

DISC Personality Profiling System

The DISC System is a method used to understand how to deal with people in the most effective way possible. This system can help you evaluate a person's personality in just 30 seconds. To find there personality, first ask yourself these three questions:

1. Is this person direct or indirect?
2. Is this person fast paced or slow paced?
3. Does this person react on emotion or on fact?

Once you answer these questions, you can identify the person's personality and classify which of the four personality styles they are. The DISC system consists of four different personality traits:

- Dominance
- Influence
- Steadiness
- Compliance

When you learn the different traits, you will have a better understanding on how to deal with the people that fall into each class. Most people are described by one dominant personality trait, but can also have recessive personality traits.

In the next few pages, you will become more familiar with which personality you possess, and also how you can better understand the other personality traits.

D-I-S-C: The Four Styles

	The Director (D)	The Socializer (I)	The Relater (S)	The Thinker (C)
Behavior Style	guarded and direct	high directness and openness	open and indirect	indirect and guarded
Characteristics	Have great administrative and operational skills; works quickly	animation, intuitiveness, and liveliness	warm, reliable	problem solver, organized, skeptical
Strengths	gets things done and makes things happen	enthusiasm, persuasiveness, and delightful sociability	loving and caring for others	accuracy, dependability, independence, follow-through
Weaknesses	inflexibility, impatience, poor listening habits	getting involved with too many things, impatience; and short attention span, which causes them to get bored easily	overly sensitive and easily bullied	procrastination and conservative natures
Common Occupations	newsreporter, stockbroker, independent consultant, corporate CEO, drill sergeant, or monarch	sales, entertainment, public relations, professional hosts, trial attorneys, social directors on cruise ships, hotel businesses, and other high-profile careers	counseling, teaching, social work, the clergy, psychology, nursing, parenting, and human resource development	accounting, engineering, computer programming, hard sciences (chemistry and physics), systems analysis, and architecture
Organization in the Workplace	Their desk would have much paperwork, projects, and material separated into piles. Their office is decorated to suggest power. The seating in their office is formal, with a face-to-face seating arrangement.	Their space is usually disorganized, but they know if something is missing. Their walls may have awards, stimulating posters or notes, and motivational, personal slogans. The seating arrangement would have a warm and open feeling.	Their desk may contain family pictures and other personal items. The walls would have personal slogans, family or group photos, serene pictures, or mementos	Their desk would have a clear top. Their favorite types of artwork would be hung on the walls

Characterists to Work On	They need to practice active listening, develop patience, humility, and sensitivity. They also need to show concern towards others.	They should control their time and emotions; spend more time checking, verifying, and organizing; develop more of a task-focus; and take a ore logical approach to projects and issues	They need to learn how to say "no" sometimes. They need to be willing to reach beyond their comfort zone to set goals that require some stretch and risk.	They need to openly show concern and appreciation of others. They should try shortcuts and time-savers occasionally.
Positive Traits	uses leadership skills to become a winner; is firm, comprehensive, and productive	optimistic and motovational	supportive, reliable, pleasant	diligent, perserving, creative
Negative Traits	stubbornness, overbearing, pressuring; can have a low tolarence for feelings, attitudes, and inadequacies of co-workers	impatient, excitable, and manipulative	complying, retiring, pushover	picky, righteous, stiff
Motto/Theme	"Notice my accomplishments."	"Ain't we got fun!"	"Notice how well-liked I am."	"Notice my efficiency."
Irritations	indecision and inefficiency	routine and perfectionism	insensitivity, impatience	disorganized, illogical people
Other Facts	They accept challenges, take authority, and go head first into solving problems. Their biggest priority is getting results.	They are idea persons that have the ability to get others caught up in their dreams. They also seek approval and recognition for their accomplishments and acheivements.	They focus on getting acquainted and building trust. They are cooperative, steady workers, and excellent team players.	They dislike too much involvement with people. They are critical of their own work and rarely miss a deadline.

What's Your Individual Style?

Instructions:

- Mark a "+" if the word/statement describes you.
- Mark a "o" if the word/statement does not describe you.
- The quadrant with the highest amount of "+" will be your individual DISC style.

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