

DISC Mini-Assessment



Best BOSS RESOURCE

DISC MINI-ASSESSMENT

a Preliminary Assessment to Identify your DISC Behaviors

Successful leaders throughout history have one thing in common—they know themselves. This means they don't underestimate what they can do, they don't sell themselves short and they know their own limitations. More importantly, by understanding themselves, they are able to develop plans to overcome their shortcomings and take full advantage of their strengths to improve their communication and effectiveness with others.

DISC is the ideal tool for use in the workplace. It enables leaders and teams to identify their individual performance style. The DISC Assessment does this using the universal language of behavior – HOW we do what we do.

Please follow the instructions carefully and do not overthink your responses. It is best to follow your initial choice and then move to the next section.

Please prepare 10-15 minutes of uninterrupted time to complete all 24 sections. Each section consists of 4 words or phrases. Select two of the words/phrases that best describe you by darkening in the box to the left of only those two words/phrases. Complete all the sections before moving on to discover your results.

If you are unsure of what a word means, you can view the brief definitions on page 4. Again, don't stress over finding the 'right' answer, go with your gut and move on.

Example:

Section 7

- Considerate
- Calculating
- Practical
- Trusting

REMEMBER:

This is NOT a test

There is no right or wrong

This is only an identifier of your behavior style

Relax and go at your own pace

Select two of the words/phrases that best describe you by darkening in the box of only two words in each section. You may view the brief definitions on page 3, but do not continue until this page is complete.

