consult with them to understand and address areas of complement and conflict within their team.](#)

[Brooksgroup](#)

[DISC Assessment for Sales Teams | Hunter vs Farmer — Disctest](#)

[L1: Published: 2026-03-14 # DISC Assessment for Sales Teams | Hunter vs Farmer — Disctest L4: ≡ L6: DISC for Sales Teams L8: # Why Your Best Interviewers Are Not Always Your Best Salespeople L10: The DISC behavioral assessment identifies whether a salesperson is built to close, to retain, or to consult — before you invest in onboarding. ... L218: The DISC assessment identifies this before you hire. L220: How do I identify my B2B buyer's DISC profile during the sale? L220: + L222: B2B buyers reveal their behavioral profile through the questions they ask. L222: **High D buyers** ask "When?" and want speed and results. L222: **High I buyers** ask "Who?" and want relationship and vision. L222: **High S buyers** ask "How?" and want guarantees and stability. L222: **High C buyers** ask "Why?" and want data and evidence. L224: The **DISC Methodology & Platform Training Program** included in Team Pack and Enterprise plans trains your sales leaders to decode these patterns in real time and adapt their communication approach accordingly. L226: Can DISC reduce sales team turnover? L226: + L228: Yes — this is one of the highest-ROI applications of DISC in sales organizations. L228: Most sales turnover is caused by placing behaviorally misaligned profiles in roles that conflict with their pace and motivation. ... L230: + L232: Purchase a DISC assessment pack at \[disctest.org/pricing\]\(#\) from **\\$797 for 10 assessments** . L232: After purchase, your HR Admin Dashboard activates immediately. L232: Send each salesperson a secure link — they complete the 12–18 minute assessment in their browser without creating an account.](#)

[Disctest](#)

[DISC Profiles for Sales Teams: A Guide to Selling Success - DISC Personality Test Blog](#)

[L104: Recognizing this helps you intentionally stretch into other styles. L106: ## DISC Sales Training Exercises That Drive Results L108: **Exercise 1: Style Identification Practice** Play video clips or audio excerpts of sales conversations. L108: Have team members identify the prospect's likely DISC style based on language and priorities. ... L118: Monthly 30-45 minute sessions build lasting capability. L118: The goal is progressive improvement in behavioral flexibility. L120: ## Building a High-Performing Sales Team with DISC Insights L122: Assess your current team using a formal DISC assessment . L122: Understanding each salesperson's natural style reveals strengths and development opportunities. ... L136: **Phase 1: Assessment and Awareness \(Weeks 1-2\)** Have your entire sales team complete a formal DISC assessment. L136: Each team member receives a detailed report. L136: Hold a team meeting to discuss the four styles and normalize conversations around behavioral differences. L138: **Phase 2: Training and Skill-Building \(Weeks 3-6\)** Conduct focused training on identifying and adapting to each DISC style. L138: Use the exercises outlined above. L138: Have experienced salespeople share examples of how they've adapted their approach. L140: **Phase 3: Coaching and Accountability \(Weeks 7-12\)** Begin one-on-one coaching focused on behavioral flexibility. ... L180: By recognizing these preferences early in a sales conversation and adjusting your pace, tone, and focus, you](#)

[significantly increase your chances of building trust and moving deals forward. L182: ### How effective are DISC assessments for sales training? L184: DISC assessments are highly effective for sales training because they provide a common language for discussing behavioral preferences and communication styles.](#)

[The disc personality test](#)

[Tailor-Made Training For Sales Professionals Through DiSC Behavioral Styles - DiSC Personality Types | DiSC Assessment | DiSC Profile | DiSC Personality Test | DiSC Test](#)

