

DIScovering My Personality (Natural Behavior)

Instructions: This survey is not a test. You cannot pass or fail. It is a tool that will help you understand yourself and other people in a systematic and practical way. The survey contains a list of descriptive adjectives which describe perceived behavior. Each descriptive word allows you to make a comparative (most and least) assessment of your own behavior. Answer the way you really are...not the way you want to be or think you ought to be...or the way you think a “good” person/Christian *should* be. The more honest you are, the more accurate the results will be.

How to respond: Rank each **horizontal row** of words on a scale of 4, 3, 2, 1 with 4 being the word that **best** describes you and 1 being the **least** like you. Use each number in each line *only once*. **Some words are bolded simply to ease your eyes and help you stay on the right row.**

EXAMPLE:

 1 Forceful 4 **Lively** 2 Modest 3 **Tactful**

Start here:

_____ Forceful	_____ Lively	_____ Modest	_____ Tactful
_____ Aggressive	_____ Emotional	_____ Accommodating	_____ Consistent
_____ Direct	_____ Animated	_____ Agreeable	_____ Accurate
_____ Tough	_____ People-oriented	_____ Gentle	_____ Perfectionist
_____ Daring	_____ Impulsive	_____ Kind	_____ Cautious
_____ Competitive	_____ Expressive	_____ Supportive	_____ Precise
_____ Risk taker	_____ Talkative	_____ Cooperative	_____ Factual
_____ Argumentative	_____ Fun-loving	_____ Patient	_____ Logical
_____ Bold	_____ Spontaneous	_____ Stable	_____ Organized
_____ Take Charge	_____ Optimistic	_____ Peaceful	_____ Conscientious
_____ Candid	_____ Cheerful	_____ Loyal	_____ Serious
_____ Independent	_____ Enthusiastic	_____ Good listener	_____ High standards
_____ TOTAL	_____ TOTAL	_____ TOTAL	_____ TOTAL

NOTE: If your totals do not add up to 120, you did not complete the survey correctly or you made a mistake in adding up the totals. Recheck your work.

DIScovering My Personality – tallying your score

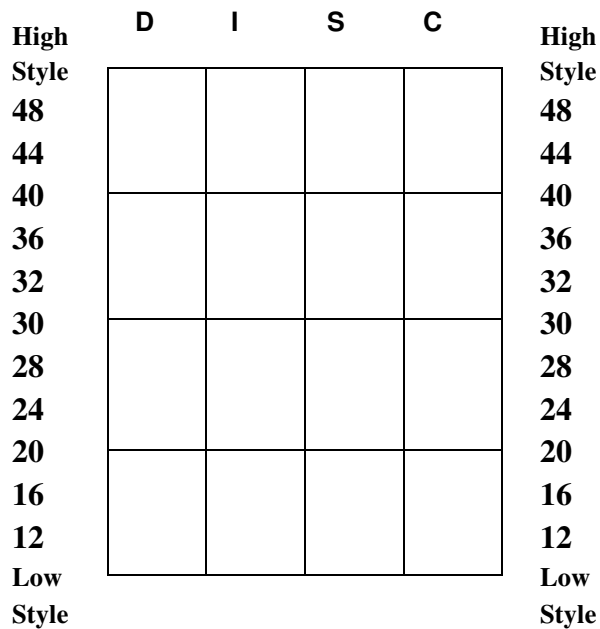
1. On the previous page, enter the letter “D” in the first large box; enter “I” in the second, “S” in the third, and “C” in the fourth.

Transfer the DISC totals from the bottom of the previous page to the tally box below:

Tally Box

D	I	S	C

2. Using the totals from your tally box, plot your D-I-S-C dimensions on the graph below; then connect the four points.



The following pages will help you understand a little more about each style.

High D—Dominance

Tendencies:

- getting immediate results
- accepting challenges
- making quick decisions
- questioning the status quo
- taking authority

What you like:

Power and authority; prestige and challenge; immediate accomplishments and results; direct answers; opportunities for advancement; freedom from controls; new and varied activities

Improve your relationships by:

Understanding that everyone needs other people at times; taking a logical approach; verbalizing reasons for conclusions; pacing yourself and relaxing more; being less controlling; being warmer, open, and more flexible; practicing patience; developing greater openness to the opinions and feelings of others; taking time to explain how and why

Tips for Relating to High D's

- Plan to be prepared, organized, fast-paced, and always to the point.
- Meet them in a professional and businesslike manner
- Learn and study their goals and objectives—what they want to accomplish, how they currently are motivated to do things, and what they'd like to change.
- Suggest solutions with clearly defined and agreed upon consequences as well as rewards that relate specifically to their goals.
- Get to the point!
- Provide options and let them make the decision, when possible.
- Let them know that you don't intend to waste their time.
- Watch out for power struggles.
- Avoid telling him/her what to do, attacking their character, win/lose confrontations.

