

DISC Personality Profile

Instructions:

Carefully read the four phrases in each box below. Circle the number adjacent to the phrase **MOST** descriptive of you in the setting you have chosen. (The number is irrelevant at this point.)

Circle the number adjacent to the phrase that is **LEAST** descriptive of you in the setting you have chosen. (The number is irrelevant at this point.)

For each box, choose **ONLY ONE** "Most" and **ONLY ONE** "Least" response.

This sheet should be completed within **SEVEN MINUTES**, or as close to that as possible.

	Most	Least		Most	Least
Trusting, Enthusiastic Tolerant, Respectful Courageous, Adventurous Agreeable, Accommodating	2 4 5 3	2 4 1 3	Affectionate, Tender Simple, Compliant Determined, Wants results Content, Gratified	2 5 1 3	5 4 1 5
Innovative, Visionary Reserved, Reticent Sociable, Congenial Peacemaker, Negotiator	1 4 5 3	1 5 2 3	Unafraid, Independent Reserved, Cautious restraint Carefree, Lacks caution Kind, Cordial	1 4 2 3	1 4 2 5
Precise, Accurate Focused, Goal-oriented Team player, Accommodating Encourage others, Stimulating	5 1 5 2	4 5 3 2	Conscientious, Plans for future Recognition, Seeks advancement Venturesome, Audacious Dependable, Good listener	4 1 2 3	5 1 2 3
Sensitive, Becomes frustrated Stand up to opposition, right Complacent, keeps feelings inside Tell my side of the story, want to be heard	4 1 3 5	4 1 3 2	Rules make it boring, Restless Challenges the rules, Daring Rules make it safe, Security Rules make it fair, Justice	2 5 3 4	2 1 3 5
Seeks balance, Calm Talkative, Charismatic Orderly, Follows the rules Fast paced, High spirited	3 2 5 1	3 5 4 1	Likes awards, Accomplishments Enjoys social, Group gatherings education, Cultured Wants to be safe, Unthreatened	1 2 5 3	1 5 4 3
Systematic, Time management Anxious, Hurried Dependable, Persistent Emotional, Impulsive	4 1 3 2	5 1 3 2	Cautious, Calculating Consistent, Thorough Outgoing, Enthusiastic Take charge, Direct approach	4 5 5 1	5 3 2 1
Detached, Too careful Unrealistic, Overcommitted Complacent, Resist change Blunt, Overbearing	5 2 3 5	4 2 5 1	Excitable, Cheerful Supporter, Advocate Methodical, Exact Competitive, Argumentative	2 3 5 1	2 5 4 1
A good analyzer A good listener A good encourager A good delegator	4 3 2 1	4 3 2 1	I will get the facts I will follow through I will lead them I will persuade them	4 3 1 2	5 3 5 2
Forceful, Driven Optimistic, Charismatic Cooperative, Let's do it together Accuracy counts, Precise	1 5 5 4	1 2 3 4	Loyal, Reflective Likes a challenge, Pioneering Analytical, Tactful Popular, Persuasive	3 1 5 2	3 1 4 2
Will wait to buy, Patient Will buy on impulse, Decisive Will spend on what I want, selfish Will do without, Self-controlled	3 1 2 5	3 1 5 4	Agreeable, Approachable Animated, Exuberant Dauntless, Bold Orderly, Adaptive	3 5 1 4	3 2 1 4
Rigid, Wants things exact Avoids monotony, Bored by routine Seeks change, Goes for it Congenial, Acts of kindness	4 5 1 3	4 2 1 5	Authoritative, Influencer Enjoys attention, New opportunities Avoids conflict, Relaxed Goes by the book, Diplomatic	5 2 3 5	1 5 3 4
Impulsive, Emotional Calculating, Overload w/details Demanding, Domineering Non-confrontational, Predictable	2 4 1 5	2 5 1 3	Creative, Unique Bottom line organizer, Results oriented Trustworthy, Authentic High standards, Looks to benchmarks	2 1 5 4	2 5 3 5

Scoring the DISC Personality Profile

Step 1

Count the number of times you circled each number (5, 4, 3, 2, 1) in the **Most** column. Record the totals in the corresponding boxes in the row labeled **M** below.

Step 2

Count the number of times you circled each number (5, 4, 3, 2, 1) in the **Least** column. Record the totals in the corresponding boxes in the row labeled **L** below.

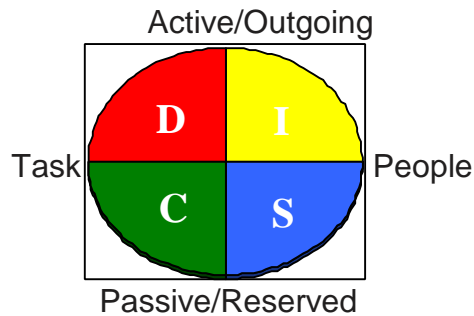
	1	2	3	4	5
M					
	D	I	S	C	----
L					
	1	2	3	4	5

Active/Task-Oriented

Active/People-Oriented

“D”-- Dominating, directing, driving, demanding, determined, decisive, doing.

