

DISC Personality Profile

Instructions:

1. Choose the setting in which your responses will be made: Work, home, church, social, etc.
2. 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.)
3. 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.)
4. For each box, choose **ONLY ONE** "Most" and **ONLY ONE** "Least" response.
5. 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 Continues 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

Step 3

Use the numbers from the row labeled **M** to complete **Graph 1** and the numbers from the row labeled **L** to complete **Graph 2**.

Step 4

Circle the number from each box (D, I, S, C) above in the corresponding column on the graphs.

“M”
Graph 1
“This is expected of me”

	D	I	S	C
20	17	19	15	
16		12	9	
15	10	11	8	
14	9		7	
13	8	10		
12				
11	7	9	6	
10		8		
9		6	7	5
8		5	6	
7		4	5	4
6		4		
5		3	3	3
4				2
3		2	2	
2			1	
1		1		1
0	0			0

“L”
Graph 2
“This is me”

	D	I	S	C
0	0	0	0	0
1		1	2	1
2				2
3		2	3	3
4		3	4	4
5		4	5	5
6		5	6	6
7		6	7	7
8		7	8	8
9		8	9	9
10			10	
11		9		
12		10	10	
13		11	11	
14		12		
15		13	12	
16		14	13	
17		15	14	
18		16	15	
19		17	16	
20		18	17	
21		19	18	

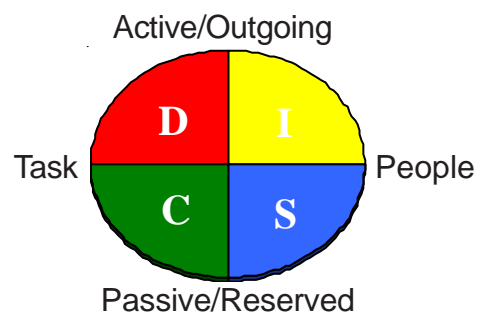
Personality Interpretation

Active/Task-Oriented

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

Active/People-Oriented

“I”-- Inspiring, influency, inducing, impressing, interactive, interested in people



Passive/Task-Oriented

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

Passive/People-Oriented

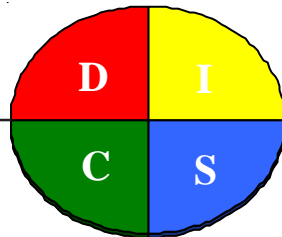
“S”-- Steady, stable, shy, security-oriented, servant, submissive, specialist

Extrovertive

Outgoing

Optimistic

Involved



Introvertive

Reserved

Realistic

Withdrawn

People vs. Task Orientation

Task Oriented

People Oriented

Plans

Caring

Programs

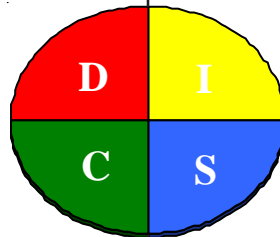
Sharing

Projects

Relationships

Process

Emotion



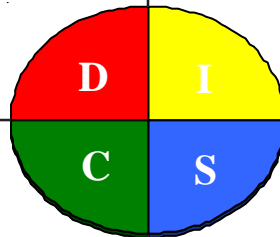
General Characteristics

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

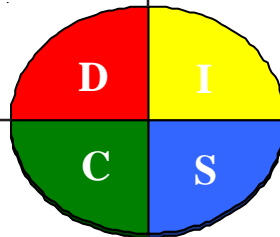
Strengths

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

Limitations

D

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

I

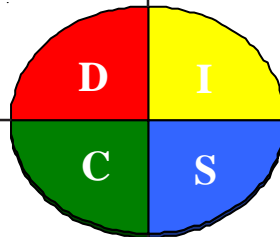
More concerned with popularity than tangible results
Inattentive to detail
Short attention span
Overuses gestures and facial expressions
Too gullible and naïve
Impulsive; exaggerates

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



Biblical Advice

D

Be gentle, not bossy

Wisdom from above is . . . gentle, James 3:17

Control your feelings and actions

Be angry and sin not, Eph. 4:26

Focus on one thing at a time

This ONE thing I do, Phil. 3:13

Have a servant's attitude

By love, serve one another, Gal. 5:13

I

Be humble, avoid pride

Humble yourself in the SIGHT of God, James 3:17

Control your speech

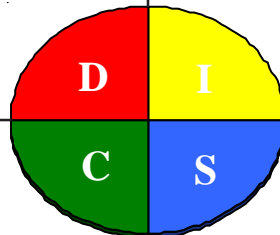
Be quick to hear, slow to speak, James 1:19

Be more organized

Do all things decently and in order, 1 Cor. 14:40

Be patient

The fruit of the Spirit is . . . longsuffering, Gal. 5:23



C

Be more positive

Whatsoever things are lovely, of good report ... think on these things, Phil. 4:8

Avoid a bitter and critical spirit

Let all bitterness be put away from you, Eph. 4:1

Be joyful

The fruit of the Spirit is . . . joy, Gal. 5:22

Don't worry

Fret not, Psalm 37:1

S

Be bold and strong

Only be strong and very courageous, Joshua 1:6

Be confident and fearless

God has not given you the spirit of fear, 2 Tim. 1:7

Be more enthusiastic

Whatsoever you do, do it HEARTILY as unto the Lord, Col. 3:23