

## Your Behavioral Style is Showing, Part 2: The Dominant Style

In the [May issue](#) of this newsletter, I wrote that behavioral styles represent the enthusiasm people have for how they perform activities and interact with others.

Behavioral assessments commonly measure four styles. My 29-years of doing team building, coaching, employee selection is with the DISC model that comes from Dr. William Marston's research. The letters DISC identify the four behavioral styles of Dominance, Influencing, Steadiness, and Compliance. Within each person, these four styles have a unique intensity and a unique association with one another.

This article describes the "D" or decisive behavioral style. Your "D" behavioral style is showing if you like to be in control of the environment around you. You show this style if you are comfortable being decisive and, making quick decisions and are uncomfortable when you are around others who do not make quick decisions.

People with a dominant behavioral style represent 15 to 18% of the population. These people are generally forward thinking. While no one is infallible, these people seldom see themselves as making errors. They are comfortable accepting risks, which exposes them to new challenges. When these experiences and changes turn out poorly, they do not consider these outcomes failures, but simply as experiences that did not turn out well. These people are very comfortable finding new ways to solve the problem before them, and get results.

Many people may say correctly, that they are comfortable doing the same things dominant people do. But only a person who is constantly taking risks, being aggressive, and demanding results has the "D" behavior trait as their primary trait. At one time or another, all people have the need to be decisive, demanding, and result oriented. But only a person who is dominant all the time has the "D" trait as the primary behavior motivator.

A dominant person brings many gifts to others: they do not internalize their failed experiences. Rather, they try a different one until their objective is accomplished. About 65% of people do internalize their failures. Dominant people help them to see folly of their concerns and help them move on.

Dominant people do face several challenges when interrelating with others, triggered by their drive for quick results with the least amount of detail, and by a general aggressiveness. Non-dominant people do not relate easily to dominant people's habit of making decisions without detailed information. A non-dominant person just does not share dominant people's belief that quick decisions are best.

Whatever behavior styles we have, we all need to modify our behaviors to meet the needs of others especially loved ones and those we rely on to assist us in life and work.

A dominant person needs to adjust the intensity of his or her needs to be in control, to make quick decisions and to be aggressive. When people who live and or work together become aware of the power, of motivational behavior traits, they understand the behavioral needs the other person has. With coaching and time, they begin to celebrate the differences and use them for the good of everyone.

The Dominant person needs to be less aggressive with non-dominant people, and the non-dominant person needs to be more aggressive in interrelations with a dominant person. A good rule to follow is when a dominant person needs to influence a non-dominant person, he or she will need to lower their intensity, be willing to give up control, and give the non-dominant person time to make decisions. The opposite efforts are helpful when a non- dominant person needs to influence a dominant person.