[L1: Published: 2017-07-07 # Tailor-Made Training For Sales Professionals Through DiSC Behavioral Styles - DiSC Personality Types | DiSC Assessment | DiSC Profile | DiSC Personality Test | DiSC Test L6: ### Tailor-Made Training For Sales Professionals Through DiSC Behavioral Styles ... L8: And to resolve it, we need to know the source of pain. L8: Sales teams have unique needs, and for that reason, our workshops featuring DiSC® behavioral styles are tailor-made for each client. L10: ### Not All Sales Teams are Alike L12: A sales team has different needs and challenges than other company teams. ... L12: The personal interaction with current and potential clients varies, and DiSC® training helps sales team members cultivate and carry out effective interpersonal communication skills to close the deal and keep the client's business. L14: We realize that each sales team integrates product knowledge, interpersonal communications, and on-going personal development in a manner that's particular to an industry and employer. ... L28: Our professional certified facilitators have worked with dozens of clients. L28: They are comfortable with groups experiencing all kinds of issues and have coached teams on the journey from dysfunction to engagement. L30: There are four main personality types in the DiSC® model: Dominance, Influence, Steadiness, and Conscientiousness. ... L30: The result is a highly motivated team that's very in synch and in-touch with goals and objectives. L32: ### Results-Driven Training L34: Participants in our DiSC® training sessions take an adaptive personality test that reveals which of the four main personality types best fits them.](#)

[Disc personality types](#)

[The Everything DiSC Manager – Excelling at Operations, Resources and Managing Change | DiscProfiles4u](#)

[L1: Published: 2026-07-27 # The Everything DiSC Manager – Excelling at Operations, Resources and Managing Change | DiscProfiles4u L4: # The Everything DiSC Manager – Excelling at Operations, Resources and Managing Change L6: Posted by Paul Bortell on July 27, 2026 ... L10: If you are a CS style in Everything DiSC® \(your DiSC Style is based on a combination of Conscientiousness and Steadiness\) manager, this level of responsibility both complements your natural tendencies of being reliable, thorough, and focused on stability and unveils a few common challenges. ... L30: ### Turn insights into superpowers with Worksmart L32: Everything DiSC® Catalyst Worksmart offers practical tools to help you lead at the ground level without losing sight of what makes you incredible in your role. L32: While all five modules will benefit CS managers, these four will have the most immediate impact on your ability to empower others during operations and change. L36: **1. L36: Giving Constructive Feedback:** Operations require timely interventions when someone veers off course. L36: The Feedback module will help you learn to deliver feedback that is both thoughtful and clear-headed. L36: You'll understand your](#)

[preference for harmony and recognize the four elements of strong feedback \(specific, actionable, balanced, and encouraging\). ... L40: **3. L40: Empowering Your Team:** The true capacity of your operations lies in shared ownership. L40: In Catalyst's Empowerment module, you will discover your default approach \(usually cautious delegation to maintain quality and harmony\) and receive a team comparison report that highlights how each of your teammates prefers to receive autonomy and support.](#)

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[HVACR Business](#)

[L1: # HVACR Business L5: # Use Personality Assessments to Manage Your Business L7: By James Leichter L9: Personality assessments can help your company improve hiring, placement, and management. L9: By knowing what motivates people, and what stresses them out, you can improve your ability to hire the right person, supervise your staff, and even improve your sales closure rates. ... L69: You must take the good with the bad. L71: ### Using DISC to Manage Employees L73: Don't use DISC as your sole means of selecting employees. L73: Remember, DISC does not measure honestly, intelligence, experience, or ability. L73: DISC will help you realize who you are dealing with, what jobs they might enjoy, and how to deal with them. L75: For example, a good salesman usually has an "I" personality, while a technician is more of a "C," and the characteristics of an "S" personality work well for office staff and customer service representatives. L77: When managing a "D," you can be more direct and confront that person head-on without causing hurt feelings, while an "S" requires a subtler approach and a conversation in private. ... L97: You are looking for an "S" or "I." L97: Too much "D" can be a problem as they tend to lack attention to detail. L97: You do not want a "C" because they are too introverted and do not like change. L99: ### Salesperson \(residential outside\) L101: You will want a person with good people skills and attention to detail. ... L133: When you are selling, you need to know who you are dealing with. L133: Once you understand how to quickly identify the four personality types, you will be in a better position to tailor your approach and message to that particular person. L133: For example, do not offer too many details to a "D" person.](#)