“I”-- Inspiring, influence, inducing, impressing, Interactive, interested in people



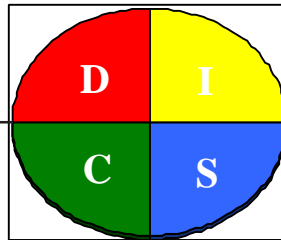
Passive/Task-Oriented

Passive/People-Oriented

“C”-- Cautious, competent, calculating, compliant,

“S”-- Steady, stable, shy, security-oriented,

Extroversive
Outgoing
Optimistic
Involved



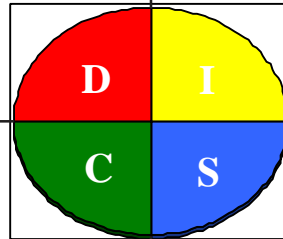
Introversive
Reserved
Realistic
Withdrawn

D

Determined
Driving
Ambitious
Pioneering
Strong-willed
Competitive
Decisive
Responsible
Skeptical
Logical
Independent

I

Sociable
Optimistic
Talkative
Polished
Enthusiastic
Persuasive
Warm
Poised
Trusting
Popular
Verbal
Independent



C

Conservative
Calculating
Low-keyed
Stable
Dependable
Cautious
Traditional
Neat
Systematic
Accurate
Tactful
Diplomatic

S

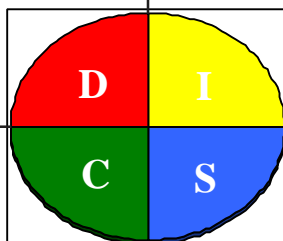
Conservative
Loyal
Cooperative
Predictable
Deliberate
Reflective
Passive
Patient
Possessive
Systematic
Resistant to change
Steady

D

Bottom-line organizer
Places high value on time
Challenges the status quo
Innovative
Problem solver
Risk-taker
Self-starter; takes initiative
Makes quick, correct decisions

I

Creative problem solver
Great encourager
Motivates others to achieve
Positive sense of humor
Negotiates conflict; peacemaker
"People person"
Good salesperson
Great story-telling abilities



C

Perspective: "The anchor of reality"
Conscientious and even-tempered
Thorough in all activities
Defines situations
Gathers, analyzes, and tests information
Creative thinker
Ability to organize
Sets long-range goals

S

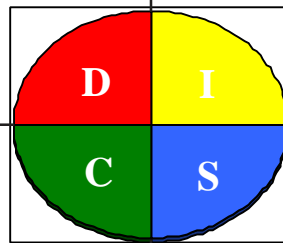
Reliable and dependable
Loyal team worker
Respects authority
Good listener; patient and empathetic
Understanding; friendly
Team player
Good people skills
Balance

D

- Oversteps authority
- Argumentative
- Dislikes the "routine"
- Self-absorbed
- Hard to admit he/she is wrong
- Reluctant to delegate
- Too bossy; insensitive

I

- More concerned with popularity than tangible results
- Inattentive to detail
- Short attention span
- Overuses gestures and facial expressions
- Too gullible and naïve
- Impulsive; exaggerates



C

- Need to have clear boundaries
- Bound by procedures and policies
- Gets bogged down in details
- Prefer not to verbalize feelings
- Will give in rather than argue
- Remembers negatives; suspicious of others
- Easily depressed

S

- Resistant to change
- Loyal team worker
- Sensitive to criticism and confrontation
- Difficulty establishing priorities
- Difficulty making quick decisions
- Lacks decisiveness, enthusiasm, energy
- May sacrifice results for harmony

D

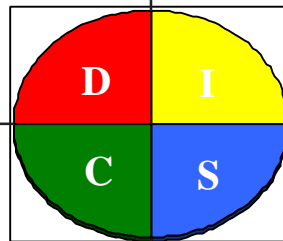
I

You know your "D" is too high when...

You know your "I" is too high when...

... you are walking around a lake & decide to walk across it for a change of pace.

... you try to impress your garbage collector by placing odor devices in your garbage cans.



C

S

You know your "C" is too high when...

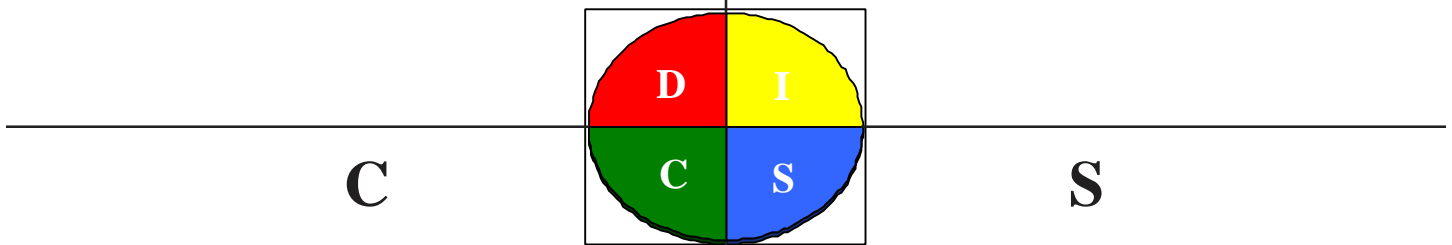
You know your "S" is too high when...

... you run out of gas on purpose to find out exactly how far your car can go on a gallon of gas.

... you listen for 30 minutes to a snow plow salesman & you live in Florida.

“Just do it!”

“Are we having fun yet?”



“If it is worth doing, it is worth doing right!”

“Don’t sweat the small stuff!”