

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 3 5 3	2 4 1 3	Worriesome, Tender Simple, Compliant Determined, Works results Content, Grateful	2 3 1 3	3 4 1 3
Innovative, Visionary Reasoned, Balanced Sociable, Congenial Peacemaker, Negotiator	1 4 3 3	3 2 2 2	Unhappy, Independent Reasoned, Outspoken, Assertive Carefree, Laid-back Kind, Confident	1 4 2 2	1 4 3 2
Flexible, Adaptable Focused, Goal-oriented Team player, Accommodating Encourages others, Stimulating	3 1 3 2	4 2 2 2	Conscientious, Plans for future Recognition, Seeks advancement Nondescript, Audacious Dependable, Good listener	3 1 2 2	2 4 2 2
Sensitive, Becomes frustrated Stand up for opposition, right Complacant, keeps feelings inside Tell my side of the story, want to be heard	4 1 2 3	4 1 2 2	Rules make no sense, Resolves Challenges the rules, Daring Rules make sense, Security Rules make it fair, Justice	2 3 2 3	2 1 3 2
Steady, Calm, Self Tolerant, Dramatic Defiant, Follows the rules Fearless, High spirited	2 2 3 1	2 2 2 1	Likes work, Accomplishments Enjoys social, Group gathering Continues education, Cultured Wants to be safe, Unthreatened	1 2 3 2	1 2 4 2
Systematic, Time management Anxious, Focused Dependent, Persistent Emotional, Impulsive	4 1 2 2	2 1 2 2	Enthusiast, Calculating Consistent, Thorough Outgoing, Enthusiastic Take charge, Direct approach	4 3 2 1	2 2 2 1
Detached, Two-faced Unstable, Overcommitted Complacent, Resent change Blunt, Overbearing	2 2 2 3	4 2 2 1	Excitable, Cheery Supporter, Advocate Methodical, Exact Competitive, Argumentative	2 2 3 1	2 2 4 1
A good listener A good negotiator A good encourager A good delegator	3 2 2 1	3 2 2 1	I will get the facts I will follow through I will lead them I will persuade them	3 2 1 2	2 2 2 2
Forceful, Other Optimistic, Charismatic Cooperative, Let's do it together Assurance, Reassures	1 3 2 3	1 2 2 4	Loyal, Reflective Likes a challenge, Pioneering Analytical, Factual Popular, Persuasive	2 1 2 2	2 1 4 2
Not well-organized, Flakes Not buy-in impulses, Deliberate Not spend on what I want, selfish Not do without, Self-controlled	2 1 2 3	2 1 2 4	Aggressive, Approachable Enthusiast, Outspoken Doubtless, Bold Orderly, Adaptive	2 2 1 3	2 2 1 4
Flexible, Wants things easy Worries, mind/body, Good for routine Resists change, Does for it Congenial, Acts of kindness	3 2 1 2	4 2 1 2	Adventurous, Influencer Enjoys attention, New opportunities Wants control, Relaxed Good by the book, Diplomatic	2 2 2 2	1 2 3 4
Impulsive, Emotional Calculating, Overload intensity Demanding, Commanding Non-conformist, Predictable	2 4 1 3	2 2 1 2	Creative, Unique Bottom line organizer, Results oriented Influencing, Authoritative High standards, Looks to benchmarks	2 1 2 4	2 2 2 2

Disc Personality Profile Instructions Dr Virgil Grant

Julia Schneider



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