

“Quick DISC”:

Note: this is a quick representative method of the DISC profile tool

In the top box horizontally number from 4, 3, 2, 1 where:

‘4’ is most like you, and ‘1’ is least like you.

Note: The total of each row should come to 10, if not ensure all boxes have a figure and there are no duplicates

Column 1		Column 2		Column 3		Column 4	
competitive		dramatic		reserved		curious	
determined		high-spirited		obedient		exacting	
efficient		persuasive		amiable		systematic	
impatient		open-minded		modest		cautious	
independent		talkative		possessive		persistent	
original		People-oriented		dependable		doubting	
outspoken		impulsive		easy-going		diplomatic	
practical		optimistic		advising		accurate	
self-reliant		enthusiastic		gentle		calculating	
stubborn		convincing		protective		perfectionist	

When complete add the total of each column and write the result in the box at the bottom of each column. *Note: Sum of all column totals added together should equal 100*

In the next table, circle the number in the corresponding column from the table above. If the total is between two numbers circle between the numbers closest to your total.

	D	I	S	C
4	40	40	40	40
	38	38	38	38
	36	36	36	36
	34	34	34	34
3	32	32	32	32
	30	30	30	30
	28	28	28	28
	26	26	26	26
2	24	24	24	24
	22	22	22	22
	20	20	20	20
	18	18	18	18
1	16	16	16	16
	14	14	14	14
	12	12	12	12
	10	10	10	10

When complete:

The D, I, S, C column with the highest score is your Dominant Disc Trait.
Your next Highest is your Secondary Trait

If your Dominant Trait is in Row 1, this is a strongly dominant characteristic
You may therefore have scored as a High, D, I, S or C.

The typically traits of each are described on the next pages

- Some of these are the more dominant traits.
- You will still have combinations of the other traits in the other groups but not as dominant.

Alternatively,

If you have two in Row 2 – your DISC profile is a combination of the two (one may be more dominant than the other).

In these instances the more dominant traits will come from the two profiles

- Some of these may be more dominant than others
- You will still have combinations of the other traits in the other groups but not as dominant.

The lower scoring Traits are still part of you profile, they are just a less dominant.

What was your profile?		
<i>Read the detailed descriptions (next sheet).</i>		
<i>List the traits that align with your preferences in the corresponding row.</i>		
<i>How closely does this align with your dominant style from the assessment?</i>		
	List the similarities	List the differences
D Dominant Driver		
I Influence Expressive		
S Steadiness Amiable		
C Conscientious Analytical		

Think about the above personalities – how might you best work with each of these personality types so that the way you communicate, the questions you ask, the environment you create and the way you interpret what they say and do?

<p>D = Dominant/Driver <i>places emphasis on accomplishing results and “seeing the big picture.” They are confident, sometimes blunt, outspoken, and demanding.</i></p> <ul style="list-style-type: none"> • Direct, Determined, Decisive, Challenging <p>Motivated by: results When under pressure: Become Autocratic</p>	
<p>I = Influence/Expressive <i>places emphasis on influencing or persuading others. They tend to be enthusiastic, optimistic, open, trusting, and energetic.</i></p> <ul style="list-style-type: none"> • Enthusiastic, personable, optimistic <p>Motivated by: recognition, applause, ego When under pressure they are aggressive / attack</p>	
<p>S = Steadiness/Amiable <i>emphasis on cooperation, sincerity, loyalty, and dependability. They have calm, deliberate dispositions, and don’t like to be rushed.</i></p> <ul style="list-style-type: none"> • Dependable, Patient, Consistent, Loyal <p>Motivated by: Relationships, a team player. When under pressure they say YES!</p>	
<p>C = Conscientious/Analytical <i>places emphasis on quality, accuracy, expertise, competency. Enjoy their independence, demand the details, and often fear being wrong.</i></p> <ul style="list-style-type: none"> • Analytical, Calculating, Exacting, Cautious <p>Motivated by: Accuracy, must be correct! When under pressure: Withdraw to Evaluate</p>	

Self Contained	
I N D I R E C T	<p style="text-align: center;">High C – Conscientious or Analytical Style <i>places emphasis on quality, accuracy, expertise, competency. Enjoy their independence, demand the details, and often fear being wrong.</i></p> <ul style="list-style-type: none"> • Analytical, Calculating, Exacting, Cautious <p>Motivated by: Accuracy, must be correct!</p> <p>When under pressure: Withdraw to Evaluate</p> <p>They may appear:</p> <ul style="list-style-type: none"> • Influenced by detail / precision • Questioning at all levels • Critical • Unaware of the Big Picture • Very deliberate in relationships • Intolerant of mistakes • Fear of failure or being wrong <p>Beware: People with High C have high attention for detail, don't confuse this with reluctance to make a decision.</p> <p>Action: Provide a fine level of detail to support your recommendations and ideas.</p>
	<p style="text-align: center;">High D – Dominance or Driver Style <i>places emphasis on accomplishing results and "seeing the big picture." They are confident, sometimes blunt, outspoken, and demanding.</i></p> <ul style="list-style-type: none"> • Direct, Determined, Decisive, Challenging <p>Motivated by: results</p> <p>When under pressure: Become Autocratic</p> <p>They may appear:</p> <ul style="list-style-type: none"> • High Energy • Fast Decision Makers • Will come to meet you in reception • Very Assertive, maybe aggressive • Only Half Listen, thinking ahead • Hard to pin down • Restless and fidgety • Don't like small talk / time wasting <p>Beware: People with High D may be impatient to get to the answer, this at times may appear to be unfriendly</p> <p>Action: Present conclusions not arguments. Get their approval to have subordinates involved and to check the detail.</p>
	<p style="text-align: center;">High S – Steadiness or Amiable Style, places emphasis on cooperation, sincerity, loyalty, and dependability. They have calm, deliberate dispositions, and don't like to be rushed.</p> <ul style="list-style-type: none"> • Dependable, Patient, Consistent, Loyal <p>Motivated by: Relationships, a team player.</p> <p>When under pressure they say YES! They may appear to be:</p> <ul style="list-style-type: none"> • Very cooperative and agreeable • Tidy and well organised • Quite conservative • Somewhat hesitant at first • Very attentive to you and others • Resistant to change • Security Conscious <p>Beware: High S people are sometimes slow to action process, and can be reluctant to admit when they are not the decision maker</p> <p>Action: Support them by preparing and getting their commitment to an action plan with identified benefits for their peers or superiors. Identify the real decision maker if they are not.</p>
	<p style="text-align: center;">High I – Influence or Expressive Style, places emphasis on influencing or persuading others. They tend to be enthusiastic, optimistic, open, trusting, and energetic.</p> <ul style="list-style-type: none"> • Enthusiastic, personable, optimistic <p>Motivated by; recognition, applause, ego</p> <p>When under pressure they are aggressive / attack They may appear to be:</p> <ul style="list-style-type: none"> • Friendly and enthusiastic • Fond of small talk • Reluctant to get to the point • Needing to be liked • Well and appropriately dressed • Socially gregarious • A bit disorganised • Fearful of rejection <p>Beware: High S people are so friendly that you may overreach when dealing with them, they will very kindly bring you back!</p> <p>Action: Work at a personal level, taking your time to build rapport. Get to commit to action by having a physical plan for them to sign off</p>
Open	
D I R E C T	