

DISC BEHAVIOURAL SURVEY

NAME _____

DATE _____

DISC BEHAVIOURAL SURVEY

Your name including first, middle and last

Write the same as above with your other hand

Result

- ☐ Uncomfortable
- ☐ Took longer
- ☐ Not very good

Survey

Rank each horizontal row of words on a scale of 4,3,2,1 with 4 being the score that best describes you and 1 that least describes you. Use all rankings in each line only once. There is no right or wrong answers so please do not over think it. Respond according to your personal preferences rather than what you think is wanted.

Behaviour	Score	Behaviour	Score	Behaviour	Score	Behaviour	Score
Forceful		Lively		Modest		Tactful	
Aggressive		Emotional		Accommodating		Consistent	
Direct		Animated		Agreeable		Accurate	
Tough		People orientated		Gentle		Perfectionist	
Daring		Impulsive		Kind		Cautious	
Competitive		Expressive		Supportive		Precise	
Risk taker		Talkative		Gentle		Factual	
Argumentative		Fun loving		Patient		Logical	
Bold		Spontaneous		Stable		Organised	
Take charge		Optimistic		Peaceful		Conscientious	
Candid		Cheerful		Loyal		Serious	
Independent		Enthusiastic		Good listener		High standards	
Total		Total		Total		Total	

Your totals should add up to 120 when you add across the line. If not check your calculations.

ENTER THE LETTER D IN THE COLUMN 1 – I IN THE SECOND BLANK – S IN THE THIRD – C IN THE LAST

If your totals add up to 120 plot the totals on the appropriate graphs below. Then connect the four dots with lines.
Circle any points above the midline or the score of 30. These are the strongest components of your behaviour.

Level	D	I	S	C
High	48	48	48	48
	46	46	46	46
	44	44	44	44
	42	42	42	42
Strong	40	40	40	40
	38	38	38	38
	36	36	36	36
	34	34	34	34
	32	32	32	32
Mid-line	30	30	30	30
	28	28	28	28
	26	26	26	26
	24	24	24	24
	22	22	22	22
Strong	20	20	20	20
	18	18	18	18
	16	16	16	16
	14	14	14	14
Low	12	12	12	12

Description	Dominant	Influencing	Steadiness	Compliant
Measures	How a person solves a problem and responds to challenges	How a person attempts to influence or persuade people	The pace at which a person undertakes activities and responsibilities	How a person responds to rules and regulations set by others
The highest score	The more active and aggressive in trying to overcome problems and obstacles; person will anger more quickly	The more verbal and persuasive in trying to influence toward their way of thinking; person will be more joyful and optimistic	The more person prefers to start, complete one project at a time-also more resistant to change; person will be less emotional, more difficult to read	The more person will comply to rules set by others; person will be motivated more out of fear
The lowest score	The greater the tendency to gather data prior to making a decision; person will be slow to anger	The more the person will use data and facts; person will be more pessimistic	The more the person will want faster pace and change; Person will be more emotional and expressive	The more person will challenge rules and seek independence; person will be more fearless
Emotions	ANGER	OPTIMISM	LACK OF EMOTION	FEAR
General characteristics	Direct, decisive, high ego, strength, problem solver, risk taker, self-starter, innovative, challenge status quo	Enthusiastic Trusting, Optimistic Encouraging Persuasive, Talkative, impulsive sense of humour, peacemaker	Good listener Positive, steady Predictable, friendly Understanding Reliable, dependable Patient Empathetic	Accurate, analytical Careful, conscientious Fact finder, precise High standards Systematic Even tempered Realistic
Possible weaknesses	Oversteps authority, argumentative, dislikes routine, attempts too much, opinionated, poor listener	Inattentive to detail More concerned with popularity than results Over uses gestures Listens when convenient Undisciplined	Resist change Adapts slowly to change Holds a grudge Oversensitive Critical Difficulty prioritising Stingy stubborn	Bogged down on details Won't verbalise feelings, Gives in Won't argue Bound by procedures Needs clear boundaries Moody and negative
Greatest fear	Being taken advantage of	Rejection	Loss of security	Criticism
Temperament	CHOLERIC	SANGUINE	PHLEGMATIC	MELANCHOLY
Organisational tendencies	TASK PRODUCT WORK EXTROVERTED OPTIMISTIC OUTSPOKEN	PEOPLE PRODUCT PLAY EXTROVERTED OPTIMISTIC OUTSPOKEN	PEOPLE PROCESS PLAY INTROVERTED PESSIMISTIC SOFT SPOKEN	TASK PROCESS WORK INTROVERTED PESSIMISTIC SOFTSPOKEN

DISC Pattern

Enter your DISC scores D _____ I _____ S _____ C _____

Circle the ones that are over 30

Identify the sequences and subtraits by entering the highest first, second score second etc. _____

Look for the sequence of letters below; the corresponding behaviour pattern is the one your DISC score indicates

Example D 32 I 41 S 28 C 19 - Circle I and D (Persuader)

