

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

6	4	4	
			3
5	3	3	
4			2
3	2	2	
		1	
2			
	1		1
1		0	
0	0		0

"L"

Graph 2

"This is me"

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