

DISC Behavioral Styles Worksheet

Directions:

- In each horizontal row, circle the one behavioral style that best describes you.
- Count the number of words marked in each vertical column and put the total at the bottom of the column.

	Behavioral Styles			
1	Strong-willed	Persuasive	Serene	Diplomatic
2	Independent	Gregarious	Easy-going	Perfectionist
3	Bold	Lively	Loyal	Courteous
4	Competitive	Cheerful	Obliging	Restrained
5	Daring	Charming	Calm	Precise
6	Direct	Trusting	Lenient	Analytical
7	Persistent	Entertaining	Obedient	Neat
8	Energetic	Sociable	Relaxed	Rule-driven
9	Risk-taker	Good mixer	Patient	High standards
10	Determined	Energetic	Self-controlled	Systematic
11	Aggressive	Charismatic	Good-natured	Restrained
12	Restless	Talkative	Predictable	Conventional
13	Decisive	Popular	Team player	Organized
14	Adventuresome	Friendly	Moderate	Receptive
15	Brave	Inspiring	Submissive	Careful
Totals				

DISC Behavioral Characteristics

	D Dominance	I Influence	S Steadiness	C Compliance
Characteristics	Direct, decisive, daring, competitive, innovative	Confident, enthusiastic, persuasive, inspiring,	Friendly, patient, sincere, understanding	Accurate, analytical, conscientious, courteous
Value to the Team	Organized, self-starter, problem solver	Motivator, team-player, negotiator, optimist	Dependable, logical, service-oriented	Standards, defines, clarifies, anchors reality
Communication Style	Gets to the point	Socializes for a while	Socializes for a while	Direct, fact-based
Conflict Response	Tends toward conflict	Great mediator	Dislikes conflict, yields to avoid controversy	Dislikes conflict, but can be diplomatic
Ideal Environment	Limited supervision, new challenges	Social, leaves details to someone else	Organized, defined roles, detailed tasks	Detail-oriented, small group, limited changes
Perceived by others	Aggressive, demanding	Talks too much, unrealistic	Inflexible, hesitant	Fussy, pessimistic, aloof
Pace	Faster	Faster	Slower	Slower
Motivated by	Achievement, results	Social recognition	Acceptance	Correctness
Bothered by	Inefficiency, indecision, slowness	Routine, formality	Impatience, sudden change, disorganization	Surprises, unpredictability
Decisions are	Quick	Spontaneous	Considerate	Deliberate
Limitations	Impatience, selective listening	Lack of follow-through, inattentive to detail	Overly modest, resists change	Overly critical, defensive, bogged down by details

VERBAL, FAST-PACED

DOMINANT



INTERACTIVE



TASK-ORIENTED

PEOPLE-ORIENTED



CONSCIENTIOUS



SUPPORTIVE

RESERVED, EVEN-PACED

THE POWER OF ACCEPTANCE

Perhaps the **highest level of applying DISC is evaluating our perception from judging others to valuing who they are and recognizing their unique contribution.** Let's look at how increasing our level of acceptance of others can go a long way towards improving relationships with others.

Eagles may need to accept that:

- Not everyone likes to engage in conflict
- They're not always right
- Patience is a good thing
- The feelings of others matter
- There's more to consider than the bottom line



Parrots may need to accept that:

- It's often important to create a plan before acting
- Too much enthusiasm is not welcomed by everyone
- It can't always be fun
- Other people like to talk, too
- Follow through is critical to success



Doves may need to accept that:

- It's OK to say "no" out loud
- Conflict can be good
- Change can be good
- Most relationships can be strengthened through candor
- It's better to confide early and often than rarely and too late



Owls may need to accept that:

- It doesn't always have to be perfect
- Sometimes you must act without a well-thought-out plan
- Not everyone appreciates sarcasm
- Others can make effective decisions through intuition
- Remember that deadlines are needed to stay on track



When working with, coaching, or simply getting along with others, try to remember that **what is obvious to you may represent a genuine blind spot for them, and vice versa.**

- While **Doves** don't need to be taught the value of patience, **Eagles** struggle with it.
- Being optimistic comes naturally to a **Parrot** and drives their ability to solve problems with creative solutions, but **Owls** are skeptical that emotions like optimism can be helpful. **Owls** prefer rigorous analysis instead.

