

PUTTING DISC INTO PRACTICE

INTERVIEW PANEL CASE STUDY

INTERVIEWER #1

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

As you enter the room, you notice they stand up slowly and make their way towards you with a gentle smile. Their handshake is relaxed but affirming, as they thank you for coming in. As you begin to answer questions, you notice that they are intently listening and nodding along. They are holding a pen ready to take notes, but their focus remains on you as you speak. Their clothing is neat but less formal than the others, and their posture remains open and relaxed the entire time, the soft smile never wavering.



They appear to be in no rush to get through the interview, as they continue to listen, quietly and supportively responding, placing their full attention on you. When one of the other interviewers motion for them to speak, they share information about the organization and team's goals, how you could contribute to them, and the support they would offer you when joining the team. Their pace is slow, manner gentle and calm, and they leave much of the talking to the others in the room. When they do ask questions, it's things like "What would you need help with when joining our team?" and "Can you share an example of when you worked with others to achieve a collaborative outcome?"

At the conclusion of the interview, they wait for the others to say their goodbyes, before thanking you once again. When you use their name when thanking them for their time, you notice a slight smile and nod before saying they look forward to seeing you again.

QUESTIONS

What DISC style do you think Interviewer #1 is?

What behaviors suggest this to be the case?

What could you say to appeal to this interviewer's DISC style?