

## **DISC and Similar “Stereotypic Styles” Instruments**

DISC (Dominance, Influence, Steadiness and Compliance) is the four quadrant behavioral model based on the work of William Moulton Marston Ph.D. (1893 - 1947) to examine the behavior of individuals in their environment or within a specific situation. DISC looks at behavioral styles and behavioral preferences. Marston, the father of the DISC, was a graduate of Harvard University. The DISC is based on two theoretical models of human nature, one of which is now a full 100-years old. The two theories are Introversion-Extraversion (Jung, 1908) and Assertiveness-Passivity (Desmond Morris, 1967). More current research has converged on between five and ten factors that account for most of one’s workplace personality.