

# PUTTING DISC INTO PRACTICE

## INTERVIEW PANEL CASE STUDY

### INTERVIEWER #2

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

As you walk into the interview your eyes are quickly drawn to the huge smile on this interviewer's face as they walk quickly towards you from their already standing position. Their handshake is firm and warm, and eye contact friendly, inviting openness and contact. They touch your sleeve and motion for you to take a seat.



Their clothing is stylish, yet casual, and they sit back into their seat seeming at ease and open. When they ask questions, they often will share their own answer with you too, their delivery is entertaining, fast-paced, lively, and upbeat. They laugh, gesture and exaggerate a lot, and their manner is extremely persuasive and you suspect they could easily sell you a thing or two. As the discussion progresses, you hear expressions like, "We can develop the specifics later," "That's a great answer," and "Rules are made to be broken."

They share a lot about the team you would be working with, and seem intrigued by new processes and systems you could introduce, but talk a lot about the reward or recognition that comes with doing well in the role. Throughout the interview, their energy, enthusiasm, and vitality never wains. When the interview comes to an end, they take carriage of walking out to exit the building; laughing and joking, and providing positive affirmations of how you went in the interview, adding that they're excited to see you again soon.

### QUESTIONS

What DISC style do you think Interviewer #2 is?

What behaviors suggest this to be the case?

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