

## 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.

<b>M</b>	1	2	3	4	5
<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>	----	
<b>L</b>	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”

<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>
20	19	15	15
16	12	9	9
15	10	11	8
14	9	8	7
13	8	10	10
12	7	9	6
11	7	8	6
10	6	7	5
9	6	5	5
8	5	6	4
7	5	4	4
-----			
6	4	4	3
5	3	3	3
4	2	2	2
3	2	2	2
2	1	1	1
1	1	0	1
0	0	0	0

**“L”**

**Graph 2**

“This is me”

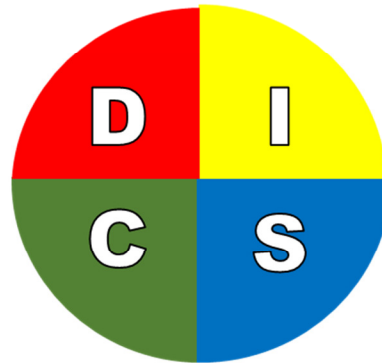
<b>D</b>	<b>I</b>	<b>S</b>	<b>C</b>
0	0	0	0
1	1	2	1
2	1	2	2
3	2	3	2
4	3	4	3
5	4	5	4
6	4	5	5
7	5	6	6
8	5	6	6
9	6	7	7
10	6	7	8
11	7	8	8
12	7	8	9
13	8	9	10
14	8	10	10
15	9	10	11
16	10	11	11
17	10	11	12
18	11	12	12
19	11	12	13
20	12	13	13
21	12	13	16

### Active/Task Oriented

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

### Active/People Oriented

“I” – Inspiring, influencing, inducing, impressing, interactive, interested in people.



### Passive/Task Oriented

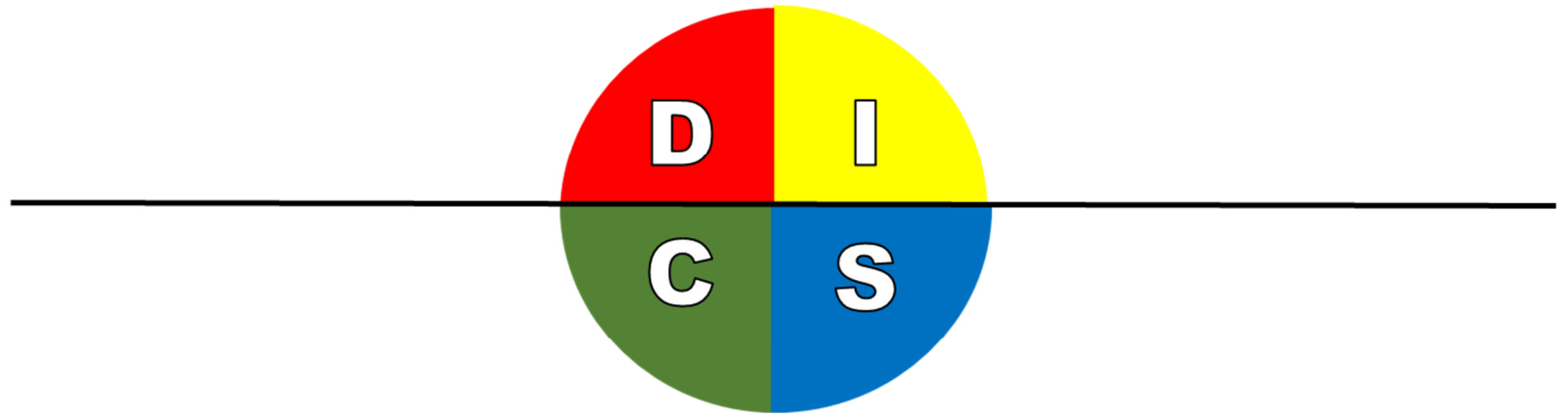
“C” – Cautious, competent, calculating, compliant, careful, contemplative

### Passive/People Oriented

“S” – Steady, stable, shy, security, servant, submissive, specialist.

