

## Instructions for Completing the DISC Questionnaire

The DISC Questionnaire is designed to give you an insight into your natural communication style, which leads to better understanding of yourself, your team members and your customers.

1. The Questionnaire is not a test. There are no right or wrong answers. The results are not good or bad – they are just you and everyone is unique.
2. The Questionnaire should be completed in a quiet environment without interruptions.
3. It should take only 10-15 minutes (maximum) - do not spend lots of time studying the questions – go with your ‘gut’ reaction.
4. In answering, please think of your behaviour in the workplace, focus on doing the best job you can do. Be as specific as possible in the situation that you are thinking about.
5. There are 24 sets of statements in total. Each set has 4 statements in total. For each set of 4 statements, mark one statement in the "Most" column indicating the set of words that is MOST like you, and one in the "Least" column indicating the set of words that is LEAST like you.
6. Answer the questions as honestly as possible. Think of how you are, not how you think you ought to be or how other people think you are.
7. If you find yourself thinking “I’m all of those” or “None of those is like me” that’s perfectly normal. Just make an instinctive choice. It can help to rank the responses and then choose the one that’s most like you (and most not like you).
8. You must choose one and **only one** “Most” and one and **only one** “Least” for each question.
9. All questions MUST be answered so that there are 24 x MOST like you and 24 x LEAST like you.

Here is an example of how to complete the questionnaire, you can circle or underline your choices

<u>M</u>	L	Gentle, kindly
M	L	Persuasive, convincing
M	L	Humble, reserved, modest
M	<u>L</u>	Original, inventive, individualistic

M	L	Aggressive, challenger, takes action
<u>M</u>	<u>L</u>	Life of the party, entertaining, outgoing
M	L	Easy mark, easily taken advantage of
M	L	Fearful, afraid

Have FUN and remember this is NOT A TEST!

# DISC



Name.....

Company.....

M L	Gentle, kindly
M L	Persuasive, convincing
M L	Humble, reserved, modest
M L	Original, inventive, individualistic
M L	Attractive, charming, attracts others
M L	Cooperative, agreeable
M L	Stubborn, unyielding
M L	Sweet, pleasing
M L	Easily led, follower
M L	Bold, daring
M L	Loyal, faithful, devoted
M L	Charming, delightful
M L	Open-minded, receptive
M L	Obliging, helpful
M L	Willpower, strong-willed
M L	Cheerful, joyful
M L	Jovial, joking
M L	Precise, exact
M L	Nervy, gutsy, brazen
M L	Even-tempered, calm, not easily excited
M L	Competitive, seeking to win
M L	Considerate, caring, thoughtful
M L	Outgoing, fun-loving, socially striving
M L	Harmonious, agreeable
M L	Fussy, hard to please
M L	Obedient, will do as told, dutiful
M L	Unconquerable, determined
M L	Playful, frisky, full of fun
M L	Brave, unafraid, courageous
M L	Inspiring, stimulating, motivating
M L	Submissive, yielding, gives in
M L	Timid, shy, quiet
M L	Sociable, enjoys the company of others
M L	Patient, steady, tolerant
M L	Self-reliant, independent
M L	Soft-spoken, mild, reserved
M L	Adventurous, willing to take chances
M L	Receptive, open to suggestions
M L	Cordial, warm, friendly
M L	Moderate, avoids extremes
M L	Talkative, chatty
M L	Controlled, restrained
M L	Conventional, doing it the usual way
M L	Decisive, certain, firm in making a decision
M L	Polished, smooth-talker
M L	Daring, risk-taker
M L	Diplomatic, tactful to people
M L	Satisfied, content, pleased

M L	Aggressive, challenger, takes action
M L	Life of the party, entertaining, outgoing
M L	Easy mark, easily taken advantage of
M L	Fearful, afraid
M L	Cautious, wary, careful
M L	Determined, decided, unwavering, stand firm
M L	Convincing, assuring
M L	Good-natured, pleasant
M L	Willing, go along with
M L	Eager, anxious
M L	Agreeable, consenting
M L	High-spirited, lively, enthusiastic
M L	Confident, believes in self, assured
M L	Sympathetic, compassionate, understanding
M L	Tolerant
M L	Assertive, aggressive
M L	Well-disciplined, self-controlling
M L	Generous, willing to share
M L	Animated, uses gestures for expression
M L	Persistent, unrelenting, refuses to quit
M L	Admirable, deserving of praise
M L	Kind willing to give or help
M L	Resigned, gives in
M L	Force of character, powerful
M L	Respectful, shows respect
M L	Pioneering, exploring, enterprising
M L	Optimistic, positive view
M L	Accommodating, willing to please, ready to help
M L	Argumentative, confronting
M L	Adaptable, flexible
M L	Nonchalant, casually indifferent, lack of concern
M L	Light-hearted, carefree
M L	Trusting, faith in others
M L	Contented, satisfied
M L	Positive, admitting to no doubt
M L	Peaceful, tranquil
M L	Good mixer, likes being with others
M L	Cultured, educated, knowledgeable
M L	Vigorous, energetic
M L	Lenient, not overly strict, tolerant of others actions
M L	Companionable, easy to be with
M L	Accurate, correct
M L	Outspoken, speaks freely and boldly
M L	Restrained, reserved, controlled
M L	Restless, unable to rest or relax
M L	Neighbourly, friendly
M L	Popular, liked by many or most people
M L	Orderly, neat, organised