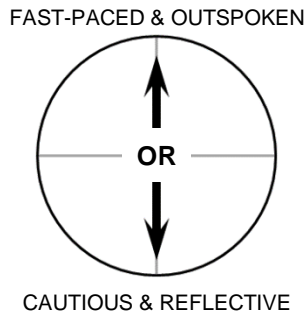# People Reading

**Principles**
- People reading isn't meant to label people. Instead, it's a way to help us understand their needs.
- There are no good or bad styles.
- All styles have strengths and limitations.
- Everyone is a blend of all four styles, so it may be difficult to read people correctly.
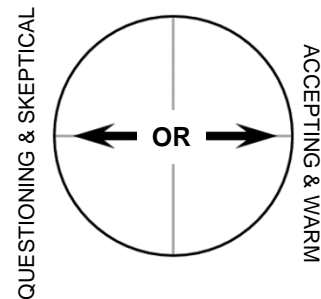
**Observable Behaviors**
- Body language, such as posture, use of hands, facial expressions, etc.
- Tone of voice and expression, such as pace, inflection, volume, etc.
- Words chosen to deliver the actual messages.

**1** Consider whether this person tends to be more:

FAST-PACED & OUTSPOKEN

OR

CAUTIOUS & REFLECTIVE

**2** Then, consider whether this person also tends to be more:

QUESTIONING & SKEPTICAL

OR

ACCEPTING & WARM

**3** Now, combine this person's tendencies to determine his or her DiSC® behavioral style.



**Dominance**

FAST-PACED & OUTSPOKEN
QUESTIONING & SKEPTICAL

**Influence**

FAST-PACED & OUTSPOKEN
ACCEPTING & WARM

**Conscientiousness**

CAUTIOUS & REFLECTIVE
QUESTIONING & SKEPTICAL

**Steadiness**

CAUTIOUS & REFLECTIVE
ACCEPTING & WARM

People read someone you work with and write down that person's style: _____