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DISC PERSONALITY ASSESSMENT

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Instructions: For each row of words, choose the word that describes you best and put a 4 beside that word. Next, choose the word that describes you least and put a 1 beside that word. Finally, choose which words would describe you second and third best and put a 3 and 2 beside those words respectively. Each line must contain a 4, 3, 2 and 1. When you've completed rows 1-25, add up each column and write the totals at the bottom.

eg	Accurate	3	Entertaining	1	Fearless	4	Loyal	2
1	Fearless	1	Entertaining	3	Loyal	4	Accurate	2
2	Dominant	3	Funny	2	Reliable	4	Organized	1
3	Action-oriented	4	Enthusiastic	3	Harmonious	2	Thorough	1
4	Determined	4	Adaptable	1	Kind	2	Cautious	3
5	Demanding	1	Persuasive	4	Calm	2	Analytical	3
6	Intimidating	4	Self Absorbed	1	Compliant	2	Judgemental	3
7	Direct	4	Creative	2	Patient	1	Observant	3
8	Blunt	2	Expressive	4	Peace-making	3	Careful	1
9	Decisive	1	Inspiring	4	Faithful	2	Detailed	3
10	Takes charge	4	Communicator	3	Helpful	2	Rules-oriented	1
11	Strong willed	4	Spontaneous	3	Good listener	2	Researcher	1
12	Unappreciative	1	Unreliable	2	Dislikes conflict	4	Worried	3
13	Intense	3	Imaginative	4	Soft spoken	1	Organized	2
14	Positive	2	Cheerful	1	Humble	3	Perfectionist	4
15	Bold	1	Original	3	Sincere	4	Systematic	2
16	Resourceful	4	Convincing	3	Team player	1	Logical	2
17	Confident	4	Light hearted	1	Accommodating	2	Process-oriented	3
18	Insensitive	1	Exaggerates	3	Stubborn	4	Pessimistic	2
19	Resolute	4	Life of the party	1	Empathetic	3	Orderly	2
20	Tenacious	4	Charming	2	Agreeable	3	Restrained	1
21	Brave	1	Playful	2	Cooperative	3	Introspective	4
22	Competitive	4	Outgoing	2	Polite	1	Precise	3
23	Always right	2	Impulsive	4	Passive	1	Controlling	3
24	Persistent	4	Cheeky	3	Charitable	1	Meticulous	2
25	Impatient	2	Easily distracted	3	Timid	1	Critical	4
Totals	Column 1	69	Column 2	64	Column 3	58	Column 4	59

COLUMN 1: 'D' DOMINANT

(DOERS, NOT TALKERS)

69%
Strong

Time means a lot to a dominant person. They want to maximize every second of it. They are good at making decisions and are very goal-oriented. They enjoy challenges, difficult assignments, and opportunities for advancement. They're always taking action. Since dominants are so focused on goals, they may hurt people to reach them. They can be very aggressive and competitive. They can be insensitive to others and poor communicators.

- **Strengths:** action-oriented, strong, direct
- **Challenges:** insensitive, think they are always right
- **Biggest irritant:** wasted time
- **Focused on:** future and present
- **Under stress:** talk less, work harder, do whatever it takes to achieve the goal

COLUMN 2: 'I' INSPIRING

(TALKERS, ESPECIALLY AROUND ENTERTAINING TOPICS)

64%
Strong

Inspirational people love entertaining others and being entertained. They enjoy being popular and influencing and motivating others. They enjoy coming up with new ideas and persuading others of their creative views. They are excellent networkers and have many acquaintances. They are expressive and use gestures. They love to play. They are good creators, but struggle with completing tasks. They can lack focus and be late.

- **Strengths:** creativity, ideas, networking, adaptable and accepting
- **Challenges:** talk too much, poor time management, struggle with completion, unreliable
- **Biggest irritant:** being forced to follow an inflexible process
- **Focused on:** the future (and the present, if exciting)
- **Under stress:** escape to do something more fun





COLUMN 3: 'S' SUPPORTIVE

(DOERS, NOT TALKERS)

58%
Moderate

This is the most loyal of personalities. To them trust is everything; once it is lost it is not easily recovered. They enjoy routine and like working on smaller teams where they feel appreciated and where people get along well. They enjoy meaningful one-on-one relationships. They have 'relationship radar' around people's moods and sometimes feel like they can read minds. They like practical work where they can see things getting done. They fear offending others, dislike conflict, and find ways to avoid it and to build harmony instead.

- **Strengths:** flexible, loyal, caring, enjoy steady routine
- **Challenges:** too easy-going, dislike planning, dislike conflict
- **Biggest irritant:** people who provoke conflict (especially in public)
- **Focused on:** present and past
- **Under stress:** may freeze, feel overwhelmed, can lash out under extreme stress

COLUMN 4: 'C' CONSCIENTIOUS

(TALKERS, ESPECIALLY AROUND DEFICIENCIES)

59%
Moderate

Conscientious people approach life from a perspective of caution. They want their work to be perfect. They are organized. They think that there is a right way to do everything and they want standards and rules respected, especially their own. They are very accurate and are wired to spot deficiencies. They have high standards for themselves and others and as a result, can often feel disappointed by others (or their own) imperfect efforts. They tend to see what's wrong before seeing what's right.

- **Strengths:** details, adherence to rules and standards, accuracy
- **Challenges:** unrealistic expectations of self/others; get lost in the details
- **Biggest irritant:** a job poorly done
- **Focused on:** present and past, worried about the future
- **Under stress:** become controlling and picky, become exhausted

Professional Leadership Institute (PLI) is an educational website providing its students with practical education in entrepreneurial leadership.

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People are usually the problem. If you go home from work frustrated, or you talk with your significant other about it, or you lay awake at night stewing about it, inevitably the problem is likely focused on a person. The person may be a customer, colleague, subordinate, or boss.

Handling people issues is every leader's major headache. It's what takes up the majority of their time and –more importantly– the bulk of their head space. Every leader can and must develop people skills. It is the most important of all leadership skills.

Professional Leadership Institute is a website devoted to helping you solve these problems by mastering your people skills. Check us out online at www.professionalleadershipinstitute.com to learn how you can develop your HR talent through certified courses at your own pace.

Trevor Throness is a veteran coach who specializes in working with growing businesses from 1 million – 1 billion dollars in sales, helping them resolve the challenges that always come with fast growth. Trevor has helped hundreds of entrepreneurs, organizations, and business families fix people problems, enhance communication, attract top talent, and build exceptional cultures. Trevor has trained thousands of people in understanding personality, and is the author of *The Power of People Skills* released by Career Press NY in September 2017. *The Power of People Skills* helps leaders permanently fix chronic people problems.

Trevor has written for or been featured in *The Globe and Mail*, the *New York Post*, *Inc.*, *Forbes*, *Entrepreneur*, and *Chief Executive* magazines, as well as numerous podcasts and interviews. You can find out more about him at www.trevorthroness.com. He lives just outside Vancouver Canada with his wife Jenn and their 4 kids.

