

DISC Personality Assessment

teamazing.com

Instructions

This assessment will help you understand your DISC personality type. For each group of four adjectives, rank them from 1 to 4 based on how much they describe you:

1 = That's me!

2 = Pretty much me

3 = A bit like me

4 = Least Like Me

Check the box next to each adjective to rank each group. Values 1-4 can only be used once per group. Don't overthink! At the end, you'll add up the scores for each DISC type to find out your DISC personality.

DISC Assessment

Group #	Adjective	1 (That's me!)	2 (Pretty much me)	3 (A bit like me)	4 (Least Like Me)
1	Charismatic	☐	☐	☐	☐
1	Assertive	☐	☐	☐	☐
1	Patient	☐	☐	☐	☐
1	Analytical	☐	☐	☐	☐
2	Enthusiastic	☐	☐	☐	☐
2	Decisive	☐	☐	☐	☐
2	Methodical	☐	☐	☐	☐
2	Supportive	☐	☐	☐	☐
3	Competitive	☐	☐	☐	☐
3	Reliable	☐	☐	☐	☐

3	Outgoing	☐	☐	☐	☐
3	Detail-oriented	☐	☐	☐	☐
4	Independent	☐	☐	☐	☐
4	Precise	☐	☐	☐	☐
4	Calm	☐	☐	☐	☐
4	Persuasive	☐	☐	☐	☐
5	Loyal	☐	☐	☐	☐
5	Sociable	☐	☐	☐	☐
5	Organized	☐	☐	☐	☐
5	Driven	☐	☐	☐	☐
6	Bold	☐	☐	☐	☐
6	Inspiring	☐	☐	☐	☐
6	Understanding	☐	☐	☐	☐
6	Systematic	☐	☐	☐	☐
7	Optimistic	☐	☐	☐	☐
7	Forceful	☐	☐	☐	☐
7	Steady	☐	☐	☐	☐
7	Exact	☐	☐	☐	☐
8	Thorough	☐	☐	☐	☐

8	Gentle	☐	☐	☐	☐
8	Talkative	☐	☐	☐	☐
8	Self-assured	☐	☐	☐	☐
9	Resolute	☐	☐	☐	☐
9	Energetic	☐	☐	☐	☐
9	Meticulous	☐	☐	☐	☐
9	Dependable	☐	☐	☐	☐
10	Reassuring	☐	☐	☐	☐
10	Friendly	☐	☐	☐	☐
10	Commanding	☐	☐	☐	☐
10	Rigorous	☐	☐	☐	☐
11	Engaging	☐	☐	☐	☐
11	Determined	☐	☐	☐	☐
11	Consistent	☐	☐	☐	☐
11	Careful	☐	☐	☐	☐
12	Trustworthy	☐	☐	☐	☐
12	Lively	☐	☐	☐	☐
12	Accurate	☐	☐	☐	☐
12	Strategic	☐	☐	☐	☐

13	Authoritative	☐	☐	☐	☐
13	Supportive	☐	☐	☐	☐
13	Outgoing	☐	☐	☐	☐
13	Structured	☐	☐	☐	☐
14	Persuasive	☐	☐	☐	☐
14	Exacting	☐	☐	☐	☐
14	Goal-oriented	☐	☐	☐	☐
14	Adaptable	☐	☐	☐	☐
15	Calm	☐	☐	☐	☐
15	Enthusiastic	☐	☐	☐	☐
15	Direct	☐	☐	☐	☐
15	Planned	☐	☐	☐	☐
16	Sociable	☐	☐	☐	☐
16	Reliable	☐	☐	☐	☐
16	Impactful	☐	☐	☐	☐
16	Systematic	☐	☐	☐	☐
17	Vibrant	☐	☐	☐	☐
17	Self-confident	☐	☐	☐	☐
17	Thorough	☐	☐	☐	☐

17	Steady	☐	☐	☐	☐
18	Consistent	☐	☐	☐	☐
18	Upbeat	☐	☐	☐	☐
18	Patient	☐	☐	☐	☐
18	Unyielding	☐	☐	☐	☐
19	Adventurous	☐	☐	☐	☐
19	Friendly	☐	☐	☐	☐
19	Disciplined	☐	☐	☐	☐
19	Motivating	☐	☐	☐	☐
20	Tenacious	☐	☐	☐	☐
20	Detailed	☐	☐	☐	☐
20	Understanding	☐	☐	☐	☐
20	Expressive	☐	☐	☐	☐
21	Loyal	☐	☐	☐	☐
21	Dynamic	☐	☐	☐	☐
21	Warm	☐	☐	☐	☐
21	Logical	☐	☐	☐	☐
22	Composed	☐	☐	☐	☐
22	Intuitive	☐	☐	☐	☐