[Hvacrbusiness](#)

[Free DISC Personality Test](#)

[L163: The Initiator · DI L165: #### Likely career paths L167: Product & Innovation Leadership L169: Defines and launches new products, rallying teams through uncertain terrain. L171: VP of Product Chief Product Officer Head of Strategy L173: Startup & Venture Leadership L175: Rapid decisions, autonomy, and high stakes play straight to his strengths. L177: Founder / CEO VP of Growth Early-Stage Operator L179: Sales & Business Development L181: Builds trust fast and spots the opening others miss. L183: VP of Sales Chief Revenue Officer Enterprise AE L185: #### How he works with other DISC types L187: D With a Captain \(D\) Shared fire: the same speed and results bias, with a risk of pushing hard without checking impact. ... L542: * Figure out which roles and work environments actually fit how you operate. L544: Sample results DISC profile L548: ### Devin Brooks L550: Influence / Steadiness IS L552: People-first and steady. L552: Builds trust quickly, keeps the team in sync, and would rather talk a problem through than force a fast call. L554: Warm Encouraging Dependable L556: Where Devin lands L558: D Dominance 35 % L560: I Influence 72 % L562: S Steadiness 58 % L564: C Conscientious 45 %](#)

[L566: Using DISC with a team? L566: See how Crystal works for sales teams and team assessments , or build your own profile after you take the test. ... L761: Can employers use the DISC test for hiring or team building? L761: + L763: For team building, yes, and it is one of the most common uses: teams compare styles to set expectations about pace, communication, and feedback. L763: For hiring, use it carefully. L763: DISC describes how someone prefers to work, not whether they can do the job, so it belongs in onboarding and team-fit conversations rather than as a pass/fail screen.](#)

[Crystalknows](#)

[The DISC Styles of Salespeople: Traits, Strengths, and Strategies](#)

[L37: ## **Why Understanding Styles of Salepeople Matter? L37: ** L39: Organizations that leverage the DISC styles of salespeople report significant gains in areas like customer engagement, team collaboration, and training effectiveness. L39: According to sales strategy resources, tailoring communication to a prospect's DISC style can boost sales results by 17% or more L69: Salespeople with the Dominance style are assertive, confident, and thrive on achieving results quickly. L69: Their biggest strength lies in their ability to take charge, close deals decisively, and push through obstacles in high-pressure environments. L71: However, their direct, fast-paced approach can sometimes lead them to overlook details or neglect active listening, which may leave prospects feeling unheard. ... L110: ### **DISC Assessment** L112: A DISC sales assessment is a scientifically proven technique that assesses your preferences across all four DISC characteristics. L112: After answering a series of questions, you'll receive a detailed DISC profile for sales that outlines your primary and secondary styles. ... L146: Effective sales coaching is not a one-size-fits-all approach. L146: A sales manager can personalize training and feedback for a salesperson based on their DISC profile. L148: * For a D-style salesperson, concentrate on results and competition. Challenge them with specific, quantifiable goals and give them autonomy. ... L179: ### **How do I find out my DISC sales style? L179: ** L181: The most accurate way to determine your own style is to take a certified DISC assessment for sales. L181: This generates a full report about your behavioral profile. L181: You can also get insight by reflecting on your actions and asking for feedback from colleagues or your management.](#)

[Discpersonalities](#)

Searched web

other industries DiSC training coaches sales management HVAC real estate automotive