By understanding how these qualities and preferences play out, we can indeed walk the path from judgement, to understanding, to respecting, and to fully valuing others.

APPLYING STYLE WISDOM: BE THE CHAMELEON



	DOMINANT	INTERACTIVE/INFLUENCE	SUPPORTIVE/STEADINESS	CONSCIENTIOUS/COMPLIANCE
Directness	<ul style="list-style-type: none"> • Use a strong, confident voice • Use direct statements rather than roundabout questions • Face conflict openly, challenge and disagree when appropriate • Give undivided attention 	<ul style="list-style-type: none"> • Make decisions at a faster pace • Be upbeat, positive, warm • Initiate conversations • Give recommendations • Don't clash with the person, but face conflict openly 	<ul style="list-style-type: none"> • Made decisions more slowly • Avoid arguments and conflict • Share decision-making • Be pleasant and steady • Respond sensitively and sensibly 	<ul style="list-style-type: none"> • Do not interrupt • See and acknowledge their opinions • Refrain from criticizing, challenging or acting pushy – especially personally
Openness	<ul style="list-style-type: none"> • Get right to the task, address bottom line • Keep to the agenda • Don't waste time • Use businesslike language • Convey acceptance • Listen to their suggestions 	<ul style="list-style-type: none"> • Share feelings, show more emotion • Respond to expression of their feelings • Pay personal compliments • Be willing to digress from the agenda • Remember that other people like to talk too 	<ul style="list-style-type: none"> • Take time to develop the relationship • Communicate more, loosen up and stand closer • Use friendly language • Show interest in them • Offer private acknowledgements 	<ul style="list-style-type: none"> • Maintain logical, factual orientation • Acknowledge their thinking • Downplay enthusiasm and body movement • Respond formally and politely
Pace	<ul style="list-style-type: none"> • Be prepared, organized • Get to the point quickly • Speak, move at a faster pace • Don't waste time • Give undivided time and attention • Watch for shifts in attention and vary presentation 	<ul style="list-style-type: none"> • Don't rush into tasks • Get excited with them • Speak, move at a faster pace • Change up conversation frequently • Summarize details clearly • Be upbeat, positive • Give them attention 	<ul style="list-style-type: none"> • Develop trust and credibility over time, don't force • Speak, move at a slower pace • Focus on a steady approach • Allow time for follow through on tasks • Give them step-by-step procedures/instructions • Be patient, avoid rushing them 	<ul style="list-style-type: none"> • Be prepared to answer questions • Speak, move at a slower pace • Greet cordially, and proceed immediately to the task (no social talk) • Give them time to think, don't push for hasty decisions
Priority	<ul style="list-style-type: none"> • Get right to the task • Provide options and let them decide • Allow them to define goals and objectives • Provide high-level follow up 	<ul style="list-style-type: none"> • Make time to socialize • Take initiative to introduce yourself or start conversation • Be open and friendly, and allow enthusiasm and animation • Let them talk • Make suggestions that allow them to look good • Don't require much follow-up, details, or long-term commitments 	<ul style="list-style-type: none"> • Get to know them personally • Approach them in a friendly, but professional way • Involve them by focusing on how their work affects them and their relationships • Help them prioritize tasks • Be careful not to criticize personally, keep it specific and focused 	<ul style="list-style-type: none"> • Be prepared with logic and practicality • Follow rules, regulations, and procedures • Help them set realistic deadlines and parameters • Provides pros and cons and the complete story • Allow time for sharing of details and data • Be open to thorough analysis