Section 1

- Analytical
- Fair-minded
- Impartial
- Systematic

Section 9

- Autonomous
- Calculating
- Diplomatic
- Unhindered

Section 17

- Considerate
- Liberated
- Tactful
- Unbound

Section 2

- Idealist
- Optimistic
- Reflective
- Thoughtful

Section 10

- Analytical
- Enthusiastic
- Passionate
- Systematic

Section 18

- Incisive
- Neighborly
- Realistic
- Sociable

Section 3

- Adjusting
- Assertive
- Calculating
- Decisive

Section 11

- Ambitious
- Conservative
- Stable
- Zealous

Section 19

- Aspiring
- Competitive
- Harmonious
- Unreserved

Section 4

- Active
- Enduring
- Progressive
- Steadfast

Section 12

- Adjusting
- Flexible
- Patient
- Persevering

Section 20

- Dependable
- Loyal
- Unconstrained
- Unreserved

Section 5

- Careful
- Independent
- Meticulous
- Unconstrained

Section 13

- Accurate
- Detailed
- Uninhibited
- Unrestricted

Section 21

- Innovator
- Open Minded
- Trailblazer
- Unprejudiced

Section 6

- Accurate
- Exhilarated
- Factual
- Inspiring

Section 14

- Consistent
- Convincing
- Logical
- Persuading

Section 22

- Accessible
- Practical
- Pragmatic
- Trusting

Section 7

- Collaborative
- Cooperative
- Driving
- Forceful

Section 15

- Agreeable
- Assured
- Considerate
- Determined

Section 23

- Attentive
- Contemplative
- Inquisitive
- Speculative

Section 8

- Alert
- Methodical
- Reserved
- Watchful

Section 16

- Consistent
- Instinctive
- Spontaneous
- Undeviating

Section 24

- Constant
- Dynamic
- Enterprising
- Stable

Accessible	Friendly and easy to talk to	Impartial	Treating rivals equally and fairly
Accurate	Correct with details; exact	Incisive	Intelligently analytical and clear-thinking
Active	Engaging or ready to engage in physically energetic pursuits	Independent	Free from outside control, not easily influenced by others
Adjusting	Willingness to alter situations/decisions to accommodate	Innovator	Introduces new methods and ideas
Agreeable	Enjoyable, pleasant and willingness to agree	Inquisitive	Curious and inquiring nature
Alert	Able to think clearly. Quick to notice things.	Inspiring	Creating positive feelings in a person
Ambitious	Showing a strong desire and determination to succeed	Instinctive	Automatic response to situations
Analytical	Using analysis and logical reasoning	Liberated	Freedom from social conventions or traditional ideas
Aspiring	Directing one's ambitions toward achievement	Logical	Capable of clear and sound reasoning
Assertive	Quickly showing confidence & determination	Loyal	Constant support or allegiance to something
Assured	Self confident	Methodical	Responding according to systematic or established procedures
Attentive	Polite, courteous and interested in comfort of others	Meticulous	Great attention to detail
Autonomous	Having freedom and acting independently	Neighborly	Helpful and friendly
Calculating	Intentional use of reasoning and experience when making decisions	Open Minded	Willing to consider new ideas
Careful	Showing thought and attention to avoid potential dangers	Optimistic	Hopeful and confident about the future
Collaborative	Wishing to work with others to achieve things	Passionate	Driven by strong feelings or belief
Competitive	Strong desire to be more successful than others	Patient	Tolerant of delays or problems
Conservative	Holding traditional values and cautious about change	Peaceful	Inclined to avoid conflict
Considerate	Careful not to inconvenience others	Persevering	Continuing a course of action regardless of difficulty
Consistent	Reliable and avoidant of change and uncertainty	Persuading	Convince someone of something through reasoning or argument
Constant	Unchangingly faithful and dependable	Practical	Focused upon application of integral parts
Contemplative	Expressing prolonged thought	Pragmatic	Sensible and realistic approach to things
Convincing	Able to get others to believe in something	Progressive	Favoring or promoting change or innovation
Cooperative	Willing to be of assistance and provide help	Realistic	Showing sensible and practical expectations
Decisive	Ability to make decisions quickly and firmly	Reflective	Characterized by deep thought
Dependable	Trustworthy and reliable	Reserved	Cautious to reveal emotion or opinions
Detailed	Focus on intricate parts and their interaction	Sociable	Outgoing and engaging in activities with others
Determined	Being resolved not to change and to maintain a firm decision	Speculative	Comfortable taking action based upon intuition
Diplomatic	Skill of being professional, warm and adaptive to other's needs	Spontaneous	Open, natural and uninhibited manner
Driving	Having a strong focus and influence	Stable	Preference of continuity above change
Dynamic	Full of energy, new ideas and constant change	Steadfast	Resolutely firm and unwavering
Enduring	Continuing or long-lasting	Systematic	Acting according to a fixed plan or system
Enterprising	Showing initiative and resourcefulness	Tactful	Sensitivity in dealing with others or issues
Enthusiastic	Intense and eager enjoyment or interest	Thoughtful	Showing consideration for needs of other people
Exhilarated	Energetic, animated and happy	Trailblazer	Pioneer, innovator
Factual	Focus on details and facts	Trusting	Belief in a person's honesty or sincerity
Fair-minded	Impartial in judgment	Unbound	Not restricted
Flexible	Willing to change and adapt to different circumstances	Unconstrained	Not limited
Forceful	Assertive, vigorous and powerful approach	Undeviating	Constant and steady
Harmonious	Free from disagreement	Uninhibited	Expressing feelings/thoughts w/o restraint
Idealist	Focused on satisfying conception of what is perfect	Unhindered	Not limited to restrictive perceptions
		Unprejudiced	Not showing distrust or preconceived ideas
		Unreserved	Open to new ideas and thoughts
		Unrestricted	Without limits
		Watchful	Careful and observant of others and situations
		Zealous	Great energy or enthusiasm

DISC MINI-ASSESSMENT SELF-SCORING INSTRUCTIONS

STEP 1:

Complete the DISC Mini-Assessment by selecting two words from each section by filling in the box to the left of each selected word for each of the 24 sections.

STEP 2:

To self-score your results, copy the marks you made on page 2 to the Self-Scoring Form on page 5 that line up with the same words. Then add the numbers together next to the two boxes in each section that you just filled in.

Find the total for each row on the Self-Scoring Form by adding the numbers of the three boxes from left to right and place in the column at the far right. (i.e. add the total from Sections 1, 9 and 17 together and enter the total in the far right under 'Z1.')

STEP 3:

To find the score for your Mini-Assessment profile, use the totals in the far right column on page 6 and enter them below in their corresponding place. Then add the two numbers together and divide the results by two. This is your number for each of the four DISC scales, D, I, S, and C.

W1 _____ + W2 _____ = _____ then divide by 2: _____ = D Scale

X1 _____ + X2 _____ = _____ then divide by 2: _____ = I Scale

Y1 _____ + Y2 _____ = _____ then divide by 2: _____ = S Scale

Z1 _____ + Z2 _____ = _____ then divide by 2: _____ = C Scale

Repeat the end results here: D _____ I _____ S _____ C _____

The scale with the highest number is your primary DISC type. The scale with the second highest number is your secondary type.

If you have two scales with the same high number, choose one as your Primary DISC type based upon the style you most identify with. To learn more or to take the online Comprehensive DISC Assessment for the Workplace go to DISC-U.org.

My primary DISC Type is: _____

My secondary DISC Type is: _____

Self-Scoring Form: To self-score your results, copy the marks you made on page 2 to the same boxes below. Then add the numbers together next to the two marked boxes for each section. Finally, add the numbers across each row.