10

[L150: Because you tend to buck convention, you should avoid jobs that require strict adherence to set procedures and intense attention to detail—two things that don't align with your natural behavioral patterns. L153: Good career options L155: • Management L157: • Sales \(especially in the pharmaceutical, technology, and medical industries\) ... L189: The career guidelines we've outlined here are about long-term success and happiness, and any personality can thrive in a job or position that may not align perfectly with their aptitudes in the short term. L193: Good career options L195: • Financial industry jobs \(especially banking, analyst, portfolio manager, and mutual fund manager roles\) L197: • CFO L199: • CIO](#)

[L201: • CMO L203: • CTO L205: • Accounting L207: • Insurance L209: • HR L211: • Medical and scientific research L213: • Real estate analysis L215: • Sales \(especially technology and engineering sales\) L217: • Project management L219: Careers to avoid L221: • Psychology L223: • Marketing ... L280: • Personal training L282: • Physical therapy L284: • Counseling L286: • Social work L288: • Advocacy L290: • Teaching L292: • Sales L294: • Sales management L296: • Marketing L298: • Financial planning L300: • Family law L302: • Supply chain supervision L304: • Operational management L306: Careers to avoid ... L399: Dominance \(Driver\) L401: Manufacturer's Representative Lobbyist Business Manager Fire Marshal Travel Guide Principal Fashion Coordinator Landscape Architect Sales Agent, Insurance Production Coordinator Show Host/Hostess Manager, Customer Services Sales Agent, Real Estate Announcer Writer Entrepreneur Business Owner](#)

[Collegeworks](#)

[Industries We Serve | Sales Training | The Brooks Group](#)

[L1: Published: 2024-08-27 # Industries We Serve | Sales Training | The Brooks Group L4: # **Industry-Leading Sales Training & Development** L6: Leverage our decades of experience improving sales effectiveness for clients in a variety of industries. L8: Schedule a Call L10: The Brooks Group provides customized sales and sales management training programs that teach your salespeople to sell more successfully and your sales managers to coach and lead more effectively. L10: At the core of every training program are the time-tested principles of **IMPACT Selling ®** – a selling process designed to increase sales effectiveness regardless of the product or service being sold. L12: Our customization process sets us apart from other sales training firms. L12: By customizing content to reflect your language, challenge areas, and selling environment, our programs can improve sales performance of companies in virtually any industry. L14: ## Sales Training for a Variety of Industries L16: ## **Manufacturing Sales Training** L20: ##### Increase Market Share and Boost Bottom-Line Revenue L22: The Brooks Group has extensive experience working with Manufacturers to create alignment between the OEM and dealer network. L22: A customized training program will give your dealers access to tools that allow them to hire strong salespeople, and sales training solutions to help their team sell more effectively. ... L64: Explore Energy & Utilities Sales Training L66: ## **Transportation Sales Training** L70: ##### Keep Your Sales Professionals Trucking Toward Success L72: With their critical role in the supply chain, transportation interests have experienced increased pressure to perform — a truism that extends to the sales professionals who must help ensure planes, trains, and trucks are filled with products and goods.](#)

[Brooksgroup](#)

[The 102 Best Sales Companies to Work For | Built In](#)

[L95: Bectran, Inc is Hiring | View All Jobs L97: Samsara 's Connected Operations Cloud is a platform that captures data from fleet vehicles and heavy equipment. L97: Serving the logistics, construction, transportation, warehouse and manufacturing sectors, the company's sales professionals have access to training opportunities meant to help bolster their skills and support their success. L99: Samsara is Hiring | View 295 Jobs L101: Luxury Presence is a real estate technology company that powers real estate businesses across the U.S. and Canada. L101: It offers AI-powered website design, SEO, lead generation](#)

