

**DISC "Lite" Survey**

*\* This survey is a behavioural preference gauge based on the **DISC** theory developed by Dr. William Marston. The results of this survey are only intended to be used as a preview of a complete assessment.*

**Instructions:** This profile is situationally based on your work environment. When reviewing the phrases below, think about how you behave in a given environment (As a salesperson, supervisor, team member, manager or leader). Read the first grouping of phrases and place an x or circle the saying that is **Most** like you in that grouping. If unable to decide, draw a line through the statement which is least like you and apply reverse logic. Continue until you have completed all ten groupings. Don't overthink your answers. This exercise should take you no more than 3 minutes to complete.

**Environment Focus:** \_\_\_\_\_

In this environment I .....

- 1) I speak directly ..... ^  
 I enjoy a social gathering ..... \*  
 I like stability and predictability ..... <  
 I am an analytical thinker ..... >
  
- 2) I like to weigh the pros and cons ..... ^  
 I want a challenge ..... \*  
 I enjoy interacting with people ..... <  
 I am patient and a good listener ..... >
  
- 3) I like creating a stable, harmonious environment by being genuine and calm ..... ^  
 I take risks ..... \*  
 Making a favourable impression is very important to me ..... <  
 I use a systematic approach and value quality and accuracy ..... >
  
- 4) I am generally enthusiastic ..... ^  
 I can make quick decisions ..... \*  
 I think loyalty is essential ..... <  
 I value attention to detail ..... >
  
- 5) I conform to standard operating procedures ..... ^  
 I am objective and diplomatic ..... \*  
 Some might call me assertive or even aggressive ..... <  
 Social recognition is essential to me ..... >

- 6) I prefer predictability ..... ^
- I am generally optimistic ..... \*
- I sift through data to be adequately informed before making a decision ..... <
- I am a team builder ..... >
  
- 7) I speak my mind frequently ..... ^
- I prefer not to "rock the boat"..... \*
- I am articulate and can speak with feeling ..... <
- Precision is crucial to me ..... >
  
- 8) I am sometimes overbearing ..... ^
- I can be manipulative if I want to ..... \*
- Occasionally I will not voice my needs and concerns ..... <
- It is sometimes hard for me to arrive at a decision ..... >
  
- 9) I judge people by their enthusiasm ..... ^
- I can be impatient ..... \*
- I often prefer not to deal with people ..... <
- My self-esteem is based on how helpful I am to others ..... >
  
- 10) I am very kind ..... ^
- I am very objective ..... \*
- I am very decisive ..... <
- I am very outgoing ..... >

Counting and Scoring: ^ = \_\_\_\_\_ \* = \_\_\_\_\_ < = \_\_\_\_\_ > = \_\_\_\_\_  

1
2
3
4

*Circle the symbol that had the highest score. This identifies your dominant behaviour style. It's believed that everyone can modify their behaviour in a given situation, but generally speaking, we usually use the behaviour style that feels most comfortable to us.*

- 1) = Dominant:** Focus is on shaping the environment by overcoming opposition.
- 2) = Interpersonal:** Focus is on shaping the environment by influencing or persuading others.
- 3) = Steadiness:** Focus is on co-operating with others to carry out the task.
- 4) = Conscientious:** Focus is on existing circumstances to ensure quality and accuracy.

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**Dominant.** Dominant persons speak directly or "bluntly" by "cutting to the chase." They are quick decision-makers and forceful drivers who like to be in charge. Their value to the organization is that they want to lead, take risks and move forward. However, they must be careful and allow others to voice their opinions and concerns. Dominant behaviour people have difficulty following directions and staying within guidelines and procedures. They tend to be "broad-brushed." and usually make up their own rules.

**Interpersonal/Interactive** Enthusiastic and optimistic individuals characterize interpersonal/interactive behaviour, generally articulate and smooth. They are persuasive and enjoy being in the limelight. Their value to the organization is presenting information, sales and motivating others. However, they must be wary of their manipulative behaviour and pay more attention to detail. They have a solid need to be liked. They value friendships and may have difficulty making tough decisions for fear of hurting someone's feelings.

**Steadiness.** Steadiness behaviour persons love predictability and loathe change. They are characterized by genuineness, friendliness and supportiveness. Their value to the organization is building relationships of trust, following directions, and staying within guidelines and procedures. Steadiness people must be careful not to give in to the needs of others too frequently and to speak up, especially in front of Dominant Persons. Steadiness people don't like to "rock the boat" They do not accept change very well. They want "steady as she goes."

**Conscientious.** People who are analytical and logical characterize conscientiousness behaviour persons. These individuals evaluate information to arrive at correct decisions. They perform tasks thoroughly. The value to the organization is in setting standards and ensuring accuracy and quality. They enjoy analyzing data. Conscientious persons must be aware of "paralysis by analysis." They need to make quicker decisions to move forward. They must be careful to consider other people's feelings.

*\* Improved communications and interacting more effectively with others come through awareness and acknowledgement of our strengths and limitations. Learning to understand our behaviour and why we react the way we do in certain situations will give us insight into the behaviour of others. We will then be able to use that understanding to help build collaborative teams, resolve conflict, reduce stress, embrace diversity and motivate others to perform at their personal best.*

To score a Full DISC Behavioural Assessment and discover how understanding behaviour and how it impacts performance will help you become a more effective manager or leader. Contact Brian Smith - at [brian@briansmithpld.com](mailto:brian@briansmithpld.com)