DISCOVERING ONE’S SELF AND OTHERS USING DISC METHOD
AND ITS ROLE IN THE WORKPLACE

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Realizing why and how a person treat others might be the usual idea that will come out from a person after discovering the personality of a certain individual.

Whether one is at home interacting with every family member, at the office surround by group of people such as employers and employees, riding at a bus with other passengers encountering an arrogant driver, or even inside a coliseum encountering crowds with different modes and degree of reactions, discovering one’s personality will give us the chance to have a better and more harmonious relationship with others.

DISC is an assessment tool in describing and defining the behavior based on a theory which was framed by a psychologist in the person of William Marston and was developed into a behavioral assessment tool by an industrial psychologist Walter V. Clarke. Literally, the term D-I-S-C simply represents four significant words. D stands for Dominance, I for Inducement, S for Submission and C for Compliance.

Clarke conceptualized the “Activity Vector Analysis” containing checklist of adjectives on which he interviewed group of individuals to identify those descriptive words that are applicable about themselves.

In 1965, in their findings on the new instrument, Merenda and Peter F. and Clarke developed “Self-Description” test. This test was used to let people-respondents to make a choice among the presented terms.
Letter D stands for Dominance as a counterpart of what is also known as the “Choleric” type. In a clear sense, this type of personality belongs to individuals who are born leaders and doers and in this behavioral pattern, people who are dominant consider themselves as powerful. The term I stands for Inducement which corresponds to “Sanguine” type. People under “Inducement” type are those who are good influencers, talkers and could adjust easily to any situations. Furthermore, “S” which stands for the term Submission, matches to “Phlegmatic” personality type. Introvert, peaceful, supportive, easy-going and faithful are some of the traits of phlegmatic people. They are also relatively unaffected by environment which means they are not prone to worry. Lastly, “C” which stands for Compliance which can be described also as “Melancholic” type. People under this personality type are classified as and cautious, thinkers, planners and problem solvers.

The presented picture on how people behave can be influenced by some factors such as environment, cultural, economic and professional temperaments.

This idea will assure us that discovering the people in our workplace using the DISC method will not only help us and others to adjust in all situations but will also benefit the whole team in one way or another.

References: