## PUTTING DISC INTO PRACTICE

## INTERVIEW PANEL CASE STUDY

## **INTERVIEWER #3**

Use the information provided to identify what DISC Style the interviewer being described is.

When you walk into the interview, this interviewer is the first to stand up but the last to introduce themselves and greet you. Their handshake is gentle, yet rigid, and they motion for you to take your seat. You notice in front of them is a sharpened pencil, clean writing pad, and a folder of collated documents with your name on the front.



They often refer to your application, recalling details, and take a number of notes during the conversation. They show little expression and are hard to read, but seem interested and skilled in problem solving and reiterate the importance of following process. They ask questions in a poised and steady tone, "Please share how you would achieve this goal?" and "How do you ensure process is followed?"

You know they're not about to rush into the decision; in fact, their last words to you emphasize their determination to carefully weigh the hiring decision. When they stand to say goodbye, their handshake is formal, eye contact intermittent, and manner proper. You get the feeling this interviewer is a logical, cautious, well-disciplined, conscientious, efficient, independent person who takes pride in maintaining high personal and professional standards.

## **QUESTIONS**

Vhat DISC style do you think	Interviewer #3 is	5?	
Vhat behaviors suggest this	to be the case?		
Vhat could you say to appea	to this interview	er's DISC style?	