

Research from Target Training International (TTI)

Measured in four proportions, the DISC theory reveals how we will act and react to everyday situations, including what value we bring to a team, our ideal environment and possible limitations we may face.

Skills are also somewhat age-related: See the complete list below.

Those with steady, calculated personalities (defined as S's or C's) tend to build their skills later in life as compared to those with personalities that are more dominant and influential, as the latter group is involved in more activities.

This does not mean D's or I's are smarter or actually better.

It just means their behavior is more outgoing and optimistic than S's and C's, whose behavior could be classified as more laid-back and sometimes even pessimistic.

Research at TTI has shown that, for many jobs, personal skills (or soft skills) are just as important as technical skills in producing superior performance. Personal skills are often transferable to different jobs, whereas technical skills are usually more specific.

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| 1. Conceptual Thinking | 14. Leadership |
| 2. Conflict Management | 15. Negotiation |
| 3. Continuous Learning | 16. Personal Accountability |
| 4. Creativity | 17. Persuasion |
| 5. Customer Focus | 18. Planning and Organizing |
| 6. Decision Making | 19. Presenting |
| 7. Diplomacy and Tact | 20. Problem Solving Ability |
| 8. Empathy | 21. Resiliency |
| 9. Employee Development/Coaching | 22. Self-Management |
| 10. Flexibility | 23. Teamwork |
| 11. Futuristic Thinking | 24. Understanding and Evaluating |
| 12. Goal Achievement | Others |
| 13. Interpersonal Skills | 25. Written Communication |