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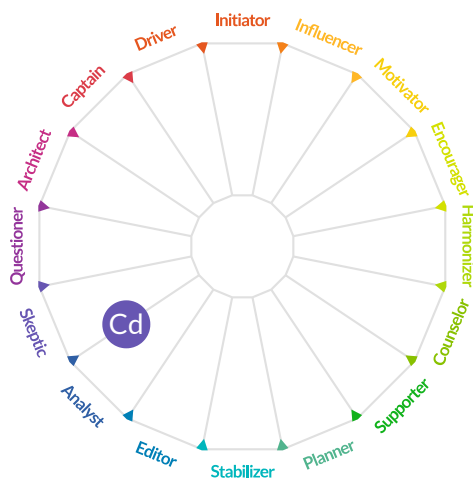
# DISC Personality Test

Join over 1 million people every year who find their DISC and other personality types on Crystal.

## DISC Personality Test

Select the word that most describes you and the word that least describes you. Once you complete the DISC test below, you'll be able to see your DISC type results.

### Disc Test



*Disc Type*

## The Skeptic - Cd

People with the Cd personality type tend to be more serious in their

demeanor and very logical in their thinking. They tend to be most comfortable with thoughtful, independent work, and may relate to others in a more distant and detached manner.

## Sign up free for full results

SIGN UP



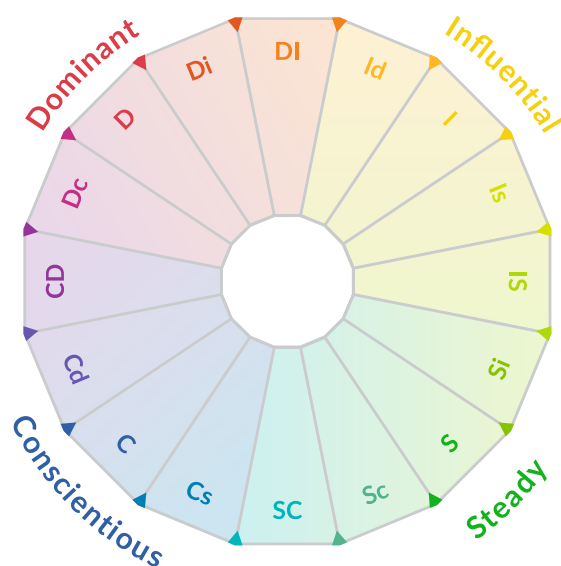
## What is the DISC test?

The DISC assessment is based on the work of William Moulton Marston, a psychologist who created the DISC theory. The DISC model centers on four DISC factors known as Dominance (D), Influence (I), Steadiness (S), and Conscientiousness (C).

Each person has their own set of values, beliefs and perspectives. We may not always agree, but there are tools that can make stressful interactions easier. It comes down to understanding and employing empathy in your everyday behavior. Empathy is the ability to share and understand another person's feelings. To employ empathy is to be able to view another perspective in an authentic way.

## Why use the DISC test?

Because it teaches empathy. The DISC assessment is the best resource for an individual to understand how to cater their behavior to the situation. That's why we use DISC over other like-minded tests such as Myers-Briggs, The Color Code, or the myriad of options available.



The Myers-Briggs test provides a general understanding of how a person operates without giving specific advice or information. That is an essential lesson to learn for self growth and understanding, but it does not tell you how you will react and how to act appropriately in those situations. The DISC framework gives us a more flexible, adaptive assessment and tools to understand and communicate more effectively as you go about your busy, hectic life.

***To employ empathy is to be able to view another perspective in an authentic way.***

The more you learn about the other DISC types, the better you can understand how to remain approachable, how to be more assertive, how to lower your guard, and how to attract others to get your ideas heard.

Our mission is to be your coach for every conversation. Crystal can do that even if you don't have any knowledge of DISC, but for those that want to go a little further, Crystal's assessments can have an entirely new meaning. We really believe in DISC and employ these tactics at Crystal HQ. The information provided on the following pages should help you experience success with DISC, once you have your results and DISC profile from our assessment tool.



# D Personality

## DISC

Someone who ranks highly in dominance and is identified as a "D" personality type is likely to be direct, assertive, independent, and decisive. They are intense competitors that thrive with ambitious goals and challenges, preferring action over analysis when they need to complete a task. When they state their opinion or ask questions, they mean business.

