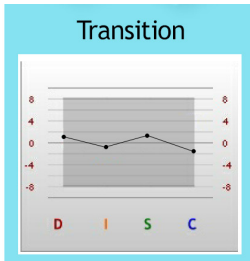


# SPECIAL PATTERNS

Special patterns are covered in-depth as part of our DISC Certification course. The following information provided is a summary of special patterns. You can review your course materials, or enroll today for a more comprehensive understanding of human behavior.

The four special patterns are:

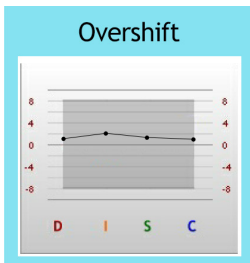
## Transition Pattern (Chameleon Pattern)



This pattern is identified by the four plotting points being very close to the midline. This pattern is sometimes referred to as the Chameleon Pattern since there is a tendency to blend in the styles around you or what you perceive is expected of you. The Transition Pattern often occurs when an attempt is made to manage changes or adapt to a new situation or environment.

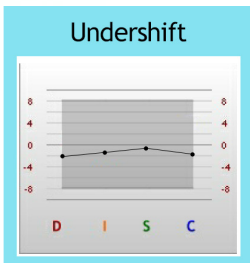
A person showing the Transition Pattern may want to retake the profile focusing on a period in the recent past when behavior was more natural, satisfying and comfortable. It is also very likely that after the period of stress or change is over, the patterns will revert to a more expanded pattern that would more closely reflect your natural style.

## Above Midline Pattern (Overshift Pattern)



This pattern is identified when all four plotting points fall above the midline. Individuals with this pattern are trying to be all things to all people. They are responding to all four motivational tendencies of the D, I, S, and C and can feel burned out from trying to handle widely differing demands. These individuals are often described as overachievers and fast-trackers. When in doubt, they rush ahead without processing the situation; they DO more, hoping that something will work.

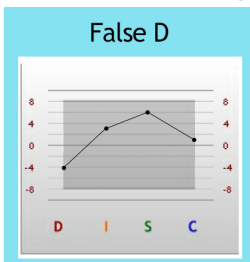
## Below Midline Pattern (Undershift Pattern)



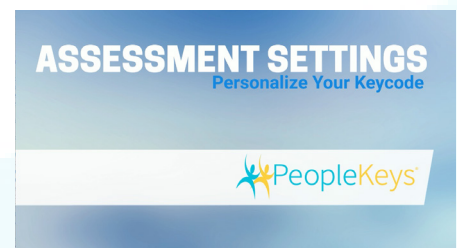
This pattern is identified when all four plotting points fall below the midline. May indicate feelings of discouragement, disinterest, or being overwhelmed. Sometimes this behavior is learned early in life as a mechanism to handle fear and anxiety. To break out of this negative cycle, try to develop a heightened awareness of your behavior. You may also want to talk with someone who can give you a more objective and professional opinion about some of the things which are exerting control over your feelings.

NOTE: All of the above patterns may be caused by: a) Transition in career, home, personal life; b) Unclear goals or role that you are expected to perform; c) Pressure to do too much and take on many roles; d) Trying to "outsmart" the instrument used in the assessment, or e) Overanalyzing the answers.

## I/S/C Combination (False "D" Pattern)



This pattern is NOT a stressful pattern; it shows a normal, but unique, behavioral style. When these three plotting points are above the midline, these individuals can behave like a "D" IF their parameters of authority are clearly defined. Under such a scenario, the I/S/C will show the decisiveness of the "D" but the people-orientation of the "S" and "I."



Click to view video: <https://vimeo.com/546070033/9c15a56e29>