Sequences and Subtraits	Personality Patterns
IS; SI Subtraits: Friendliness, Self-confidence, Patience, Persistence	RELATER: Advisor/Merciful/Counselor Warm, sympathetic, understanding; good listener, stable, dependable; won't force ideas on others; criticism of his/her work a personal affront; can overuse the indirect approach; goal is maintaining friendships; fears social rejection.
SCI; SIC Subtraits: Friendliness, Patience, Co-operativeness	SUPPORTER: Advocate/Peacemaker/Agent Can be very detail-oriented; moderate, thorough, dependable; steady, sociable, independent, individualistic; tends to support underdog; goal is acceptance from others; fears dissension, conflict.
IC; CI Subtraits: Friendliness, Enthusiasm, Co-operativeness, Sensitivity	PROMOTER/ANALYZER: Assessor/Teacher/Appraiser Outgoing, at home with strangers, develops friends easily; promotes projects of others and his/her own; seeks freedom from control; goal is approval, popularity; fears loss of social recognition.
DS; DSC; SD Subtraits: Efficiency, Independence, Thoughtfulness, Persistence, Accuracy	CONDUCTOR/COORDINATOR: Attainer/Achiever/Perseveres Objective, analytical, determined, task-oriented; independent, questioning, practical; may appear blunt and non-demonstrative; goal is personal accomplishment (sometimes at expense of the group); fears those with different or inferior work standards.
DI Subtraits: Self-motivation, Independence, Enthusiasm, Self-confidence	PERSUADER: Concluder/Doer/Gets results Forceful, direct, individualistic; can be impatient, competitive; good leadership abilities; high standards, critical when standards not met; goal is dominance and independence; fears slowness or being seen as too jovial.
I Subtraits: Friendliness, Enthusiasm, Self-confidence	PROMOTER: Convincer/Persuader/Promoter Enthusiastic, optimistic, articulate in communication; can become careless, inconsistent and disorganized, but tries to look good and please others; goal is social approval and prestige; fears loss of social approval, conflict.
DC; DCS; CD Subtraits: Efficiency, Self-motivation, Accuracy, Sensitivity, Thoughtfulness	IMPLEMENTOR/CONDUCTOR: Designer/Administrator/Creator Sensitive to problems, creative in finding solutions; high in foresight, often quite intelligent; can overuse bluntness and criticism; bored with routine, prefers working alone, doesn't trust easily; goal is dominance, discovering unique solutions; fears not being influential.
D Subtraits: Efficiency, Self-motivation, Independence	CONDUCTOR: Establisher/Visionary/Developer High ego strength, high standards; approaches issues alone rather than drawing others into the process; can be manipulative, controlling; has vision of "big picture"; very direct, forceful; goal is new challenges, opportunities; fears loss of control, lack of challenge.

D=I Subtraits: Self-motivation, Independence, Enthusiasm, Self-confidence	PERSUADER: Influencer/Implementer/Inspires High energy, optimistic, aggressive, confident; goal-minded, harnesses people to accomplish goals; can be impatient, having little time for details; loses interest once challenge is gone; goal is control of environment; fears losing, failing, loss of prestige.
SDC; SCD Subtraits: Efficiency, Thoughtfulness, Accuracy	COORDINATOR/SUPPORTER: Inquirer/Investigator/Consistent Patient, controlled, enjoys digging for clues and facts; easy-going and amiable; consistent, loyal, accommodating; slow to take initiative, doesn't adapt quickly to change; holds grudges, internalizes conflict; goal is maintaining clear systems; fears change, disorganization.
C Subtraits: Co-operativeness, Accuracy, Sensitivity	ANALYZER: Logical Thinker/Analytical/Objective Practical, proper, discrete, accurate; self-evaluating, critical of self and others; enjoys detail and logic; makes decisions slowly from logic rather than emotion; can over-analyze, be hurt easily; goal is to develop control, correctness; fears criticism, ridicule.
CIS; CSI; ISC; ICS Subtraits: Friendliness, Patience, Co- operativeness	COORDINATOR/ANALYZER: Practitioner/Realist/Steadfast Results-oriented, verbally fluent, loyal; friendly, enthusiastic, informal, talkative; may worry too much about what others think; can intellectualize and become restless and impatient; goal is to accomplish results through others; fears rejection, loss of security.
CS; SC Subtraits: Patience, Thoughtfulness, Co- operativeness, Accuracy	COORDINATOR: Precisionist/Traditionalist/Perfectionist Orderly, systematic, precise, attentive to detail; tactful, highly diplomatic, extremely conscientious; can become bogged down in details, dislikes sudden changes; prefer protected, secure environment; goal is security; fears antagonism.
ID Subtraits: Self-motivation, Independence, Enthusiasm, Self-confidence	PERSUADER: Prompter/Communicator/Persuader Outgoing, high interest in people, trusting; can gain respect and admiration from varied types of individuals; can be impulsive, overly enthusiastic, inattentive to the "little things"; prefers variety; goal is authority and prestige; fears rejection, being taken advantage of.
S Subtraits: Patience, Thoughtfulness, Persistence	SUPPORTER: Technician/Specialist/Steady Patient, loyal, consistent, helpful to friends; steady, calculating, reserved; not bored by routine; needs clear guidelines and rules; avoids confrontation, internalizes feelings; goal is maintaining status quo and an environment with few changes; fears loss of security, unplanned change.
All scores around 30 (None clearly higher than others)	Transition/Stress pattern Lack of goal clarity; insufficient action planning, confusion, uncertainty, anxiety about expectations; behavior alternates between furious activity to slow, methodical action; can be brought on by periods of change—new job, new home, bad health, etc. Person will make quick decisions and then try to gain approval from others.