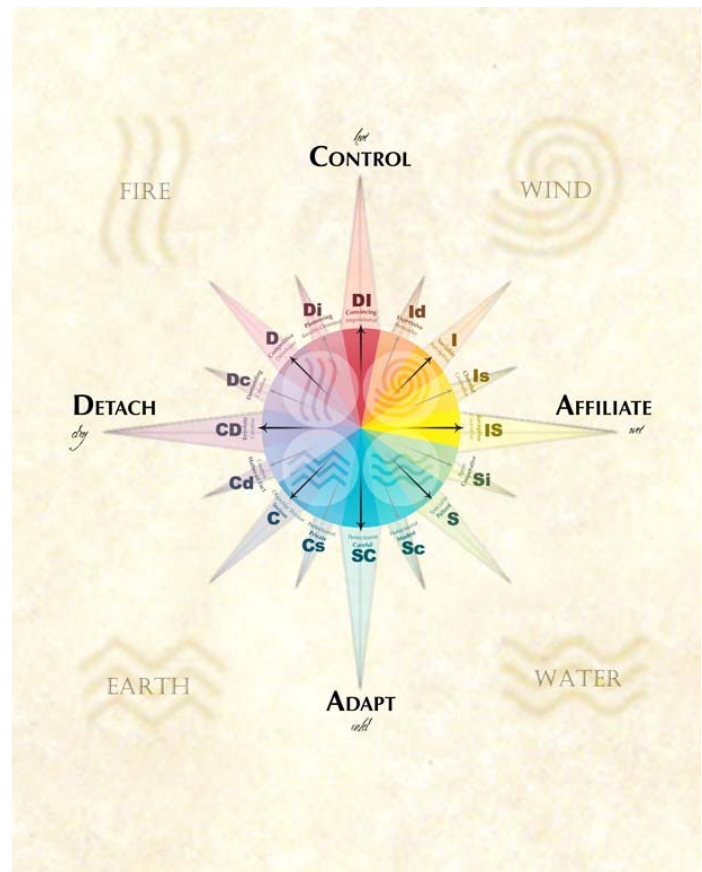


Why Is This New Understanding Of DISC-In-The-Round Important?

- DISC-in-the-Round is true to Aristotle's original conception of temperaments as a circular and continuous model. Also, Aristotle's circular construction is essential to understanding how we move from one state (style) to another state (style).
- Marston presented the DISC model as a circular, continuous structure where energy moved from one state to another following predictable rules which he attempted to model mathematically in his books, "Emotions of Normal People" and "Integrative Psychology".
- The items in the forced-choice assessment often introduce error by how they have been assigned to four factors. A better measurement of style is done by using items that have a precise location in a two-dimensional Cartesian space (circumplex model) in which the items have a specific loading (measurement) on the Control and Affiliation dimensions. The specific location provides information about behavior and personality characteristics, both semantically and mathematically .
- The use of Cartesian coordinates and the resultant space in a circumplex model allows us to use Euclidean distance measurements of closeness or distance to determine how similar or dissimilar two styles are based on their location on the DISC Map. This is something that Cattell, Clarke and Cleaver all tried to do in their assessments.
- Sixteen styles can be easily understood from a logical progression of 4 nodal styles plus 4 combination styles plus 8 transitional styles. These styles can be described in commonly understood behavioral terms such as Control, Adapt, Affiliate, and Detach.
- From this circumplex construction of DISC, two simple rules can be used to understand interactions with others: "Nearest Neighbor Rule" and "The 180 Degree Rule". These rules help us to navigate distances and differences in relationship.
- The two underlying Dimensions of Control and Affiliation give us an intuitive understanding of how to create *comfort* when relating to others by matching our approach to their preference on Affiliation (Affiliate with Affiliate, Detach with Detach).
- The two underlying Dimensions of Control and Affiliation give us an intuitive understanding of how to create *effectiveness* when relating to others by using a reciprocal approach to Control (Control with Adapt, Adapt with Control)



- The 360 degree space of the DISC Map can be defined using behavioral terms. There are 190 descriptive adjectives that have been mapped to specific locations on the DISC Map. There are also 100 role behavior expectations and 85 observable behaviors that have been mapped to specific locations on the DISC Map. By completing this mapping of behavior, the DISC Map can be used as a comprehensive tool in performance discussions, selection, recruiting, interviewing, counseling, coaching and any discussion where you need to talk about behavior and style.
- The DISC-in-the-Round Map of behavior can be correlated to other systems such as the Gallup Strengths model with the additional benefit of being a complete map/system that can be used to organize and navigate “strengths” information
- The DISC-in-the-Round Map can be used to assess “job fit” and “culture fit”. It can also be used to measure the energy cost of adapting behavior, either by “stretching” or “redirecting” to meet the needs of a situation, a role or another person.
- The DISC-in-the-Round Map can be used in one-on-one conversations to identify when someone “earns points for behavior” and when someone “loses points for behavior” in a relationship “accounting” process. It can also be used to identify behaviors that will add to your “deposits” in your “relationship bank account” to ensure against sudden withdrawals (“losing points”)