

# Understanding Your Child Through The DISC Model of Human Behavior

Have you been confused or frustrated with parenting? I certainly was! When I began to understand predictable patterns in my children's personality or behavior traits it all made sense as to why they would act or respond the way they did. How can we parent or work with those behavior traits in a way that will reduce the stress and conflict in our relationship? By understanding the DISC Model of Human Behavior, you will begin to see not only your child's behavior traits but understand the emotional/internal needs that if left unmet will result in out of control behaviors.

**The DISC Model of Human Behavior** is built on two observations in behavior.

1. **Observation #1 – Pace** in life or how your internal motor runs.

Some people are “**outgoing**” or fast paced. Everything they do is fast, and they always seem to be in a hurry.

Others people are more “**reserved**”. They prefer a slower pace to take their time and think things through.

*What is your pace? What is your child's pace?*

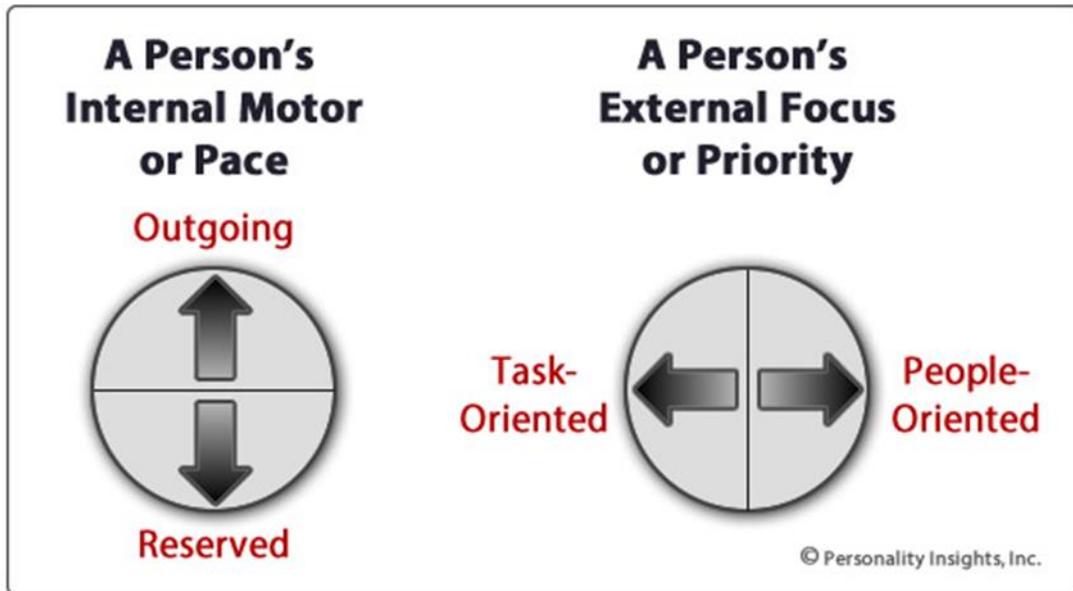
It's not right or wrong, it's just different.

2. **Observation #2 – Priority** in life or external focus. How we spend our time usually shows our priority.