[and lead management, along with its Presence CRM solution that surfaces behavioral signals. ... L139: Regal is Hiring | View 8 Jobs L141: Dscout provides research solutions for organizations in industries that range from healthcare to retail so they can deliver better products and experiences to their customers. L141: It says its sales organization is supportive and collaborative, citing Slack celebrations when a teammate wins a deal and an awards event at its annual sales kickoff. ... L153: It comes with features for managing content and engaging buyers, as well as guiding, coaching and training sales reps. L153: The platform is also equipped with AI, analytics and dozens of integrations. L155: Highspot says its salespeople's aim is "to create a delightful buying process for our customers." ... L361: It can connect car buyers with top-end car dealers and sellers using unique filtering options and price drop alerts. L361: The company has a big push for hiring on its sales team. L363: CarGurus is Hiring | View 52 Jobs L365: Crexi's digital platform enables commercial real estate deals.](#)

[Builtin](#)

[Everything DiSC® Sales - DiSC Profile](#)

[L15: Trust is earned when people see eye-to-eye through behaviors and communication. L15: And that starts with self-knowledge. L17: By helping people discover their natural strengths and weaknesses, innate behaviors, and tendencies, Everything DiSC ® Sales can help any customer-facing team become more personally engaged with their customers and more effective at their jobs. L19: Each sales member will learn: L21: * What drives their behaviors via a personalized, in-depth description of their own DiSC sales style L22: * How to recognize and understand the buying styles of customers to improve communication and understanding L23: * How to stretch beyond their natural sales style to adapt to the buying styles of their customers and meet their unspoken needs L25: **Everything DiSC Sales brochure** L27: Jump to: L29: Sample profile | Purchase options | Facilitation tools L31: ## Buy Everything DiSC® Sales now L33: Help your salespeople discover their strengths and develop their skills. L35: Buy L37: ## Everything DiSC Sales can help you meet a variety of sales force training objectives: L41: ### Customer service training L45: ### Professional development L49: ### Sales training L51: Customer testimonial L53: We have been using the DiSC Sales Profile with large groups since 2017. L53: The assessment and subsequent detailed report have both been consistently rated highly by our participants. L53: \[It's\] extremely accurate, very insightful, and has been of value for participants in a wide variety of employment positions. L55: Marnie Scheinberg, senior account executive L57: Everything DiSC Sales Training L59: 4:01 L63: Play video L65: ## The learning experience L67: The Everything DiSC Sales experience is designed to help everyone on your sales team improve relationships with their customers and increase their opportunities for sales success.](#)

[Discprofile](#)

[Clients | Industries We Serve - The Sales Coach Institute](#)

[L1: # Clients | Industries We Serve - The Sales Coach Institute L3: # Industries We Serve L5: # The Sales Coaching Institute's sales training programs are custom tailored to help sales teams in a variety of industries to close more high-margin sales. L5: Whether you are a seasoned sales veteran or a rookie sales rep, we can help you sharpen your selling techniques. L53: # The experts at The Sales Coaching Institute understand the best practices for your particular industry and we can customize an efficient and](#)

[effective sales training program to improve your sales skills and sales processes today.](#) L55: [# Click on the links below to see how our in-depth training courses can serve your industry.](#) L57: [### IT](#) L59: [### Our IT sales training professionals have real-world sales experience in the IT industry.](#) L59: [We focus on developing your sales leadership and sales force \(as well as other departments involved in cultivating and capitalizing on selling successfully\).](#) L61: [### Software](#) L63: [### At The Sales Coaching Institute, we have helped dozens of software companies boost sales and increase revenue while helping the client solve their sales performance and revenue attainment goals and objectives.](#) L65: [### Solar & Renewable Energy](#) L67: [### Every customer requires a custom-tailored solution for solar and renewable energy sales opportunities.](#) L67: [Our solar & renewable energy sales training program ensures sales reps have expert-level knowledge on the utility, state incentive programs, and parameters.](#)

[Salescoach](#)

