

PUTTING DISC INTO PRACTICE

INTERVIEW PANEL CASE STUDY

INTERVIEWER #4

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

You are met by this interviewer when you arrive, as you walk in they quickly check their watch as if to confirm your time of arrival. They are quick to greet you, shaking your hand firmly and saying "Thank you for coming." Before you can respond they add "Please walk with me, the others are waiting in here. We've got thirty minutes set aside for our meeting." As you enter the room with the other interviewers, they facilitate a quick introduction and point for you to take a seat across from them. Their style is bold, resembling a level of control and esteem.

As you converse, they ask questions about how the experience you could bring to the role can lower costs, while increasing revenue and efficiency, and achieve a quick return on investment. Obviously output-oriented, their questions center around business goals and your ability to achieve superior results in the shortest possible time frame.

Their pace is fast, and their manner straightforward and controlled. You're struck by their forceful, emphatic, impatient, decisive, serious style. They are quick to ask follow up questions to your answers, and they clearly explain their objectives for the role in a professional, concise manner. True to their word, they wrap up the interview exactly thirty minutes from the time you walked in. They conclude stating their looking to fill the position quickly and will be in touch within the week. As you leave, they stand and shake your hand firmly once more, before stepping aside as if anticipating one of the other interviewers to walk you out.

QUESTIONS

What DISC style do you think Interviewer #4 is?

What behaviors suggest this to be the case?

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

