

# DISC, Strength Finders, and MBTI Assessments



## Why Team Styles Matter

Self-awareness is the first step to team awareness. Awareness opens the opportunity for collaboration and impact together. High performing teams set and achieve goals together through high self-awareness and appreciation of others' styles.

Team members think, communicate, and solve problems differently. That can actually strengthen a team! Understanding and appreciating styles can accomplish the following:

- Reduce conflict
- Improve communication
- Enhance collaboration
- Boost team morale and productivity

## Three Popular Assessments

### 1. DiSC (Dominance, Influence, Steadiness, Conscientiousness)

DISC focuses on behaviors and communication styles.

- **Dominance:** Direct, results-oriented.
- **Influence:** Outgoing, people-focused.
- **Steadiness:** Calm, dependable.
- **Conscientiousness:** Detail-oriented, analytical.

[Access a free DISC assessment.](#)



### 2. MBTI (Meyers-Briggs Type Indicator)

MBTI categorizes people into 16 personality types based on four dimensions:

- **E/I:** Extraversion vs. Introversion
- **S/N:** Sensing vs. Intuition
- **T/F:** Thinking vs. Feeling
- **J/P:** Judging vs. Perceiving

[Access a free MBTI assessment.](#)



### 3. StrengthsFinder (CliftonStrengths)

CliftonStrengths focuses on identifying and optimizing your top talents. Common themes include:

- **Strategic Thinking** (i.e., Learner, Ideation)
- **Relationship Building** (i.e., Empathy, Harmony)
- **Influencing** (i.e., Command, Communication)
- **Executing** (i.e., Achiever, Discipline)

[Access a free StrengthsFinder Assessment Alternative.](#)



Using individual and team styles is simple. You can use it for teambuilding and team effectiveness.

- **Share styles:** Team members share results and reflect on their strengths.
- **Adapt communication:** Meet your team members with their preferred style.
- **Build strong teams:** Combine different styles to balance skills and perspectives.
- **Improve meetings:** Recognize who needs structure vs. flexibility, discussion vs. action.