

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.

Their clothing is structured and coordinated. Their posture remains straight and upright during the entire interview, demonstrating a level of formality. You get the impression that this interviewer likes things compartmentalized, organized, precise, factual, and carefully planned. They are following a set of written questions, that are specific to your role, previous experience, credentials, and detailed specifications, often guiding the other interviewers back on track.

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

What DISC style do you think Interviewer #3 is?

What behaviors suggest this to be the case?

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