High I—Influence

Tendencies:

- spending time with people
- seeking social acceptance
- generating enthusiasm
- being talkative and open about feelings
- viewing things optimistically

What you like:

Popularity, social recognition; public recognition of ability; freedom of expression; fun activities; being involved in decision making; activities involving contact with people; freedom from handling details; opportunity to verbalize thoughts and feelings.

Improve your relationships by:

Learning more organized ways of doing things; developing more objectivity in decision-making; adopting more realistic appraisals of others; establishing priorities and deadlines; learning to be more firm and direct when you don't like something; focusing attention on detail; following through on the actions you verbalize; listening more; being aware of what others expect.

Tips for Relating to High I's

- Show that you're interested in them, let them talk, and allow your animation and enthusiasm to emerge.
- Take the initiative by introducing yourself in a friendly and informal manner and be open to new topics which seem to interest them.
- Support their dreams and goals.
- Illustrate your ideas with stories and emotional descriptions that they can relate to their goals or interests.
- Clearly summarize details and direct these toward mutually agreeable objectives and action steps.
- Take care of details for them.
- Provide incentives to encourage quicker decisions.
- Don't be critical or judgmental.
- Don't be impersonal or task-oriented.
- Avoid negativism, arguing, being preoccupied with "insignificant" details, not believing in them, rejecting them.

High S—Steadiness

Tendencies:

- behaving in a consistent, predictable manner
- demonstrating patience
- wanting to help others
- being a good listener
- creating a stable, harmonious home environment

What you like:

Preserving status quo unless given reasons for change; maintaining a relaxed, friendly atmosphere; predictable routines; sincere appreciation for accomplishments and efforts; working with others; genuine relationships; opportunities to contribute to the well-being of your relationships

Improve your relationships by:

Being open to change; feeling that your accomplishments are worthwhile; being willing to act on opportunities; being more assertive with people; speaking directly; verbalizing feelings; learning to say “no;” being less sensitive; focusing more on tasks; facing conflicts; being more decisive.

Tips for Relating to High S's

- Get to know them more personally and approach them in a non-threatening, pleasant, and friendly but professional way.
- Develop trust, friendship and credibility at a relatively slow pace.
- Ask them to identify their own emotional needs as well as their task or business expectations.
- Get them involved by focusing on the *human element*, that is, how something affects them and their relationships with others.
- Avoid rushing them and give them personal, concrete assurances, when appropriate.
- Communicate with them in a consistent manner on a regular basis.
- Don't be demanding or domineering.
- Don't promise what you can't deliver.
- Provide sincere appreciation for their work.
- Remember to say, “thank you.”

High C—Conscientiousness

Tendencies:

- concentrating on key details
- thinking analytically, weighing pros and cons
- using subtle or indirect approaches to conflict
- checking for accuracy
- uses a systematic approach to situations or activities

What you like:

Time to think things through; having a reserved environment; careful planning; opportunities to demonstrate expertise; control over factors affecting how you do things; precise information and logic; freedom from pressures; recognition for skills and accomplishments; getting things done “right”

Improve your relationships by:

Working more closely with others; making quicker decisions; having respect for people’s personal worth as much as their accomplishments; developing more tolerance for conflict; learning to speak directly and share your views with others; learning to put up with mistakes; taking more risks; being more open and flexible; responding quickly; being more optimistic

Tips for Relating to High C’s

- Prepare, so that you can answer as many of their questions as soon as possible.
- Greet them cordially, but proceed quickly to the task; don’t start with personal or social talk
- Hone your skills in practicality and logic.
- Ask questions that reveal a clear direction and that fit into the overall scheme of things.
- Document how and why something applies.
- Give them time to think, so avoid pushing them into a hasty decision.
- Give them deadlines that allow them to do quality work.
- Tell them both the pros and cons as well as the complete story.
- Follow through and deliver what you promise.
- Conversations should be specific and informative.
- Avoid criticizing their efforts.
- Avoid asking them highly personal or blunt questions.