

## EASY DISC Assessment

Instruction: Select the one most appropriate response for each question.

<b>1. In my work environment, it is <b>most</b> important to me...</b>		
a	To help co-workers and to be in a peaceful environment.	
b	To feel that my co-workers admire me and to be free from rigid rules.	
c	To know exactly what is expected of me and to finish one task before moving to another.	
d	To get things done and to see results.	

<b>2. In my work environment, it is <b>least</b> important to me...</b>		
a	To help co-workers and to be in a peaceful environment.	
b	To feel that my co-workers admire me and to be free from rigid rules.	
c	To know exactly what is expected of me and to finish one task before moving to another.	
d	To get things done and to see results.	

<b>3. When someone offers an opinion or conclusion and I disagree, I am <b>most likely</b> to...</b>		
a	Tell them that I disagree.	
b	Say something humorous.	
c	Ask for more information.	
d	Nod and say nothing.	

**4. When someone offers an opinion or conclusion and I disagree, I am **least likely** to...**

a	Tell them that I disagree.	
b	Say something humorous.	
c	Ask for more information.	
d	Nod and say nothing.	

**5. When I am working on a team and we encounter a difficulty of some kind, I am **most likely** to say...**

a	Lighten up! Just go with the flow!	
b	Let's make a decision!	
c	How do you feel? I'd like to make sure that everyone is comfortable.	
d	Let's consider this more carefully? Do we have all of the data we need?	

**6. When I am working on a team and we encounter a difficulty of some kind, I am **least likely** to say...**

a	Lighten up! Just go with the flow!	
b	Let's make a decision!	
c	How do you feel? I'd like to make sure that everyone is comfortable.	
d	Let's consider this more carefully? Do we have all of the data we need?	

**7. My attitude towards detail work — like research and data analysis — is **most often**...**

a	Great. I enjoy research and analysis.	
b	If it will get better and faster results, I'll do it.	
c	If it will make others think more highly of me, I'll do it.	
d	If it will help other people or make things easier, I'll do it.	

**8. My attitude towards detail work — like research and data analysis — is **least often**...**

a	Great. I enjoy research and analysis.	
b	If it will get better and faster results, I'll do it.	
c	If it will make others think more highly of me, I'll do it.	
d	If it will help other people or make things easier, I'll do it.	

**9. When I am at an event with many people I have not yet met present, I am **most likely** to...**

a	Find a small group of people with whom I am already comfortable and speak with them in quiet conversation.	
b	Seek a good vantage point to observe the event and sit quietly unless someone speaks to me.	
c	Meet and talk with as many people as possible before the event is over.	
d	Go to the people I need to speak with to fulfill my purpose for attending.	

<b>10. When I am at an event with many people I have not yet met present, I am <b>least likely</b> to...</b>		
a	Find a small group of people with whom I am already comfortable and speak with them in quiet conversation.	
b	Seek a good vantage point to observe the event and sit quietly unless someone speaks to me.	
c	Meet and talk with as many people as possible before the event is over.	
d	Go to the people I need to speak with to fulfill my purpose for attending.	

<b>11. The way I see myself <b>most</b> is...</b>		
a	Doing, driving, and accomplishing.	
b	Patient, kind, and helpful.	
c	Logical, factual, and correct.	
d	Friendly, fun, and persuasive.	

<b>12. The way I see myself <b>least</b> is...</b>		
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b	Patient, kind, and helpful.	
c	Logical, factual, and correct.	
d	Friendly, fun, and persuasive.	

**13. When I hear about a coming change, I am **most likely** to think...**

a	How does it affect me?	
b	Is there a good reason behind it?	
c	What will it do to results and speed?	
d	How does it affect everyone involved?	

**14. When I hear about a coming change, I am **least likely** to think...**

a	How does it affect me?	
b	Is there a good reason behind it?	
c	What will it do to results and speed?	
d	How does it affect everyone involved?	

**15. The **most** accurate way to describe my approach to work is...**

a	Plan your work and work your plan.	
b	How would you like for me to do this?	
c	Who will do this with me? Is there anyone to talk with while I work?	
d	Get it done. What's next?	

**16. The **least** accurate way to describe my approach to work is...**

a	Plan your work and work your plan.	
b	How would you like for me to do this?	
c	Who will do this with me? Is there anyone to talk with while I work?	
d	Get it done. What's next?	

**17. The type of work activities that I enjoy the **most** involve...**

a	Fast-paced, rapidly changing tasks that create progress.	
b	Working alone and focusing on the task at hand to create excellence.	
c	Comfortable and predictable tasks that support the team.	
d	Interacting with many people to create new ideas and energy.	

**18. The type of work activities that I enjoy the **least** involve...**

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b	Working alone and focusing on the task at hand to create excellence.	
c	Comfortable and predictable tasks that support the team.	
d	Interacting with many people to create new ideas and energy.	

<b>19. When I receive a phone call, I am <b>most</b> interested in...</b>		
a	Talking with the person who called.	
b	What they want me to do.	
c	Why they called me.	
d	How I can help.	

<b>20. When I receive a phone call, I am <b>least</b> interested in...</b>		
a	Talking with the person who called.	
b	What they want me to do.	
c	Why they called me.	
d	How I can help.	

<b>21. The thing someone could say that would have the <b>most</b> positive impact on me is...</b>		
a	I really appreciate you.	
b	You are fantastic!	
c	You get a lot done.	
d	You do excellent work.	

**22. The thing someone could say that would have the **least** positive impact on me is...**

a	I really appreciate you.	
b	You are fantastic!	
c	You get a lot done.	
d	You do excellent work.	

**23. The projects or tasks that I enjoy the **most** allow me to...**

a	Collect and evaluate information to build plans or systems.	
b	Achieve big results and overcome a challenge.	
c	Do what I already know how to do at my own pace.	
d	Work with many different people on a wide range of tasks to keep things interesting.	

**24. The projects or tasks that I enjoy the **least** require me to...**

a	Collect and evaluate information to build plans or systems.	
b	Achieve big results and overcome a challenge.	
c	Do what I already know how to do at my own pace.	
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Instruction: Circle your score of each question. Then count the total number of circles in each column.

	D	I	S	C
1	d	b	a	c
2	a	c	d	b
3	a	b	d	c
4	d	c	a	b
5	b	a	c	d
6	c	d	b	a
7	b	c	d	a
8	d	a	b	c
9	d	c	a	b
10	a	b	d	c
11	a	d	b	c
12	b	c	a	d
13	c	a	d	b
14	d	b	c	a
15	d	c	b	a
16	b	a	d	c
17	a	d	c	b
18	c	b	a	d
19	b	a	d	c
20	d	c	b	a
21	c	b	a	d
22	a	d	c	b
23	b	d	c	a
24	c	a	b	d