

DISC Personality Assessment

Every person is unique because of the Personality they have. This DISC assessment has been used for around ninety years. It can help reveal your Personality style. Read each of the following sets of responses to the numbered statements. Circle the one that most often describes who you are. When more than one applies, circle the one that would best describe you in you.

1. When it comes to working on tasks...
 - A. I know I need your help, but I prefer to operate independently.
 - B. I love coming up with the ideas, but I prefer to not be the one to make it happen.
 - C. I know I'm idealistic and theoretical. My perfectionism may drive you nuts or make you glad I'm on the team.
 - D. My goal is to be as fair and inoffensive to others as possible.
2. The phrase I might repeat most often is...
 - A. "I'll do it myself."
 - B. "Why can't everyone get involved?"
 - C. "If it's worth doing, it's worth doing right."
 - D. "The more the merrier."
3. My favorite verse from Proverbs could be...
 - A. 17:22 "Being cheerful keeps you healthy."
 - B. 27:12 "A sensible man watches for problems ahead and prepares to meet them."
 - C. 15:4 "Gentle words cause life and health..."
 - D. 11:14 "Without wise leadership a nation is in trouble."
4. It makes my day....
 - A. To know that I kept my cool when others were losing theirs.
 - B. To win. I just love beating the competition.
 - C. To make someone laugh, or to have someone appreciate my story.
 - D. To have everything in perfect order

5. I absolutely hate...
 - A. Not being able to effect change
 - B. Feeling like I need to be “up” all the time.
 - C. Being pushed
 - D. Being alone or not being able to talk
6. In my overall attitude, I am more...
 - A. Unemotional and action- oriented than most.
 - B. Introverted and reflective than most
 - C. Low-key and accepting than most
 - D. Extroverted and optimistic than most
7. Of course...
 - A. They must be upset with me – they passed me at church this morning and didn’t even speak!
 - B. I would never get impatient if others would just do what I told them to do when I told them to do it.
 - C. I am excited. This is just how excited looks on me.
 - D. It’s not a lie! Well, maybe just a teeny bit of an exaggeration!
8. When it comes to working on tasks...
 - A. I create lots of energy and excitement, even on the boring tasks.
 - B. I tend to know the best way to accomplish things and don’t hesitate in to tell others how to do it.
 - C. I often get so bogged down in the details that I can get frustrated and indifferent about the project.
 - D. I usually sense how to do things but am hesitant about sharing my ideas.
9. My fantasy job would be....
 - A. Any job where I am president or CEO.
 - B. Renting myself out as the “perfect party guest”
 - C. A mediator or counselor
 - D. One that requires bringing organization and structure to a group.

10. Two weaknesses I have are...

- A. Lack of follow – through and over – committing.
- B. Being moody and pessimistic
- C. Being overbearing and pushy
- D. Lack of organization and discipline.

11. At work...

- A. I often set the standards too high for myself and others.
- B. I'm easily distracted and find it difficult to prioritize.
- C. I often lack motivation and find it difficult to set goals.
- D. I tend to be a workaholic and get bored easily with details.

12. A trademark I'm known for is my...

- A. Inability to accept change quickly
- B. Adventurous spirit and willingness to take more risks than the average person.
- C. Deep thinking and cautiousness before making a decision
- D. Animation and storytelling

13. One thing you should know about me is...

- A. I'm warm, engaging, and fun to be around
- B. at times I can be too forceful in trying to get something done.
- C. If I tell you I will do something, you can rest assured I'll do it!
- D. As much as I love making new friends, I often need the other person to make the first move.

14. If you watch me in a crowded situation, you'll probably see me standing

- A. Wherever I'm told to stand
- B. Alone, or moving the crowd over to where I am
- C. On the fringes, just outside of the action
- D. In the center of the crowd

15. As a friend...

- A. I'm usually popular, but might dominate conversations
- B. I have many casual relationships, and might tend to use people
- C. I'm fairly loyal, and may seem insecure socially
- D. I have deep relationships and struggle making new friends.

16. As far as leadership of people...

- A. I enjoy being part of a team and making sure no one gets their feelings hurt.
- B. I prefer to loosen things up on the team – help people relax and have a good time.
- C. I thrive in leadership roles and am very independent and self-confident
- D. I make a better follower than a leader and actually prefer it that way

17. The most common phrase I hear about myself is...

- A. "He/She is always thinking and planning"
- B. "He/She is just a blast to be around"
- C. "He/She is so patient and calm"
- D. "Don't worry, he/she will handle everything"

18. I really thrive on...

- A. Creating fun excitement for others
- B. Taking special care with details and logistics
- C. Leading others to mutual goal
- D. Harmony and absence of conflict

19. My family, friends, and co-workers would likely describe me as being....

- A. Persuasive about things I believe in
- B. Playful and spontaneous
- C. Non-confrontational about issues
- D. Persistent when I am sure about something

20. People admire me most for...

- A. My warmth, enthusiasm, humor, and people skills
- B. My deep concern and compassion and for being cautious and economical
- C. My staying calm, cool, and collected, and being happy and well balanced.
- D. My strong – willed leadership, decisiveness, and being goal- oriented

21. People probably like this about the way I communicate with them...

- A. I am direct and don't mind speaking the truth
- B. I can listen well and give good counsel
- C. I express my thoughts and opinions in a precise and detailed way
- D. They love my stories and when I'm in a positive mood, it gives them a lift.

22. If someone tells me my idea can't be done....

- A. I just can't wait to prove them wrong, and I proceed with even more determination.
- B. I get discouraged and worry about all the time I've wasted in planning.
- C. I'm usually glad, because it sounded like too much work anyway.
- D. I just thank them profusely and cheerfully quit.

23. When someone offends me, the first thought that might run through my mind is....

- A. I'm sure they didn't mean to do that to me.
- B. Oh, it doesn't matter...really!
- C. They're not going to get away with that!
- D. Why do they keep doing that to me?

24. My philosophy about forgiveness is...

- A. "So... what's there to forgive anyway"
- B. "That was unforgivable..."
- C. "An eye for an eye"
- D. "Whatever...don't worry about it"

Scoring DISC Assessment

Circle the letter that corresponds to your answer from the DISC personality assessment. When you completed it total up the columns . Please bring it with you and we will discuss your specific gifts.

Question	D	I	S	C
1	A	B	D	C
2	A	D	B	C
3	D	A	C	B
4	B	C	A	D
5	A	D	C	B
6	A	D	C	B
7	B	D	C	A
8	B	A	D	C
9	A	B	C	D
10	C	A	D	B
11	D	B	C	A
12	B	D	A	C
13	B	A	D	C
14	B	D	A	C
15	B	A	D	C
16	C	B	A	D
17	D	B	C	A
18	C	A	D	B
19	A	B	C	D
20	D	A	C	B
21	A	D	B	C
22	A	D	C	B
23	C	A	B	D
24	C	A	D	B
TOTAL				