**DISC Personality Types:** [**I = Influential (Active DISC Style, People-Oriented**](https://www.discinsights.com/personality-style-i)**)**

**What are the general characteristics of the *I Personality Style*?**

The **I Personality Style** is not afraid to be the center of attention. They are enthusiastic, optimistic, talkative, persuasive, impulsive and emotional. This Personality Type will trust others naturally, truly enjoys being around others, and functions best when around people and working in teams.

**What does the *I Personality Type* contribute to a team?**

The I style are naturally creative problem solvers who can think outside of the box. They are great encourages and motivators of others. They keep environments positive with their enthusiasm and positive sense of humor. They will go out of their way to keep things light, avoid and negotiate conflict and keep the peace.

**What are the possible weaknesses of the *I Personality Style*?**

The I Personality Style is likely not good with detail. They are more concerned with people and popularity than with tangible results and organization. It's also possible that they are not great listeners, and may give the impression of waiting to speak instead of truly listening to what someone else is saying. In some cases, gestures and facial expressions are overly used.

**What is the greatest fear of *I Personality Types*?**

Since acceptance and approval by others is the main desire of I Personality Types, Rejection is their biggest fear.

**What motivates the *I Personality Style*?**

The I DISC Style is motivated by the approval, flattery, praise, popularity or acceptance by others. They enjoy freedom from too many rules or regulations and gravitate towards a friendly and fun environment. They excel most when they can be the talker, the presenter, the one who builds rapport or works in teams, but needs another person to handle the details.

**What is the ideal environment for the *I Personality Type*?**

The I Personality Type requires a place that does not feel rigid and controlled. They are happiest with few conflicts and arguments, where there are other people around, and some level of flexibility. They need a forum to express ideas, and love group activities in professional and social environments.

**What does the high *I Personality Style* desire?**

The I Personality Type desires acceptance and social esteem. They enjoy being recognized for their creativeness, ability to motivate and influence, and especially for their sense of humor when possible. They want to be around others and desire for environments to be positive and even fun, both at work and socially.

**What should one remember to do when working with *I Personality Types*?**

When working with an I Personality Type, it's important to build rapport and be friendly. Approach them in a favorable and friendly environment. Give them plenty of opportunity to verbalize their ideas, as they usually have very create thoughts and are great problem solvers. Because they have so many ideas and enjoy discussing them, it may take some planning for them to turn their verbal ideas into action. It helps to write details down for them or check back in on occasion to make sure action items are being done to expectation and to detail. Allow time for sociable activities at work, they are great motivators of others.

**What should one remember not to do when working with an *I Personality Type*?**

Don't eliminate social time, as this is a very motivating factor for them. Don't do all the talking or strictly tell them what to do, you'll miss the opportunity to hear about their ideas and creative solutions to problems. Don't react to them in a way that makes them feel rejected, this is a great fear of theirs and will result in them feeling insecure instead of playing to their strengths.

**What is a high *I DISC Style* likely to do when working with details or when analyzing information?**

I Personality Types are likely to lose concentration when too many details are present. They may overlook important information and facts. On the other hand, when analyzing information, I styles can be very creative problem solvers and shouldn't be left out of the process.

**What positive characteristics does the *I Personality Type* possess when in teams?**

They are instinctive communicators and participative managers who are able to both influence and inspire others. They are spontaneous and agreeable and very motivating when in a team or group. They deal with change well and respond well to the unexpected, often putting a positive spin on any negative factors. Their enthusiasm makes them a focal point amongst others and provides them leadership opportunities. They express ideas well, work well with others, and are not afraid to offer opinions. I styles make great spokespeople, are persuasive, and are known for their positive attitude. They accomplish goals through sense of humor and through people. They are extremely accepting of others and are strong leaders in brainstorming sessions.

**What are personal growth areas for *I Personality Types*?**

They tend to be impulsive in decision making and would benefit from some research and contemplation before acting. They are wonderful at presenting, motivating, and problem solving, but sometimes may be slow to action. They could benefit from setting small goals, breaking big goals into smaller steps, and keeping lists. They will need to practice exercising control over actions, words, and emotions. I Styles tend to be very quick thinkers and may need to slow down the pace for other team members. As natural talkers, I styles may need to concentrate on talking less and listening more. The I DISC Style may tend to say "yes" and over promise. They shouldn't take on more than they can accomplish and will need to concentrate on following through with tasks.