Dominant D-types are also generally comfortable with conflict, and may push harder than other more passive personality styles to assert their will and take control of a situation, which can help other, more reserved people work toward personal growth.

### FOUR TERMS TO IDENTIFY A D:

**Competitive**

**Pushy**

**Adventurous**

**Decisive**



### TEMPERAMENT

A D-personality will typically speak confidently, but will be quick to end a conversation that isn't going anywhere. Their ideas will be high-level, opinionated, and at times blunt, but you usually will have no problem understanding where they stand on an issue.

D's are less likely to want to ease into a situation. Instead, their assertive attitudes lead them to take charge, often before assessing the full scenario. Watch out for a D type on a mission. Once the goal is in view, there's little

that can stop them. However, they are open to outside perspective if they think it'll get the job done faster.

In short, D personality types are extremely competitive individuals who often take charge and prefer leadership roles.



## COMMUNICATION STYLE

As in action, someone who tests highly in dominance will communicate as efficiently as possible. Short, business like statements are a D's natural way of responding or giving instructions. A D-personality views the world in broad terms and prefers, even demands, to skip the details.

Don't expect to make small talk with a D-personality. From their perspective, light banter is a waste of time and doesn't move the conversation towards any action.



## FOUR EASY-TO-REMEMBER DESCRIPTIONS

A D-personality is so focused on achievement that most conversation will focus on results and ignore method

A D-personality will often overlook strategy and logic, instead preferring to figure it out as they go

D's are extremely objective people. They do not make decisions based on emotion.

D-personalities move at an extremely fast pace and enjoy physical activities

**MORE ABOUT D TYPES**



# I Personality

## DISC

People who are high in "Influence" and are identified as I-personalities often like fun. They are confident, engaging and extremely approachable. These individuals love social settings and value connecting with others, are always looking to expand their network and social circles and enjoy spending time with new people. They get excited to explore fresh ideas and begin new projects, and are likely to bounce around between what they are working on. I's like to multi-task and be in on lots of things at once.

People who score highly in influence are usually informal, warm, and welcoming. They have a sincere interest in the feelings of others and many of their strengths lie in their ability to connect with others.

I-type personalities are likely to enjoy being around a large group of people. They tend to work well with other openminded, social people and are likely to thrive when they're a part of a collaborative team. Their openness and social awareness is considered charming to those who interact with them.

### FOUR TERMS TO IDENTIFY AN I:

**Inclusive**

**Creative**

**Outgoing**

**Talkative**



### TEMPERAMENT

The confidence I-personalities exhibit is very apparent. They are outgoing and talkative people, who tend to have a lot of energy. They are likely to interact positively in whatever situation they find themselves in. They are external processors, which means they think out loud and may share their thoughts and feelings very candidly. I's possess remarkable communication

skills. That natural ability coupled with their focus on the people surrounding them make excellent leaders.

The best way to identify an I-personality is to watch them walk into a room; they will greet and introduce themselves to everyone without any hesitation before taking their seat or settling into a conversation. Their social attitude and warm approach can help them leave a positive impact on others.



## COMMUNICATION STYLE

I-personalities love to talk ...about anything and everything. They are expressive and will often gesture with their hands and use facial expressions to convey their message. Leave lots of time for social conversation, even in a professional setting, when you are working with an I-personality. I's love to brainstorm and collaborate but will shy away from making big decisions on the spot. Although they are naturally incisive, they are visual people who like to read through everything that was discussed first.



## FOUR EASY-TO-REMEMBER DESCRIPTIONS

I-personalities will work hard to maintain a positive environment

I's will use their natural charisma and communication skills to influence others, especially in terms of seeing their perspective

I-personalities thrive on approval and are motivated by public appreciation

I-personalities love brainstorming and new projects and can have the tendency to take on too much too quickly

### MORE ABOUT I TYPES



# S Personality

## DISC

Those who display a lot of steadiness and are identified as S-personalities tend to be naturally reserved people who look for similarly supportive, consistent, and loyal individuals in their relationships. Many of S-types' strengths lie in their patient people-skills; they are known for being sympathetic to others' perspectives, as well as having strong active listening abilities, which contribute to the calm, steady environments and situations they help create. This steady quality makes the S's excellent in situations that call for diplomatic skills, cooperation, and judgement of character.