Section 1 <input type="checkbox"/> Analytical 10 <input type="checkbox"/> Fair-minded 1 <input type="checkbox"/> Impartial 1 <input type="checkbox"/> Systematic 10 <div style="text-align: right;">Total</div>	Section 9 <input type="checkbox"/> Autonomous 1 <input type="checkbox"/> Calculating 10 <input type="checkbox"/> Diplomatic 10 <input type="checkbox"/> Unhindered 1 <div style="text-align: right;">Total</div>	Section 17 <input type="checkbox"/> Considerate 10 <input type="checkbox"/> Liberated 1 <input type="checkbox"/> Tactful 10 <input type="checkbox"/> Unbound 1 <div style="text-align: right;">Total</div>	Z1
Section 2 <input type="checkbox"/> Idealist 10 <input type="checkbox"/> Optimistic 10 <input type="checkbox"/> Reflective 1 <input type="checkbox"/> Thoughtful 1 <div style="text-align: right;">Total</div>	Section 10 <input type="checkbox"/> Analytical 1 <input type="checkbox"/> Enthusiastic 10 <input type="checkbox"/> Passionate 10 <input type="checkbox"/> Systematic 1 <div style="text-align: right;">Total</div>	Section 18 <input type="checkbox"/> Incisive 1 <input type="checkbox"/> Neighborly 10 <input type="checkbox"/> Realistic 1 <input type="checkbox"/> Sociable 10 <div style="text-align: right;">Total</div>	X1
Section 3 <input type="checkbox"/> Adjusting 1 <input type="checkbox"/> Assertive 10 <input type="checkbox"/> Calculating 1 <input type="checkbox"/> Decisive 10 <div style="text-align: right;">Total</div>	Section 11 <input type="checkbox"/> Ambitious 10 <input type="checkbox"/> Conservative 1 <input type="checkbox"/> Stable 1 <input type="checkbox"/> Zealous 10 <div style="text-align: right;">Total</div>	Section 19 <input type="checkbox"/> Aspiring 10 <input type="checkbox"/> Competitive 10 <input type="checkbox"/> Harmonious 1 <input type="checkbox"/> Unreserved 1 <div style="text-align: right;">Total</div>	W1
Section 4 <input type="checkbox"/> Active 1 <input type="checkbox"/> Enduring 10 <input type="checkbox"/> Progressive 1 <input type="checkbox"/> Steadfast 10 <div style="text-align: right;">Total</div>	Section 12 <input type="checkbox"/> Adjusting 1 <input type="checkbox"/> Flexible 1 <input type="checkbox"/> Patient 10 <input type="checkbox"/> Persevering 10 <div style="text-align: right;">Total</div>	Section 20 <input type="checkbox"/> Dependable 10 <input type="checkbox"/> Loyal 10 <input type="checkbox"/> Unconstrained 1 <input type="checkbox"/> Unreserved 1 <div style="text-align: right;">Total</div>	Y1
Section 5 <input type="checkbox"/> Careful 10 <input type="checkbox"/> Independent 1 <input type="checkbox"/> Meticulous 10 <input type="checkbox"/> Unconstrained 1 <div style="text-align: right;">Total</div>	Section 13 <input type="checkbox"/> Accurate 10 <input type="checkbox"/> Detailed 10 <input type="checkbox"/> Uninhibited 1 <input type="checkbox"/> Unrestricted 1 <div style="text-align: right;">Total</div>	Section 21 <input type="checkbox"/> Innovator 1 <input type="checkbox"/> Open Minded 10 <input type="checkbox"/> Trailblazer 1 <input type="checkbox"/> Unprejudiced 10 <div style="text-align: right;">Total</div>	Z2
Section 6 <input type="checkbox"/> Accurate 1 <input type="checkbox"/> Exhilarated 10 <input type="checkbox"/> Factual 1 <input type="checkbox"/> Inspiring 10 <div style="text-align: right;">Total</div>	Section 14 <input type="checkbox"/> Consistent 1 <input type="checkbox"/> Convincing 10 <input type="checkbox"/> Logical 1 <input type="checkbox"/> Persuading 10 <div style="text-align: right;">Total</div>	Section 22 <input type="checkbox"/> Accessible 10 <input type="checkbox"/> Practical 1 <input type="checkbox"/> Pragmatic 1 <input type="checkbox"/> Trusting 10 <div style="text-align: right;">Total</div>	X2
Section 7 <input type="checkbox"/> Collaborative 1 <input type="checkbox"/> Cooperative 1 <input type="checkbox"/> Driving 10 <input type="checkbox"/> Forceful 10 <div style="text-align: right;">Total</div>	Section 15 <input type="checkbox"/> Agreeable 1 <input type="checkbox"/> Assured 10 <input type="checkbox"/> Considerate 1 <input type="checkbox"/> Determined 10 <div style="text-align: right;">Total</div>	Section 23 <input type="checkbox"/> Attentive 1 <input type="checkbox"/> Contemplative 1 <input type="checkbox"/> Inquisitive 10 <input type="checkbox"/> Speculative 10 <div style="text-align: right;">Total</div>	W2
Section 8 <input type="checkbox"/> Alert 1 <input type="checkbox"/> Methodical 10 <input type="checkbox"/> Reserved 10 <input type="checkbox"/> Watchful 1 <div style="text-align: right;">Total</div>	Section 16 <input type="checkbox"/> Consistent 10 <input type="checkbox"/> Instinctive 1 <input type="checkbox"/> Spontaneous 1 <input type="checkbox"/> Undeviating 10 <div style="text-align: right;">Total</div>	Section 24 <input type="checkbox"/> Constant 10 <input type="checkbox"/> Dynamic 1 <input type="checkbox"/> Enterprising 10 <input type="checkbox"/> Stable 1 <div style="text-align: right;">Total</div>	Y2