

DISC “Lite” Survey

** This survey is a behavioural preference gauge based on the DISC Theory developed by Dr. William Marston. The results of this survey are only intended to be used as a preview of a more complete assessment that is available in our Full Day Workshops and Train-the-Trainer Programs.*

Instructions: This profile is situationally based on your work environment. When reviewing the grouping of phrases below think how you behave in a given environment (i.e. as a sales person, supervisor, team member, manager) Read the first grouping of phrases and place an x or circle the phrase that is **Most** like you in that grouping. If unable to decide draw a line through the statement which is least like you and apply reverse logic. Continue until you have completed all 10 groupings. Don’t over think your answers. This should take you no more than 3 minutes.

Environment Focus: _____

In this environment I

- 1) I speak directly ^
 I enjoy a social gathering *
 I like stability and predictability <
 I am an analytical thinker >
- 2) I like to weigh the pros and cons ^
 I like a challenge *
 I like interacting with people <
 I am patient and a good listener >
- 3) I like creating a stable, harmonious environment by being genuine and calm ^
 I take risks *
 Making a favourable impression is very important to me <
 I use a systematic approach and value quality and accuracy >
- 4) I am generally enthusiastic ^
 I can make quick decisions *
 I think loyalty is important <
 I value attention to detail >
- 5) I conform to standard operating procedures ^
 I am objective and diplomatic *
 Some might call me assertive or even aggressive <
 Social recognition is important to me >

- 6) I prefer predictability ^
 I am generally optimistic *
 I sift through data to be properly informed before making a decision <
 I am a team builder >
- 7) I speak my mind frequently ^
 I prefer not to “rock the boat” *
 I am articulate and can speak with feeling <
 Precision is important to me >
- 8) I am sometimes overbearing ^
 I can be manipulative if I want to *
 Occasionally I will not voice my needs and concerns <
 It is sometimes hard for me to arrive at a decision >
- 9) I judge people by their enthusiasm ^
 I can be impatient *
 I often prefer not to deal with people <
 My self-esteem is based on how helpful I am to others >
- 10) I am very kind ^
 I am very objective *
 I am very decisive <
 I am very outgoing >

Counting and Scoring: ^ = _____ * = _____ < = _____ > = _____
1
2
3
4

Circle the symbol that had the highest score. This identifies your dominant behavior style. It's believed that everyone is capable of modifying his or her behavior in a given situation but generally speaking we normally use the behavior style that feels most comfortable to us.

- 1) = Dominant:** Focus is on shaping the environment by overcoming opposition.
- 2) = Interpersonal:** Focus is on shaping the environment by influencing or persuading others.
- 3) = Steadiness:** Focus is on co-operating with others to carry out the task.
- 4) = Conscientious:** Focus is on existing circumstances to ensure quality and accuracy.

Dominant. Dominant persons are characterized as speaking directly or “bluntly, and by “cutting to the chase.” They are quick decision makers and forceful drivers who like to be in charge. Their value to the organization is that they like to lead, take risks and move forward. They must be careful to allow others to voice their opinions and concerns. Dominant behaviour people have difficulty following directions and staying within guidelines and procedures. They tend to be “broad brushed.” and usually make up their own rules.

Interpersonal. Enthusiastic and optimistic individuals, who are generally articulate and smooth, characterize interpersonal behaviour persons. They are persuasive and enjoy being in the limelight. Their value to the organization is in presenting information, sales and motivating others. They must be wary of their own manipulative behaviour and pay more attention to detail. They have a strong need to be liked. They value friendships and may have difficulty making tough decisions for fear of hurting someone's feelings.

Steadiness. Steadiness behaviour persons love predictability and abhor change. They are characterized by genuineness, friendliness and supportiveness. Their value to the organization is that they build relationships of trust, follow directions and stay within guidelines and procedures. Steadiness people must be careful not to give in to the needs of others too frequently and to speak up- especially in front of Dominant Persons. Steadiness people don't like to “rock the boat” They do not accept change very well. They like “steady as she goes.”

Conscientious. People who are analytical and logical characterize conscientiousness behaviour persons. These individuals evaluate information to arrive at correct decisions. They perform tasks thoroughly. The value to the organization is in setting standards, ensuring accuracy and quality. They enjoy analyzing data. Conscientiousness persons must be aware of “paralysis by analysis.” They need to make quicker decisions to move forward. They must be careful to consider other peoples feelings.

** Positive problem solving and improved communications come through awareness and acknowledgement of our strengths and limitations. It is by learning to understand our own behaviour and why we react the way we do in certain situations, that will give us the insight into the behaviour of others. We will then be able to use that understanding to help build collaborative teams, reduce stress and conflict, and embrace diversity.*