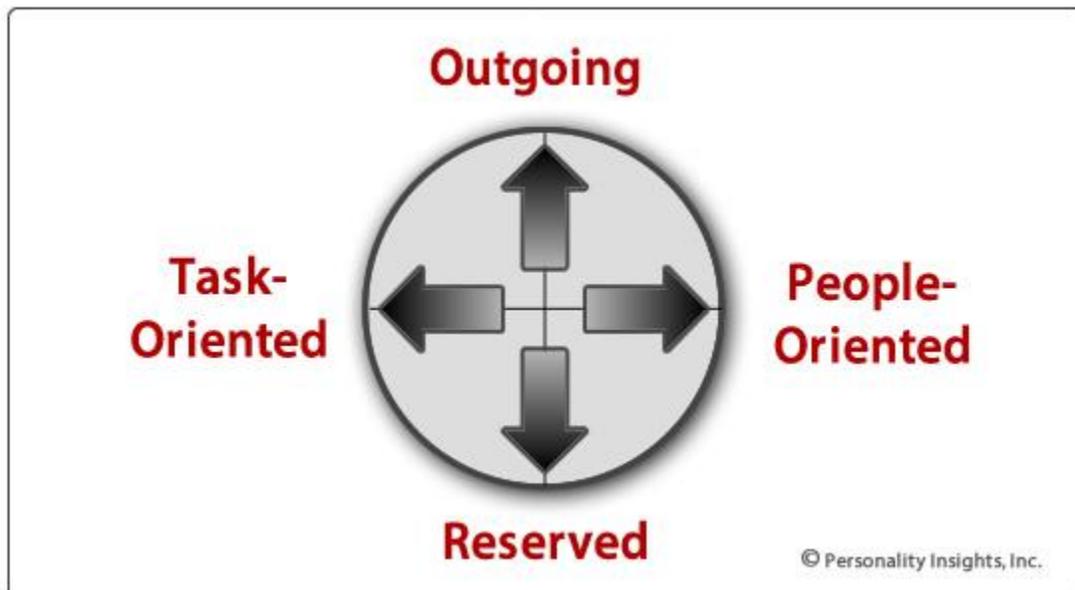
Some people are “**task**” driven. They focus on accomplishing task and getting things done.

Others are “**people**” oriented. They focus more in interacting with people and their feelings.

*What is your priority? What is your child's priority?*  
Again, it's not right or wrong, just different.

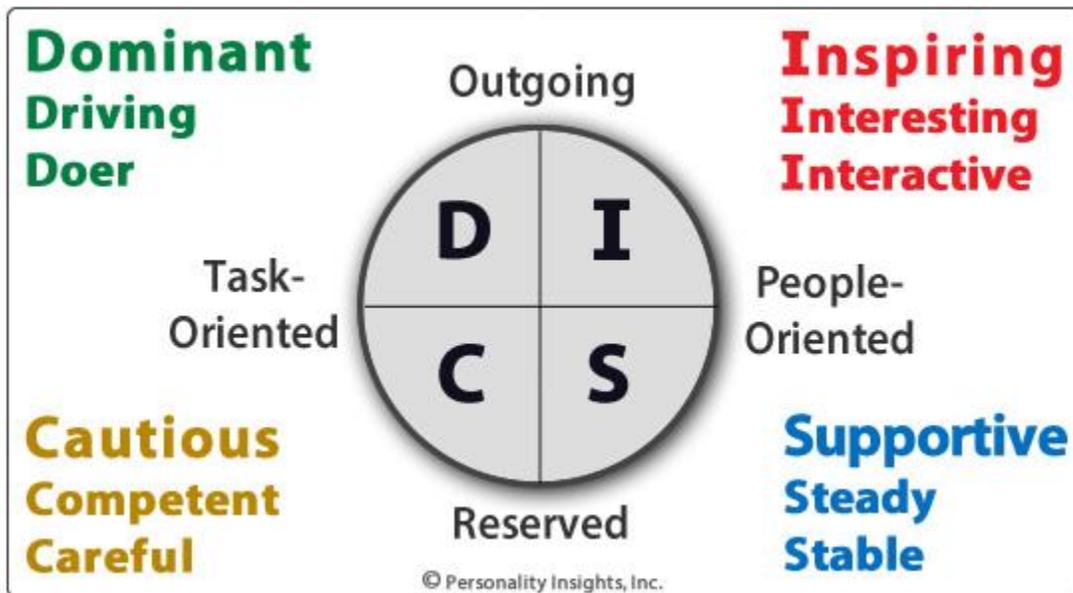


Everyone is a blend of all four of these tendencies, but most people will have two that seem to fit their style in their daily interactions.



When we put together Pace and Priority, we have the foundation of the DISC Model of Human Behavior.

We have added descriptive words to help you in understand some behavior traits you can identify with each style.



If you are experiencing “**Defiant**” behavior, you most likely have a “**Dominant**” child. The internal/emotional needs of the “**Dominant**” style are: **Challenge, Choice and Control**. When these needs are not being met you will experience **defiant behavior** to meet these emotional needs. How can you meet these needs in advance, before you experience the out of control behavior?

