

HOW TO TAKE THE PERSONALITY ASSESSMENT

Step 1: Answer each question under sections 1–4 by circling the number that best describes you. Allow yourself two to three minutes to complete this step before moving on to other steps.

Step 2: Add the total of circled numbers for the five statements under each section. Write each total on the indicated total line for each section.

Step 3: Identify the group with the highest totaled number and the second highest totaled number to discover your dominant personality traits.

Total 1 = “D” personality Total 2 = “I” personality Total 3 = “S” personality Total 4 = “C” personality

Write your predominant personality traits sequence in the top right-hand corner (DI, ID, SC, CD, etc.).

Step 4: Read the description of your most predominant personality trait (D, I, S, C) and the description of your two highest personality traits together (DI, ID, SC, CD, etc.).

DISC Personality Assessment

My Personality / Leadership Style _____

1. Total _____	Never	Rarely	Some times	Often	Always
I am assertive, demanding, and decisive.	1	2	3	4	5
I enjoy doing multiple tasks at once.	1	2	3	4	5
I thrive in a challenge-based environment.	1	2	3	4	5
I think about tasks above others or myself.	1	2	3	4	5
I am motivated by accomplishment and authority.	1	2	3	4	5

2. Total _____	Never	Rarely	Some times	Often	Always
I enjoy influencing and inspiring people.	1	2	3	4	5
I am optimistic about others.	1	2	3	4	5
I tend to be the life of the party.	1	2	3	4	5
I think about motivating people.	1	2	3	4	5
I am motivated by recognition and approval.	1	2	3	4	5

3. Total _____	Never	Rarely	Some times	Often	Always
I thrive in consistent environments over changing ones.	1	2	3	4	5
I prefer specifics over generalizations.	1	2	3	4	5
I enjoy small groups of people.	1	2	3	4	5
I prefer being a member of a team over leading the team.	1	2	3	4	5
I am motivated by stability and support.	1	2	3	4	5

4. Total _____	Never	Rarely	Some times	Often	Always
I typically do not take big risks.	1	2	3	4	5
I love tasks, order, and details.	1	2	3	4	5
I am right most of the time.	1	2	3	4	5
I comply with clearly defined rules.	1	2	3	4	5
I am motivated by quality and correctness.	1	2	3	4	5

DISCOVERING YOUR PERSONALITY

D

“D”s are direct and decisive; they are risk takers and problem solvers. They are more concerned with completing tasks and winning than they are with gaining approval from people. Though the internal drive tends to make them insensitive to those around them, “D”s are not afraid to challenge the status quo, and they thrive when it comes to developing new things. They need discipline to excel, and they respond to direct confrontation. The greatest fear of a “D” is to be taken advantage of, and even despite their possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—they place a high value on time and use their innovative thinking to accomplish difficult tasks and conquer challenges.

I

“I”s are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional—they tend to be creative problem solvers and excellent encouragers. They often have a large number of friends, but they can become more concerned with approval and popularity than with getting results. An “I”s greatest fear is rejection, but they thrive when it comes to motivating others. Their positive sense of humor helps them negotiate conflicts. Though they can be inattentive to details and poor listeners, they can be great peacemakers and effective teammates when they control their feelings and minimize their urge to entertain and be the center of attention. They value lots of human touch and connection.

S

“S”s are steady and more reserved. Because they are stable and predictable, they do not like change, and they thrive in secure, non-threatening environments. They are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable “S”s tend to make the best friends. Their greatest fear, however, is loss of security, and their possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. They can also be too sensitive to criticism and unable to establish priorities. In order to avoid being taken advantage of, “S”s need to be stronger and learn how to say “no.” They also like to avoid the limelight, but when given an opportunity to genuinely help others, they will gladly rise to the occasion. They feel most valued when they have truly helped someone.

C

“C”s are compliant and analytical. Careful and logical lines of thinking drive them forward, and accuracy is a top priority. They hold high standards and value systematic approaches to problem solving. Though they thrive when given opportunities to find solutions, they tend to ignore the feelings of others and can often be critical and downright crabby. Verbalizing feelings is difficult for them, but when they are not bogged down in details and have clear-cut boundaries, they can be big assets to the team by providing calculated “reality checks”. The “C”s biggest fear is criticism, and their need for perfectionism is often a weakness, as is their tendency to give in when in the midst of an argument. However, they are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. They value being correct the most.

OPPORTUNITIES FOR PERSONAL GROWTH

If you are a “D” – Dominant, Direct, Task oriented, Decisive, Organized, Outgoing, Outspoken

- A. Strive to listen to other people more attentively.*
- B. Try to be less controlling and domineering.*
- C. Develop a greater appreciation for the opinions, feelings, and desires of others.*
- D. Put more energy into personal relationships.*
- E. Show your support for the other team members.*

If you are an “I” – Influential, Interested in people, Witty, Easygoing, Outgoing

- A. Weigh the pros and cons before making a decision; be less impulsive.*
- B. Remember to help with tasks more.*
- C. Exercise control over your actions, words, and emotions.*
- D. Focus more on details and facts.*
- E. Remember to slow down your pace for other people.*
- F. Talk less; listen more.*

If you are an “S” – Steady, Stable, Analytical, People oriented, Introverted

- A. Consider how change is healthy. Try to change more willingly.*
- B. Be more direct in your interactions.*
- C. Focus on overall goals of your family or group rather than specific procedures.*
- D. Deal with confrontation constructively.*
- E. Develop more flexibility.*
- F. Try to show more initiative.*

If you are a “C” – Compliant, Competent, Task oriented, Goal oriented, Introverted

- A. Concentrate on doing the right things – not just doing things right.*
- B. Be less critical of others’ ideas and methods.*
- C. Respond more quickly to accomplish others’ goals.*
- D. Strive to build relationships with other people and family members.*
- E. Be more decisive.*
- F. Focus less on facts and more on people.*