While an S-personality might wait for someone else to initiate a relationship, they are very dependable for maintaining relationships once they have been established. That being said, since they prefer investing heavily in a small group of people, their circles of friends are typically small, and extremely tight-knit. They may also invest a great deal of time in getting to know their co-workers. S's are fiercely loyal and will work hard to keep close relationships with the people they have come to value over time.

### FOUR TERMS TO IDENTIFY AN S:

**Patient**

**Reassuring**

**Mediator**

**Methodical**



### TEMPERAMENT

People with the S type personality are calm people who employ intention into all of their words and actions. Their natural steadiness can serve them



well; they are patient and kind in their responses and are quite thoughtful in all that they do. They tend to have a positive attitude and are naturally gentle. S-types can be open to new people and new surroundings, but need time to assess the situation and adapt. Their reserved nature can often be misinterpreted as cold, something most S's struggle to overcome. S-personalities like to work steadily, without outside interruption, and will steadfastly resist change and conflict.

S-personalities balance out the more outgoing types and support those that are more analytical. They are the true supporters amongst us.



## COMMUNICATION STYLE

S-personalities are often soft spoken. Their reserved qualities can often come across as formal, especially in writing. It's important not to overwhelm or come on too strong in the first couple of interactions with an S-personality. Instead, S's prefer to build trust and warmth through more meaningful conversation. This is important to note when working with an S-personality because the more efficient types may overlook the need for personal anecdotes and small talk and rush right to the crux of an issue. When communicating with S type personalities, focus on using friendly language and a warm approach.



## FOUR EASY-TO-REMEMBER DESCRIPTIONS

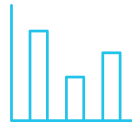
S's are extremely respectful of their co-workers' space and will very rarely interrupt anyone to insert their ideas

S-personalities love to strategize, and will often shy away from abstract work in favor of a methodical course of action

Stability and structured routine motivate and energize S-personalities

S-types are very supportive of others thoughts, feeling, and ideas

### MORE ABOUT S TYPES



# C Personality

## DISC

C-personalities are extremely analytical, and gravitate towards process, structure, and rules. C's are intensely skeptical and use logic to objectively make decisions, rather than being swayed by emotions. Their strengths are likely to lie in their ability to think through their decisions. If the data informs new logic, a C-personality is capable of being flexible and changing their minds quickly. Their ability to think deeply about issues helps make each C-type a great problem-solver. They are often inventors and seek accurate solutions to the problems and projects they are entrusted to.

Because they are naturally observant, C-type personalities are likely to ask a lot of questions and seek clear answers. Though they often prefer to work alone rather than in a group, they tend to work well with someone who is able to respond to questions in detail, support claims with evidence, and is a natural problem-solver. They may enjoy being a part of a team that gives them autonomy, while helping to resolve problems with logic and accuracy.

### FOUR TERMS TO IDENTIFY A C:

**Accurate**

**Analytical**

**Structured**

**Purposeful**



### TEMPERAMENT

C-personalities are reserved, autonomous people who usually prefer to work independently for long periods of focused work rather than multi-

tasking. Although they enjoy long, thoughtful conversations about complex subjects, A C-personality is commonly marked by steady, stoic demeanor which can seem robotic at times. C's often make connections with the people around them by finding common interests that can be discussed in detailed, in-depth discussions. They very rarely offer personal anecdotes unprompted.



## COMMUNICATION STYLE

C-personalities are extremely objective and might not use much inflection in their natural speech. They can seem dry and distant until prompted by a like minded interest or idea. They enjoy long, thorough analysis but will avoid small talk because it makes them uncomfortable most of the time. Because of the amount of time a C-personality spend analyzing details, they can often seem pessimistic. This isn't necessarily true but to a C-personality, facts are facts. It's hard to argue with this kind of data driven logic.



## FOUR EASY-TO-REMEMBER DESCRIPTIONS

A C personality will use facts and analytical logic to explain nearly every situation in their lives

C-types tend to be concerned with facts, figures, and accuracy

C-personalities are likely to ask a lot of questions

C-personalities are excellent at creating and enforcing rules. They can be counted on to ignore distractions and stay on track

### MORE ABOUT C TYPES

# Learn about yourself with a free personality test.

FREE PERSONALITY TEST