

## Before-reading questions

1-5 *Reader's own answers.*

## During-reading questions

### INTRODUCTION

- 1 The DISC—Dominance, Inducement, Submission, and Compliance—system, is the world's most widely used method to describe the differences in human communication and behavior.
- 2 If you know and understand how another person behaves and their method of communication, you'll better guess how they might react to different situations.
- 3 People are different because of a combination of inheritance and environment.

### CHAPTER ONE

- 1 **Model answers:** Reds push themselves hard; they are task-focused extroverts; they enjoy challenges; they make quick decisions; they are often comfortable leading and taking risks; they talk the loudest; they give all their energy when explaining something; they are always the first to answer a question; they have strong opinions to give on just about any topic; they can't sit still and are always on the move.
- 2 Reds have no problem taking positions of power, but it is not important to them because they don't usually care what others think of them.

### CHAPTER TWO

- 1 Like Reds, Yellows are ready to make quick decisions and have lots of energy.
- 2 Yellows have more postcards, more contacts in their cell phone, more friends on Facebook, and they know more people than everyone else.

### CHAPTER THREE

- 1 Greens balance the more extreme behaviors of the other colors.
- 2 **Model answers:** A Green won't forget your birthday; he won't try to take all the attention with his own stories; he won't try to do better than you; he won't ask too much of you; he won't see you as competition; he won't tell you what to do.

### CHAPTER FOUR

- 1 Blues know how things are before they open their mouths. They've searched online, read the book, and checked the dictionary—and after that they report in full.
- 2 **Model answers:** Blues set three alarm clocks; leave two hours early when one would be enough; check and recheck the children's backpacks before school in the morning.

### CHAPTER FIVE

- 1 Reds are perceived as angry, selfish, tough, impatient, aggressive, and controlling.
- 2 Yellows perceive themselves as amusing, fun, and very positive.
- 3 He means that Greens don't think all changes are for the better, and some things are best left as they are.
- 4 Blues don't like speaking to strangers. They need a lot of personal space and to know a person extremely well before opening up.

### CHAPTER SIX

- 1 A Red walks quickly, with determined and powerful steps, ignoring the people in his way, eyes fixed on a point in front of him. He expects the rest of us to get out of his way.
- 2 Yellows happily move up very close and can suddenly start hugging everyone around them.

- 3 A Green's voice will never be strong, but will always be soft and warm.
- 4 The easiest way to describe a Blue's body language is to say that he has none. Neither his face nor his body reveals much.

## CHAPTER SEVEN

- 1 Reds find details boring, and this can make them careless in their work.
- 2 Yellows deal badly with criticism, so you need to create a friendly environment and carefully prepare what you want to say to them.
- 3 Most people are unable to deal with change because they have Green as their dominant color, and Greens do not like change.
- 4 He means that a Blue is not interested in finding out what you like or dislike. He's just interested in how you work.

## CHAPTER EIGHT

- 1 *Model answer:* A Red will argue with you so you need to feel strong; a Yellow takes things personally and defends himself strongly; a Green will feel bad, and will simply shut down and be more self-critical; it's difficult to criticize a perfectionist Blue as he already knows the best method, and he won't change his opinion.

## CHAPTER NINE

- 1 A Blue and a Green would recognize each other's ability to breathe calmly and to think twice before doing something.
- 2 A Red and a Yellow both want to act quickly and move forward, and both are powerful and confident.

- 3 *Model answer:* Yellow and Blue is the greatest challenge of all as the Yellow starts the task without any idea what to do or how to do it, while the Blue starts reading and researching all the material available, without saying a word. The result will be them sitting in their own corners, both mad for different reasons.

## CHAPTER TEN

- 1 A Red is stressed if you remove any kind of challenge. You should encourage him to do physical exercise.
- 2 A Yellow gets stressed if he can't joke at work. You should let him organize a party.
- 3 A Green gets stressed if you are with him all the time. You should allow him to do nothing.
- 4 *Model answer:* A Blue gets stressed if you say, "Whoops! What happened here?" He must be given time and space to think.

## CHAPTER ELEVEN

- 1 Choleric, sanguine, phlegmatic, and melancholic.
- 2 Fire, air, earth, and water.

## CONCLUSION

- 1 *Reader's own answer.*

## After-reading questions

- 1 A Red will always prefer to be the leader of a project.
- 2 A Yellow would enjoy giving a speech the most.
- 3 A Blue would know exactly where he saved that email from his boss.
- 4 A Green will remember personal criticism the longest.
- 5 A mixture of all the colors would make the best team.
- 6 *Reader's own answer.*

## Exercises

### INTRODUCTION

#### 1 COMPLIANT

- |        |            |
|--------|------------|
| 1 slow | 2 organize |
| 3 past | 4 caution  |

#### DOMINANT

- |           |           |
|-----------|-----------|
| 5 Quick   | 6 control |
| 7 present | 8 Direct  |

#### STABLE

- |           |               |
|-----------|---------------|
| 9 Calm    | 10 connection |
| 11 change | 12 conflict   |

#### INSPIRING

- |            |            |
|------------|------------|
| 13 involve | 14 routine |
| 15 future  | 16 alone   |

### CHAPTERS ONE TO FOUR

- 2 1 R 2 B 3 G 4 Y  
5 B 6 R 7 Y 8 G

### CHAPTER FIVE

- |              |                 |
|--------------|-----------------|
| 3 1 behavior | 2 communication |
| 3 critical   | 4 perceived     |
| 5 stubborn   | 6 passivity     |

### CHAPTER SIX

- 4 1 f 2 e 3 a 4 d 5 c 6 b  
*Reader's own answers.*

- 5 1 false. When something awful or unpleasant happens, many people put their hands up to their faces.  
2 true  
3 true  
4 true  
5 false. Holding your hands together behind your back often means power and a feeling of safety.  
6 false. The personal area, when two people who know each other are communicating, is generally a few feet.

### CHAPTER SEVEN

- 6 1 The second part deals with how you get people to **take your side**.  
2 He might **throw you out** if he thinks you're just trying to win him over.  
3 **Point out** the risks involved in hurrying.  
4 Explain that others can't **keep up**.  
5 Don't **give up**.  
6 Prove things with facts, and demand that he checks before deciding to **take on** a new project.

### CHAPTER EIGHT

- 7 1 If a Red **doesn't respond** to what you say, you should worry.  
2 Yellows would change things all the time if they **could**.  
3 If you **need** to give feedback to a Green, here are some methods that might work.  
4 If it **had been** wrong, he wouldn't have done it.  
5 If you **want** to communicate with a Blue, you need to keep to the facts.  
6 It's just as likely that he hasn't properly understood the message if you **were** unclear at all.

### CHAPTER NINE

- |          |          |
|----------|----------|
| 8 1 Blue | 2 Green  |
| 3 Red    | 4 Yellow |

### CHAPTER TEN

- |            |               |
|------------|---------------|
| 9 1 power  | 2 intelligent |
| 3 argument | 4 thought     |
| 5 dominate |               |

## CHAPTER ELEVEN

10	The color system in this book	The Greeks	The Aztecs	DISC
	Red	choleric	fire	dominance
	Yellow	sanguine	air	inspiration
	Green	phlegmatic	earth	stability
	Blue	melancholic	water	compliance

## CONCLUSION

11 Red c

Yellow a

Green d

Blue b

### Project work

*Reader's own answers.*

### Essay questions

*Reader's own answers.*