[L1: # Industries - Action Selling ®](#) [L3: Industries - Action Selling ®](#) [L5: Industries](#) [L7: Sales training reports customized for your industry](#) [L9: # Industries](#) [L11: Every company wants to grow sales.](#) [L11: Unfortunately, when sales training is deployed as a solution, it fails to deliver results 90% of the time.](#) [L11: After decades of research, big data finally shows us what to do.](#) [L13: ### Data-driven Sales Training Reports are now Available for your Industry](#) [L15: * See what your peers/competitors achieve by developing Critical Sales Skills.](#) [L16: * Understand where your industry stands today and how it will fare tomorrow. ...](#) [L40: ### Automotive](#) [L42: Includes: Cars & Motor Vehicles, Automotive Design, Auto Sales & Marketing, Auto-Repair, Auto-Parts, Automotive Supply, etc.](#) [L46: ### Construction](#) [L48: Includes: Builders, Infrastructure, Architecture Firms, Building Materials, Project Management, etc. ...](#) [L76: ### Law Firms](#) [L78: Includes: Education, Telecommunications Transportation, Mining, Food Industry, Marketing, Real Estate, Security, etc.](#) [L83: ### Manufacturing](#) [L85: Includes: Industrial Production, Labor, Tools, Equipment, Chemical & Biological Proccession, Automation, etc.](#) [L89: ### Professional Services](#) [L91: Includes: Lawyers, Accountants, Doctors, Architects, Engineers, Auditors, Management Consultants, Arts & Sciences, etc.](#) [L95: ### Technology](#) [L97: Includes: Electronics, Computers, Software, Production, IT Solutions, Data Storage, Telecommunications, etc.](#)

[Actionselling](#)

[Industries We Serve - SOCO Sales Training](#)

[L1: Published: 2025-05-30 # Industries We Serve - SOCO Sales Training](#) [L4: # INDUSTRIES WE SERVE](#) [L6: ## Tailored Sales Training Solutions Across All Industries](#) [L8: ## PROFESSIONAL SALES TRAINING THAT DELIVERS RESULTS ACROSS ALL INDUSTRIES](#) [L10: Every industry has its own challenges, customer expectations, and sales cycles.](#) [L10: That's why cookie-cutter training doesn't work.](#) [L10: Your sales team needs industry-specific strategies that address real-world scenarios they face every day.](#) [L12: With decades of experience training sales teams across diverse sectors, SOCO® understands the nuances that make each industry unique.](#) [L12: From complex B2B technology sales to relationship-driven hospitality services, we customize our proven methodology to fit your market's specific demands.](#) [L14: Discover how we've helped sales teams succeed across these key industries:](#) [L16: #### Technology Sales Training](#) [L21: #### Navigate Complex Sales Cycles With Confidence](#) [L23: Help your tech sales teams close more enterprise deals by addressing multiple stakeholders and lengthy decision-making processes.](#) [L25: Learn More](#) [L27: #### Medical, Pharmaceutical and Healthcare Sales Training ...](#) [L43:](#)

[Train your media sales teams to sell advertising solutions that deliver measurable ROI for clients in competitive markets.](#) [L45: Learn More](#) [L47: #### Manufacturing & Industrial Sales Training](#) [L51: #### Sell Solutions, Not Just Products](#) [L53: Train your industrial sales teams to position themselves as strategic partners rather than vendors in complex procurement environments.](#)

[Socoselling](#)

[DiSC Trainer Certification](#)

[L82: The program is designed to enable you to administer relevant DiSC assessments & conduct training and coaching sessions using DiSC profiles.](#) [L84: Our high experienced DiSC facilitators will take you through the nuances of DiSC using in highly engaging and experiential sessions. ...](#) [L90: * Our DiSC Trainer Certification is experiential training. We provide extensive follow-up options with our Trainer's Login, for mastery in the application of DiSC profiles.](#) [L91: * DiSC profiles are used globally by major government agencies and Fortune 500 companies to hire, develop and retain the best talent, manage conflicts, increase managerial effectiveness, create leaders, and build cohesive teams. ...](#) [L153: * Understand human behavior and create better workplace relationships](#) [L155: Manage teams more effectively with a deeper knowledge of behavioral priorities.](#) [L156: * Drive learning initiatives using DiSC profiles.](#) [L158: - L & OD Professionals – Design and deliver tailor-made training interventions that integrate unique motivators into the learning process for a sustained development effort.](#) [L159: - People Managers – Know people better, to manage them better. Master the art of delegation and motivation to create highly motivated teams.](#) [L160: - Executive & Life Coaches – Use the highly reliable and valid DiSC tools to create truly impactful coaching journeys with role-specific assessments.](#) [L161: - Behavioral Trainers – Gain an internationally recognized certification and enhance the effectiveness and objectivity of your training programs.](#) [L162: - Sales Professionals – Understand your customers better and learn to create a sales pitch that resonates with the client's priorities.](#)