22	Precise	☐	☐	☐	☐
22	Radiant	☐	☐	☐	☐
23	Inviting	☐	☐	☐	☐
23	Steadfast	☐	☐	☐	☐
23	Bold	☐	☐	☐	☐
23	Detailed	☐	☐	☐	☐
24	Stable	☐	☐	☐	☐
24	Lively	☐	☐	☐	☐
24	Thorough	☐	☐	☐	☐
24	Unconventional	☐	☐	☐	☐
25	Determined	☐	☐	☐	☐
25	Trusting	☐	☐	☐	☐
25	Accurate	☐	☐	☐	☐
25	Excitable	☐	☐	☐	☐
26	Driven	☐	☐	☐	☐
26	Animated	☐	☐	☐	☐
26	Reliable	☐	☐	☐	☐
26	Careful	☐	☐	☐	☐
27	Persuasive	☐	☐	☐	☐

27	Commanding	☐	☐	☐	☐
27	Adaptable	☐	☐	☐	☐
27	Methodical	☐	☐	☐	☐
28	Systematic	☐	☐	☐	☐
28	Patient	☐	☐	☐	☐
28	Enthusiastic	☐	☐	☐	☐
28	Forceful	☐	☐	☐	☐

Scoring Sheet

Add each column to determine your DISC type. The **lowest value** represents your primary DISC type. The more different the values in each column, the more distinct your DISC type. Similar values indicate a mixed type.

Scoring Example: If your answers in group #1 look like this:

Group #	Adjective	1 (That's me!)	2 (Pretty much me)	3 (A bit like me)	4 (Least Like Me)
1	Charismatic	☒	☐	☐	☐
1	Assertive	☐	☐	☒	☐
1	Patient	☐	☒	☐	☐
1	Analytical	☐	☐	☐	☒

Your Scoring would be:

Group #	Dominant	Pts.	Influential	Pts.	Steady	Pts.	Conscientious	
1	Assertive	3	Charismatic	1	Patient	2	Analytical	4

SCORING

Group #	Dominant	Pts.	Influential	Pts.	Steady	Pts.	Conscientious	
1	Assertive		Charismatic		Patient		Analytical	
2	Decisive		Enthusiastic		Supportive		Methodical	
3	Competitive		Outgoing		Reliable		Detail-oriented	

4	Independent		Persuasive		Calm		Precise	
5	Driven		Sociable		Loyal		Organized	
6	Bold		Inspiring		Understanding		Systematic	
7	Forceful		Optimistic		Steady		Exact	
8	Self-assured		Talkative		Gentle		Thorough	
9	Resolute		Energetic		Dependable		Meticulous	
10	Commanding		Friendly		Reassuring		Rigorous	
11	Determined		Engaging		Consistent		Careful	
12	Strategic		Lively		Trustworthy		Accurate	
13	Authoritative		Outgoing		Supportive		Structured	
14	Goal-oriented		Persuasive		Adaptable		Exacting	
15	Direct		Enthusiastic		Calm		Planned	
16	Impactful		Sociable		Reliable		Systematic	
17	Self-confident		Vibrant		Steady		Thorough	
18	Unyielding		Upbeat		Patient		Consistent	
19	Adventurous		Motivating		Friendly		Disciplined	
20	Tenacious		Expressive		Understanding		Detailed	
21	Dynamic		Warm		Loyal		Logical	
22	Intuitive		Radiant		Composed		Precise	
23	Bold		Inviting		Steadfast		Detailed	
24	Unconventional		Lively		Stable		Thorough	
25	Determined		Excitable		Trusting		Accurate	
26	Driven		Animated		Reliable		Careful	
27	Commanding		Persuasive		Adaptable		Methodical	
28	Forceful		Enthusiastic		Patient		Systematic	

Sum:								
------	--	--	--	--	--	--	--	--

The 4 DISC Types

Remember that most people do not fit neatly into any one type. Mixed types are the norm.

Dominant

The Dominant personality type is characterized by decisiveness, assertiveness, and a focus on results. People with a dominant personality are often direct, confident, and take initiative. They are natural leaders and are not afraid to take control of a situation. In the workplace, individuals with a dominant personality type thrive in roles that require leadership, decision-making, and the ability to take charge. They are often strategic and goal-oriented, focusing on achieving results.

Influence

The Influence personality type is characterized by sociability, enthusiasm, and a focus on building relationships. People with an influential personality are often outgoing, optimistic, and enjoy interacting with others. They are natural networkers and are able to motivate and inspire those around them. In the workplace, individuals with an influential personality type excel in roles that require social skills, such as sales, marketing, and customer service. They are often creative and thrive in environments that allow them to express their ideas and build connections with others.

Steadiness

The Steadiness personality type is characterized by patience, empathy, and a focus on cooperation. People with a steady personality are often supportive, reliable, and value harmony in their relationships. They are good listeners and are able to build trust and create a sense of security in their interactions with others. In the workplace, individuals with a steady personality type excel in roles that require teamwork, empathy, and a steady hand, such as human resources, counseling, or administrative positions. They are often good at resolving conflicts and creating a positive work environment.

Conscientiousness

The Conscientiousness personality type is characterized by precision, organization, and a focus on quality. People with a conscientious personality are often detail-oriented, analytical, and value accuracy in their work. They are thorough and methodical in their approach, and they strive for excellence in everything they do. In the workplace, individuals with a conscientious personality type excel in roles that require attention to detail, such as accounting, research, or project management. They are often able to develop and adhere to processes and standards, ensuring that work is completed to the highest level of quality.

