

Basic DISC Self- Assessment

INSTRUCTIONS

Understanding Yourself (DISC) Worksheet

For each row, 1-24, circle one word in each row that you feel best describes you right now.

UNDERSTANDING YOURSELF (DISC)
Circle only one word in each row that you feel describes you best right now. Then transfer your answers over to the Scoring Sheet. Total up each column. Your highest score is your predominate personality type.

| # | A | B | C | D |
|-----|---------------|---------------|---------------|-------------------|
| 1. | Restrainted | Forceful | Careful | Expressive |
| 2. | Pronouncing | Correct | Exciting | Satisfied |
| 3. | Willing | Animated | Bold | Precise |
| 4. | Argumentative | Doubting | Indecisive | Unpredictable |
| 5. | Respectful | Out-going | Patient | Daring |
| 6. | Persuasive | Self-reliant | Logical | Gentle |
| 7. | Cautious | Even-tempered | Decisive | Life-of-the-party |
| 8. | Popular | Assertive | Perfectionist | Generous |
| 9. | Colorful | Modest | Easy-going | Unyielding |
| 10. | Systematic | Optimistic | Persistent | Accommodating |
| 11. | Relentless | Humble | Neighborly | Talkative |
| 12. | Friendly | Observant | Playful | Strong-willed |
| 13. | Charming | Adventurous | Disciplined | Deliberate |

D-I-S-C Scoring Worksheet

For each answer you circled on the Understanding Yourself worksheet, circle the letter that corresponds to your answer. Once you have 1-24 completed total up the number in each column. The top of each column has a D-I-S-C. The column has the most circled is your dominant behavior style.

D-I-S-C SCORING SHEET

| DISC PROFILE | D | I | S | C |
|--------------|---|---|---|---|
| 1. | B | D | A | C |
| 2. | A | C | D | B |
| 3. | C | B | A | D |
| 4. | A | D | C | B |
| 5. | D | B | A | A |
| 6. | B | A | D | C |
| 7. | C | D | B | A |
| 8. | B | A | D | C |
| 9. | D | A | C | B |
| 10. | C | B | D | A |
| 11. | A | D | C | B |
| 12. | D | C | A | B |
| | | | 7 | 4 |

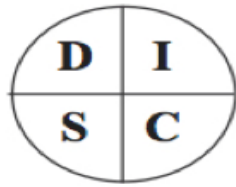
Recognizing Your Style

Use the Recognizing DISC Styles worksheet for identifiers in Your style and also learn identifiers for those outside of your style to improve your communications across all styles.

RECOGNIZING DISC STYLES

| | |
|--|--|
| <p>C COMPLIANCE</p> <p>The C is looking for: FACTS</p> <p>Quick Observations: Slower paced, task-oriented</p> <p>Communication: Direct</p> <p>Overextension: Critical</p> <p>Organization: Everything in its place. Perfectly organized</p> <p>Body Language: Stance: Arms folded, one hand on chin Walks: - slow pace Gestures: - Very reserved, little or no gestures Communication Cue: Asks detailed questions</p> | <p>D DOMINANCE</p> <p>The D is looking for: RESULTS</p> <p>Quick Observations: Faster paced, task-oriented</p> <p>Communication: Direct</p> <p>Overextension: Impatient</p> <p>Organization: Efficient, not neat</p> <p>Body Language: Stance: - Forward leaning, hand in pocket Walks: - Fast, always going somewhere Gestures: - A lot of hand movements when talking. Communication Cue: Doesn't want others' opinions, only facts</p> |
| <p>S STEADINESS</p> <p>The S is looking for: STABILITY</p> <p>Quick Observations: Slower paced, people-oriented</p> <p>Communication: Indirect</p> <p>Overextension: Possessiveness</p> <p>Organization: Usually some type of system. A little on the stony side.</p> <p>Body Language: Stance: - Leaning back, hand in pocket Walks: - Steady, easy pace Gestures: - Will gesture with hands Communication Cue: Has a "poker" face</p> | <p>I INFLUENCE</p> <p>The I is looking for: INTERACTION</p> <p>Quick Observations: Faster paced, people-oriented</p> <p>Communication: Indirect</p> <p>Overextension: Disorganized</p> <p>Organization: Disorganized. A lot of piles.</p> <p>Body Language: Stance: - Feet spread, two hands in pockets Walks: - Fast, people focused, may run into things Gestures: - A lot of big gestures and facial expressions when talking. Communication Cue: Talks with hands</p> |

Basic DISC Self- Assessment



UNDERSTANDING YOURSELF (DISC)

Circle only one word in each row that you feel describes you best right now. Then transfer your answers over to the Scoring Sheet. Total up each column. Your highest score is your predominate personality type.

