

DISC EXPRESS

NAME _____

Humans are complex beings. No single test can define us. That said, they provide useful insights into how we and those around us are wired. *DISC Express* helps us build better relationships through understanding personality-based perspectives and values. As you make your selections below, **choose the one word** in each row **that is closest** to describing you - whether it hits the nail on the head or is just barely accurate.

	A	B	C	D
1	Restrained	Forceful	Careful	Expressive
2	Pioneering	Correct	Exciting	Satisfied
3	Willing	Animated	Bold	Precise
4	Argumentative	Doubting	Indecisive	Unpredictable
5	Respectful	Outgoing	Patient	Daring
6	Persuasive	Self-Reliant	Logical	Gentle
7	Cautious	Even-Tempered	Decisive	Life-of-the-Party
8	Popular	Assertive	Perfectionist	Generous
9	Colorful	Modest	Easy-Going	Unyielding
10	Systematic	Optimistic	Persistent	Accommodating
11	Relentless	Humble	Neighborly	Talkative
12	Friendly	Observant	Playful	Strong-Willed
13	Charming	Adventurous	Disciplined	Deliberate
14	Restrained	Steady	Aggressive	Attractive
15	Enthusiastic	Analytical	Sympathetic	Determined
16	Commanding	Impulsive	Slow-Paced	Critical
17	Consistent	Force-of-Character	Lively	Laid-Back
18	Influential	Kind	Independent	Orderly
19	Idealistic	Popular	Pleasant	Outspoken
20	Impatient	Serious	Procrastinator	Emotional
21	Competitive	Spontaneous	Loyal	Thoughtful
22	Self-Sacrificing	Considerate	Convincing	Courageous
23	Dependent	Flighty	Stoic	Pushy
24	Tolerant	Conventional	Stimulating	Directing

D**I****S****C**

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

Scoring Instructions

For each answer in a row above, circle the corresponding letter in the rows to the left (the Scoring Table). For example, if you selected “Expressive” for your first (Row 1) answer above (Column “D”), you will circle or mark through the “D” in Row 1 to the left (under the “I” Column). Continue this process until all the above answers are transferred into the Scoring Table.

Once the transfer is complete, count the number of circled or marked letters in each column, recording the total number of answers for that personality type in the box at the bottom. Your addition is correct, when all four columns can be summed together to equal 24 (the number of descriptors).

DISC EXPRESS

The DISC Explained

Your highest number reveals your core personality type. An "even spread" across types, especially where they are complements, is likely due to answers based on skills acquired or role demands. Sometimes a close friend or partner can help us dial in on our "knee-jerk" or automatic traits. And there's no "right or wrong" or "good and bad" personality types. It's about knowing our strengths and constraints and using that knowledge to live well.

DOMINANCE

The "D" is looking for: **RESULTS.**

Faster-paced and task-oriented, the "D" is a direct communicator. They can be impatient and, while efficient, not very "neat." When interacting, expect a forward lean, hand gestures, a fast walk, and "Don't really want your opinion. Just get to the meat - factual bullet points only, please."

INFLUENCE

The "I" is looking for: **INTERACTION.**

Faster-paced and people-oriented, the "I" may be an indirect communicator - and a bit disorganized, with piles of importance everywhere. When interacting, expect a wide stance, weaving and watching as they walk, big gestures/facial expression, and a "Tell me the whole story - from the beginning."

STEADINESS

The "S" is looking for: **STABILITY.**

Slower-paced and people-oriented, the "S" can be possessive of space/tasks. They "have a system," which may be sloppy. When interacting, expect a laid-back posture and a steady, easy pace. They've got a poker face and may need their thoughts coaxed into the conversation.

COMPLIANCE

The "C" is looking for: **FACTS.**

Slower-paced and task-oriented, the "C" is direct, if a bit critical. They're highly organized and everything has its "proper" place. When interacting, expect folded arms, a reserved posture and internal processing. Provide details, as the "C" is more likely to ask for and need them.

Compatibility and Complementary Traits

Types that share a border with us have what we call "compatibility" personality traits. We share either a similar *orientation* (Task or People) or *frame of reference* (Outgoing or Reserved). This makes collaboration easier and more natural feeling. For example: "C"s share being reserved with "S"s and task orientation with "D"s.

Diagonally positioned types have what we call "complementary" personality traits. We share neither *orientation* nor *frame of reference*. However, these personalities are most in need of our strengths and most effective in compensating for our constraints. For example: The outgoing, freewheeling "I" is complemented by the anchoring, detail-oriented "C."

