

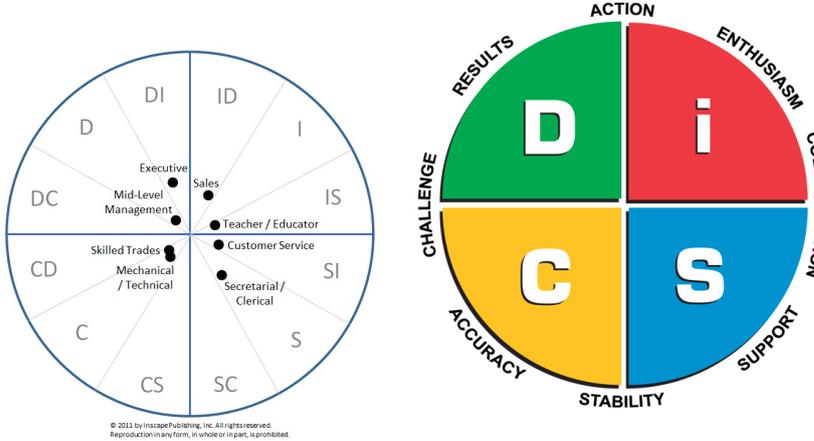
## Self-Awareness Quick DiSC Behavior Questionnaire

1. **When other people bring their concerns to me for advice, I generally....**
  - a.  Listen for all the details so that I can make an informed recommendation.
  - b.  Listen to their story and then tell them about one of my experiences that was just like theirs.
  - c.  Listen for a moment and then tell them what they need to do.
  - d.  Listen carefully for what they seem to be feeling so that I can support them.
2. **When I talk to another person, I am generally focused on...**
  - a.  Their feelings and showing them that I care.
  - b.  Their excitement level and whether they seem to like me or not.
  - c.  What's the point of this conversation?
  - d.  Their line of reasoning/logic.
3. **When I am stressed, I like to...**
  - a.  Get away to think and reflect. Maybe do something like read a book, do a crossword puzzle, or work on a task that requires attention to detail.
  - b.  Do something physical - exercise, clean the house, work in the yard, complete a project.
  - c.  Sleep. Watch a movie. Curl up on the couch. Read a book.
  - d.  Party. Have some fun. Go out with my friends or family.
4. **When I go to a party, I interact with people...**
  - a.  Slowly. I like to talk with people. I prefer to have them approach me, and I like to focus on one or two people at a time.
  - b.  Immediately. I approach them and try to talk to as many people as possible.
  - c.  Directly. I generally approach them, and I like for the conversation to stay focused on non-emotional subjects.
  - d.  Carefully. I prefer to have people approach me, and it would be ok with me if I could just sit and watch everyone else without having to talk to anyone.
5. **My attitude towards detailed work is...**
  - a.  Great. I love to focus on data and details.
  - b.  If it will get me results, I'll do it.
  - c.  If it is important to you, I'll do it.
  - d.  Do I have to do this?
6. **When people let me down, I usually...**
  - a.  Tell them.
  - b.  Make a joke or sarcastic comment to let them know I was disappointed in a way that preserves our relationship.
  - c.  Take note of it and keep a closer eye on them the next time we interact.
  - d.  Forgive them and forget about it. Sometimes I try to imagine the reasons that might excuse them.
7. **My favorite work environment is...**
  - a.  Active. I like having people around so that we can bounce ideas off of each other and talk while we work.
  - b.  Calm. I don't mind having people around, I just prefer that the environment stay pretty quiet and peaceful.
  - c.  Productive. I don't mind having people around, as long as their getting things done and not interrupting me.
  - d.  Alone. I like to focus on my task without interruptions.
8. **When I make a major purchasing decision, I am likely to...**
  - a.  Talk to several of my friends to get their experiences and opinions.
  - b.  Decide what features I want. Survey the available options. Pick one and go buy it.
  - c.  Check with several friends. Read testimonials. Look at repair history. And weigh my options for several days before doing anything.
  - d.  Check review websites and magazines. Compare prices. Evaluate technical specifications and warranty terms



## What does DISC® Mean?

DiSC® is a non-critical tool for understanding behavioral types and styles. It is designed to help people explore personality and behavior types so they can better understand themselves and others. Each person's DiSC® profile is based on the **combination of these four primary behavioral dimensions**:



From the Quick DiSC  
Questionnaire results, please  
mark your Primary Style

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**Dominance:** Direct, driver & decisive -- D's are strong-minded, aggressive, strong-willed people who enjoy challenges, taking action, and immediate results.

- They **thrive** on power, prestige, authority, and individual accomplishment.
- They **fear** being taken advantage of through loss of control.
- Their **focus** tends to be on the bottom line.
- They **ask** WHAT questions.
- A good high D slogan: **Just do it! (good with RESULTS)**

**Influence:** Social, optimistic & outgoing -- I's are "people people" who prefer participating on teams, sharing ideas, entertaining and energizing others. They like to gain consensus.

- They **thrive** on popularity, recognition, expression, and talking.
- They **fear** loss of social approval.
- They **focus** on shaping the environment by influencing or persuading others to see things their way.
- They **ask** WHO questions.
- A good high I slogan: **Don't worry, be happy! (good with PEOPLE)**

**Steadiness:** Stable, sympathetic & cooperative -- S's tend to be helpful team players. They prefer being behind the scenes, working in consistent and predictable ways. They don't like rapid change, and they don't like conflict. They are often good listeners.

- They **thrive** on team work, structure, predictability, and calming down excited people.
- They **fear** loss of stability in the environment and abrupt changes.
- They **focus** on cooperating with others to carry out the task, being patient and loyal.
- They **ask** HOW questions.
- A good High S slogan: **Don't rock the boat! (good with PROCESSES)**

**Conscientiousness:** Concerned, cautious & correct -- C's usually plan ahead, constantly check for accuracy, and use systematic approaches.

- They **thrive** on details, proof, critical thinking, analysis, accuracy, and perfection.
- They **fear** criticism of their efforts or actions.
- They **focus** on quality and accuracy.
- They **ask** WHY questions.
- A good high C slogan: **Measure twice, cut once! (good with DETAILS)**