[Strengthscape](#)

[Tailor-Made Training For Sales Professionals Through DiSC Behavioral Styles - DiSC Personality Types | DiSC Assessment | DiSC Profile | DiSC Personality Test | DiSC Test](#)

[L1: Published: 2017-07-07 # Tailor-Made Training For Sales Professionals Through DiSC Behavioral Styles - DiSC Personality Types | DiSC Assessment | DiSC Profile | DiSC Personality Test | DiSC Test](#) [L6: #### Tailor-Made Training For Sales Professionals Through DiSC Behavioral Styles ...](#) [L8: And to resolve it, we need to know the source of pain.](#) [L8: Sales teams have unique needs, and for that reason, our workshops featuring DiSC® behavioral styles are tailor-made for each client.](#) [L10: #### Not All Sales Teams are Alike](#) [L12: A sales team has different needs and challenges than other company teams. ...](#) [L12: The personal interaction with current and potential clients varies, and DiSC® training helps sales team members cultivate and carry out effective interpersonal communication skills to close the deal and keep the client's business.](#) [L14: We realize that each sales team integrates product knowledge, interpersonal communications, and on-going personal development in a manner that's particular to an industry and employer.](#) [L14: Magnovo builds DiSC® training workshops around these parameters to maximize usefulness and effectiveness of training activities.](#) [L14: We work closely with you to identify where your team's weak spots are and develop training targeted to those areas.](#) [L16: #### Not Just Another Day at](#)

The Office ... L28: Our professional certified facilitators have worked with dozens of clients. L28: They are comfortable with groups experiencing all kinds of issues and have coached teams on the journey from dysfunction to engagement. L30: There are four main personality types in the DiSC® model: Dominance, Influence, Steadiness, and Conscientiousness.

Discpersonalitytypes

Everything DiSC Partner & Support for HR and L&D Teams

L212: Instructing managers on how to bring out the very best in each of their employees, Everything DiSC Management is the most in-depth learning experience and easily customizable DiSC-based management-training solution available. L212: Through classroom facilitation that uses online pre-work, participants discover their own DiSC management style and how to read the DiSC styles of the individuals they manage. L212: This results in managers who adapt their DiSC styles to manage more productively. L212: Designing a customized program for your organization is simple and straightforward with the modular design and online tailoring features available. L214: ****Applicable uses:**** manager training, leadership development, delegation, motivation, career development coaching. ... L274: Expanding learning beyond the classroom, MyEverythingDiSC creates an opportunity for personalized hands-on learning, making training stick. L274: Complimentary access with purchased Everything DiSC assessments. L278: - View Sample L280: ##### Everything DiSC Sales L282: Everything DiSC Sales offers sales-specific, personalized content to create an in-depth learning opportunity. L282: Participants learn their DiSC sales style, gain an understanding of how to recognize their customers buying style and discover how to adapt their DiSC sales style to their customers buying style. L282: The result is salespeople who adapt their styles to connect to their customers more, will close more sales. L282: The modular design and online tailoring features allow for you to create a customized program right for your organization. L284: ****Applicable uses:**** sales, professional development, career development, customer service L286: ##### Everything DiSC Sales Profile L288: Everything DiSC® Sales is a research-validated, online assessment.

Intevationgroup

Summarizing findings on personality frameworks