



**SANDRA STEEN**  
CONSULTING, LLC



## ***Sandra Steen***

is the **founding president of Sandra Steen Consulting, LLC**

(an international speaking, training and consulting firm)

Dr. Sandra Steen is a prolific modern-day thought-leader. Dr. Sandra Steen's dynamic, high-energy leadership has been lauded and implemented globally. Her cultivated insights & proven assessments reveal untapped potential for varied diverse, multi-generational audiences. These audiences include Fortune 500 corporations, universities, non-profits, churches, and individuals of all backgrounds. With in-depth insights and great sensitivity, Dr. Steen balances truth & transparency to shift frustrated audiences from distraction and non-performance to clarity and bottom-line results. You will always leave better when you lean into the transformation strategies Dr. Sandra Steen skillfully introduces. Whether speaking, coaching or leading international audiences, Dr. Steen's interactive approach assists audiences in a magnificent, creative and an effective discovery process.

The DISC assessment is a simple, practical and highly accurate tool that measures behaviors and observable indicators. It first helps us to focus on understanding our own communication styles, and then equally as important, how to enhance communications with others. It does not measure intelligence, values, or performance, but rather encourages us to explore all behavior styles and appreciate the differences. We find that as people gain insight on DISC, that they are quickly able to start identifying the style of others. You may find that occurs for yourself as well.

*Dr.* **Sandra**  
STEEN

# DISC AND THE ART OF PEOPLE READING

## CHARACTER TRAIT D

High D's are energized by solving problems quickly.

Low D's prefers caution when it comes to problem solving.

D's near the energy line like to solve problems but takes calculated risks when solving problems.

**Tip:** When communicating with a High D AKA "Electricity" work on increasing the trust factor.

## CHARACTER TRAIT I

High I's are energized by expressing their ideas with people.

Low I's prefers to be understated amongst others.

I's near the energy line wants to express their opinion, but do it in a poised manner.

**Tip:** When communicating with a High I AKA Music™ work on showing them they are liked and appreciated

## CHARACTER TRAIT S

High S's are energized by working with methodical plans.

Low S's prefers to be more unstructured.

S's near the energy line are fine when some planning and change occurs.

**Tip:** When communicating with The High S aka Rhythm™ work on demonstrating stability.

## CHARACTER TRAIT C

High C's are energized by following procedures.

Low C's prefers to experiment.

C's near the energy line are fine with using needed procedures.

**Tip:** When communicating with the High C aka Thought™ work carefully to prevent them from feeling criticized.

## 8 SURE-FIRE WAYS TO INCREASE YOUR PEOPLE-READING SKILLS

1. Know their personality patterns, don't major on the rare exceptions. Whenever possible use the DISC personality system.
2. Remember that every personality will at some point operate out of their fears. Know those fears and help minimize them.
3. When communicating with a High D aka Electricity work on increasing the trust factor.
4. When communicating with a High I aka Music™ work on showing them they are liked and appreciated.
5. When communicating with The High S aka Rhythm™ work on demonstrating stability.
6. When communicating with the High C aka Thought™ work carefully to prevent them from feeling criticized.

7. Make sure you are adapting to your audience, and once they are comfortable they will in turn adapt to you.

8. Celebrate the personality differences God created in people, and you won't ever be hindered by them.

**Take your personality assessment!**

Write briefly about your personality at work, at home, and as seen by others immediately below.

**At work my personality seems to be:**

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**At home my personality seems to be:**

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**Colleagues and peers see me as:**

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**Aspects of my personality that need adapting when working with clients:**

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