

DISC Type: Skeptic (Cd)

PRAGMATIC - METHODOICAL - SKEPTICAL

Lori tends to be an accurate, straightforward, results-focused executer who likes to eliminate uncertainty. Lori most likely has a reserved and unemotional demeanor. She is often focused on getting things done quickly, effectively, and without distraction or interruption. She may demand high standards from those around her.

Quick Tip: Respect her time and speak logically.

| Potential strengths for Lori | What comes naturally to Lori |
|---|--|
| <ul style="list-style-type: none"> ● Directs others with clarity and precision. | <ul style="list-style-type: none"> ● Seek evidence to support claims |
| <ul style="list-style-type: none"> ● Efficient and oriented towards constant improvement in performance. | <ul style="list-style-type: none"> ● Absorb information more quickly than others |
| <ul style="list-style-type: none"> ● Identifies specific ways to help others improve. | <ul style="list-style-type: none"> ● Separate facts from emotions when making decisions |
| <ul style="list-style-type: none"> ● Communicates directly, using facts and clear language. | <ul style="list-style-type: none"> ● Value accuracy above most things |
| What energizes Lori | What drains Lori |
| <ul style="list-style-type: none"> ● Privacy | <ul style="list-style-type: none"> ● When others do not follow through on promises |
| <ul style="list-style-type: none"> ● Detailed evidence | <ul style="list-style-type: none"> ● Unclear goals |
| <ul style="list-style-type: none"> ● Creating procedures | <ul style="list-style-type: none"> ● Dealing with emotionally charged issues |
| <ul style="list-style-type: none"> ● Eliminating waste and inefficiency | <ul style="list-style-type: none"> ● Expressive displays of emotion |

Lori loves solving complex problems. She tends to be very analytical and as a result, skeptical of unclear ideas. She often feels energized after conducting research to find and implement the right solutions.

We do not recommend saying you reviewed their projected DISC type during your interview, this is solely to help you identify their most-likely communication preferences. **To try this tool yourself, visit: [SpeedUpMyJobSearch.com/DISC](https://www.SpeedUpMyJobSearch.com/DISC)**

Lori is likely very matter-of-fact, valuing data and evidence over personal experience. Address questions directly and be prepared to support any claims you make. Don't be offended if there's push back. Lori responds to the direct, assertive qualities in confident people. She will prefer to work autonomously, and may feel hindered by micro-management. Be direct, approach her confidently, and keep any extraneous chatter to a minimum.

Likes: critique - Avoids: disruption

| When working with Lori | In a meeting with Lori |
|---|---|
| <ul style="list-style-type: none"> ● Do your research before asking questions | <ul style="list-style-type: none"> ● Bring documentation and data to support your points |
| <ul style="list-style-type: none"> ● Maintain high standards for your work | <ul style="list-style-type: none"> ● Use facts and figures to maintain accuracy |
| <ul style="list-style-type: none"> ● Give her space to work independently | <ul style="list-style-type: none"> ● Don't discuss personal stories |
| <ul style="list-style-type: none"> ● Process conflict logically | <ul style="list-style-type: none"> ● Minimize the amount of open-ended questions |
| When speaking to Lori | To convince Lori |
| <ul style="list-style-type: none"> ● Set clear expectations for the conversation | <ul style="list-style-type: none"> ● Ask simple "yes or no" questions |
| <ul style="list-style-type: none"> ● Share your qualifications or expertise | <ul style="list-style-type: none"> ● Be honest and direct about what you're offering |
| <ul style="list-style-type: none"> ● Back up your thoughts with clear data | <ul style="list-style-type: none"> ● Discuss the cost breakdown |
| <ul style="list-style-type: none"> ● Stay objective rather than emotional | <ul style="list-style-type: none"> ● Know why you're better than your competitors |

Lori responds to the direct, assertive qualities in confident people. She will prefer to work autonomously, and may feel hindered by micro-management. Be direct, approach her confidently, and keep any extraneous chatter to a minimum.

| Do this... | Don't do this... |
|--|---|
| <ul style="list-style-type: none"> ● Point out problems you can help solve | <ul style="list-style-type: none"> ● Make overly bold predictions for your performance |
| <ul style="list-style-type: none"> ● Project certainty and competence | <ul style="list-style-type: none"> ● Focus too much on your creativity |
| <ul style="list-style-type: none"> ● Focus on your ability to work efficiently | <ul style="list-style-type: none"> ● Appear overly friendly or casual |
| <ul style="list-style-type: none"> ● Offer to answer questions they have in writing | <ul style="list-style-type: none"> ● Spend time connecting emotionally |