**Tips:**

- Give choices whenever possible. “Would you like to do homework now or after dinner?”
  - Allow your child some areas over which they can have control.
  - Don’t force issues. Don’t threaten or give ultimatums.
  - Sit down and agree to house rules with consequences if violated.
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If you are experiencing “**Illogical or Impulsive**” behavior, you most likely have an “**Inspiring**” child. The internal/emotional needs of the “**Inspiring**” style are: **Recognition, Approval and Popularity**. When these needs are not being met you will experience **Illogical behavior** to meet these emotional needs. How can you meet these needs in advance, before you experience the out of control behavior?

**Tips:**

- Give lots of praise, affection and approval. “I love it when you\_\_\_\_\_.”
  - They love to talk. Listen to your child. Ask questions and listen.
  - They do not like details. Write down responsibilities. Make it fun by turning it into a game or contest.
  - Set limits and boundaries and follow through with discipline.
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If you are experiencing your child being “**Sucked In to Situations**” because they can’t say “No”, you most likely have a “**Supportive**” child. The internal/emotional needs of the “**Supportive**” style are: **Appreciation, Security and Assurance**. When these needs are not being met you will experience behavior the focuses on **overly pleasing others** to meet these emotional needs. How can you meet these needs in advance, before you experience the out of control behavior?

**Tips:**

- Watch how you say things, they are very sensitive and can be easily hurt. Be sincere in your praise and appreciation of this child.
  - Help them learn to say “no” and be ok with not pleasing everyone and taking care of themselves.
  - Procrastination is real, help them plan ahead to decrease stress.
  - Listen to their stories. It energizes them to have you listen.
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If you are experiencing your child being “**Cold or Withdrawn**”, you most likely have a “**Cautious**” child. The internal/emotional needs of the “**Cautious**” style are: ***Quality Answers, Excellence and Value***. When these needs are not being met you will experience a “**cold and withdrawn**” behavior until these emotional needs are met. How can you meet these needs in advance, before you experience the out of control behavior?

**Tips:**

- Be prepared to answer “why” questions and provide in-depth explanations.
- Allow them time to do things “correctly”. They are perfectionists.
- Give praise and descriptive appreciation for “good work”.
- Listen to your child. Their reasons are thought out thoroughly.

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***Remember: We are all a blend of each of these four styles, but most people will have two that seem to fit their style in their daily interactions. Based on your child’s blend you can adapt to meet their specific needs.***

## **How do I determine the personality of my child?**

**On Line Personality Assessments:**

[\*\*Child’s DISC Personality Profile, Extended \(48-page\) “BOTS” Discovery Report\*\*](#)

[\*\*Teen DISC Personality Profile, Extended \(57-page\) Discovery Report\*\*](#)

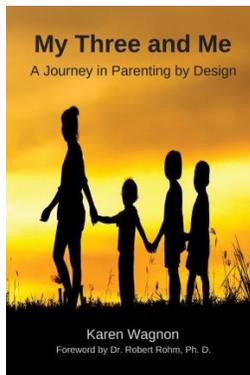
[\*\*Adult DISC Personality Profile, Discovery Report\*\*](#)

# How do I adapt to the personality of my child?

As I began to understand the personalities of my children, I still struggled with adapting my style to meet their needs. This book will help explain the journey of parenting by design. Not only do I provide Tips and Insights that I have applied, but I will provide an Action Plan page for you to develop strategies for you to apply to reduce stress and conflict and enjoy the parenting journey!

## [My Three and Me](#)

### [A Journey in Parenting by Design by Karen Wagnon](#)



By clearly defining and explaining the four personality types in the DISC Model of Human Behavior, Karen Wagnon has developed a useful guide for parents and educators that will provide anyone who works with children the necessary tools to identify common traits and apply skills to achieve positive results with working with youth. Utilizing personal stories of raising her "three," she will share life stories along with "Tips and Insights" as to how to adapt your parenting style to meet the motivational/emotional needs of your children. The Personal Growth Action Plan will provide opportunity for parents to reflect on their interactions with their children and develop new ways to engage and interact in a way that will reduce conflict and develop more positive relationships.

Cost: \$12.95

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