| # | A | B | C | D |
|-----|------------------|--------------------|----------------|-------------------|
| 1. | Restrained | Forceful | Careful | Expressive |
| 2. | Pioneering | Correct | Exciting | Satisfied |
| 3. | Willing | Animated | Bold | Precise |
| 4. | Argumentative | Doubting | Indecisive | Unpredictable |
| 5. | Respectful | Out-going | Patient | Daring |
| 6. | Persuasive | Self-reliant | Logical | Gentle |
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| 9. | Colorful | Modest | Easy-going | Unyielding |
| 10. | Systematic | Optimistic | Persistent | Accommodating |
| 11. | Relentless | Humble | Neighborly | Talkative |
| 12. | Friendly | Observant | Playful | Strong-willed |
| 13. | Charming | Adventurous | Disciplined | Deliberate |
| 14. | Restrained | Steady | Aggressive | Attractive |
| 15. | Enthusiastic | Analytical | Sympathetic | Determined |
| 16. | Commanding | Impulsive | Slow-paced | Critical |
| 17. | Consistent | Force-of-character | Lively | Laid-back |
| 18. | Influential | Kind | Independent | Orderly |
| 19. | Idealistic | Popular | Pleasant | Out-spoken |
| 20. | Impatient | Serious | Procrastinator | Emotional |
| 21. | Competitive | Spontaneous | Loyal | Thoughtful |
| 22. | Self-sacrificing | Considerate | Convincing | Courageous |
| 23. | Dependent | Flighty | Stoic | Pushy |
| 24. | Tolerant | Conventional | Stimulating | Directing |



Basic DISC Self- Assessment

D-I-S-C SCORING SHEET

| DISC PROFILE | D | I | S | C |
|----------------------|----------|----------|----------|----------|
| 1. | B | D | A | C |
| 2. | A | C | D | B |
| 3. | C | B | A | D |
| 4. | A | D | C | B |
| 5. | D | B | C | A |
| 6. | B | A | D | C |
| 7. | C | D | B | A |
| 8. | B | A | D | C |
| 9. | D | A | C | B |
| 10. | C | B | D | A |
| 11. | A | D | C | B |
| 12. | D | C | A | B |
| 13. | B | A | D | C |
| 14. | C | D | B | A |
| 15. | D | A | C | B |
| 16. | A | B | C | D |
| 17. | B | C | D | A |
| 18. | C | A | B | D |
| 19. | D | B | C | A |
| 20. | A | D | C | B |
| 21. | A | B | C | D |
| 22. | D | C | B | A |
| 23. | D | B | A | C |
| 24. | D | C | A | B |
| COLUMN TOTALS | | | | |



RECOGNIZING DISC STYLES

| C COMPLIANCE | D DOMINANCE |
|--|---|
| <p>The C is looking for: FACTS</p> <p>Quick Observations: Slower paced, task-oriented</p> <p>Communication: Direct</p> <p>Overextension: Critical</p> <p>Organization: Everything in its place. Perfectly organized.</p> <p>Body Language: Stance - Arms folded, one hand on chin Walks - Straight line Gestures - Very reserved, little or no gestures</p> <p>Communication Clue: Asks detailed questions</p> | <p>The D is looking for: RESULTS</p> <p>Quick Observations: Faster paced, task-oriented</p> <p>Communication: Direct</p> <p>Overextension: Impatient</p> <p>Organization: Efficient, not neat.</p> <p>Body Language: Stance - Forward leaning, hand in pocket Walks - Fast, always going somewhere Gestures - A lot of hand movement when talking, big gestures</p> <p>Communication Clue: Doesn't want others' opinions, only facts</p> |
| S STEADINESS | I INFLUENCE |
| <p>The S is looking for: STABILITY</p> <p>Quick Observations: Slower paced, people-oriented</p> <p>Communication: Indirect</p> <p>Overextension: Possessiveness</p> <p>Organization: Usually some type of system. A little on the sloppy side.</p> <p>Body Language: Stance - Leaning back, hand in pocket Walks - Steady, easy pace Gestures - Will gesture with hands</p> <p>Communication Clue: Has a "poker" face</p> | <p>The I is looking for: INTERACTION</p> <p>Quick Observations: Faster paced, people-oriented</p> <p>Communication: Indirect</p> <p>Overextension: Disorganized</p> <p>Organization: Disorganized. A lot of piles.</p> <p>Body Language: Stance - Feet spread, two hands in pockets Walks - Weaves, people focused, may run into things Gestures - A lot of big gestures and facial expressions when talking</p> <p>Communication Clue: Talks with hands</p> |