## Activity Types

Extrovert, Outgoing, Optimistic, Involved



Introvert, Reserved, Realistic, Withdrawn

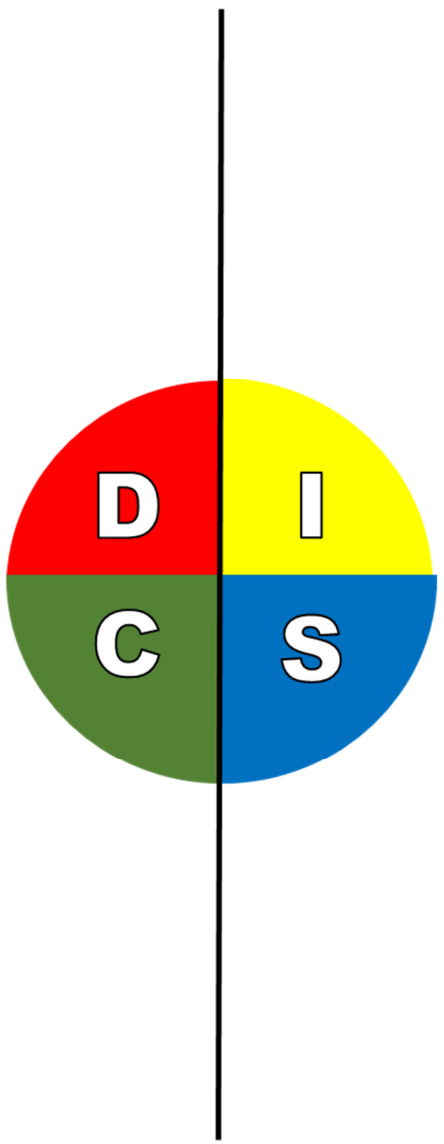
Task oriented

Plans

Programs

Projects

Process



People oriented

Caring

Sharing

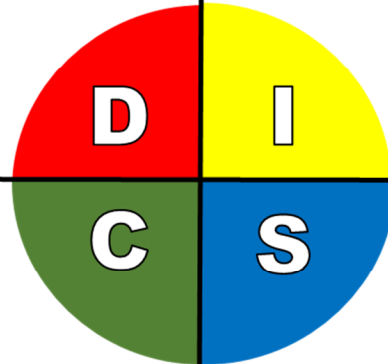
Relationships

Emotion

## General Characteristics

Determined, Driving, Ambitious,  
Pioneering, Strong-willed,  
Competitive, Decisive, Responsible,  
Skeptical, Logical, Independent

Sociable, Optimistic, Talkative,  
Polished, Enthusiastic, Persuasive,  
Warm, Poised, Trusting, Popular,  
Verbal, Independent



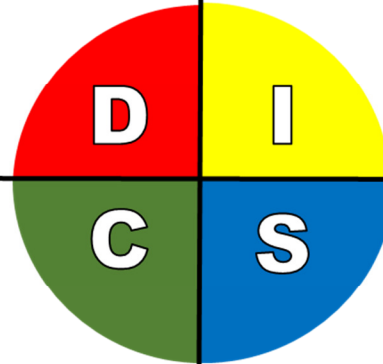
Conservative, Calculating, Low-  
keyed, Stable, Dependable, Cautious,  
Traditional, Neat, Systematic,  
Accurate, Tactful, Diplomatic

Conservative, Loyal, Cooperative,  
Predictable, Deliberate, Reflective,  
Passive, Patient, Possessive,  
Systematic, Resistant to change,  
Steady

## Strengths

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

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



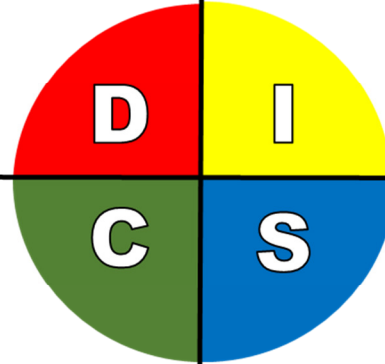
Creative problem solver, Great encourager, Motivates others to achieve, Positive sense of humor, Negotiates conflict or peacemaker, “People person”, Good sales person, Great story-telling abilities

Reliable and dependable, Loyal team worker, Respects authority, Good listener, patient and empathetic, Understanding and friendly, team player, Good people skills, Balance

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## Biblical Advice

### **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.**

*Through love, serve one another Gal 5:13*

### **Be more positive**

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

### **Avoid a bitter and critical spirit**

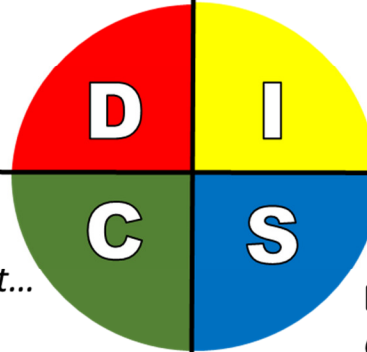
*Let all bitterness be put away from you Eph 4:1*

### **Be joyful**

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

### **Don't worry**

*So don't worry about tomorrow Mt 6:34*



### **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**

*Be patient with everyone 1 Thess 5:14*

### **Be confident and fearless**

*God has not given us a spirit of timidity 2 Tim  
1:17*

### **Be bold and strong**

*Only be strong and very courageous Joshua 1:6*

### **Be more enthusiastic**

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