

## **Directions for Responding to the DISCself Online Assessment**

When responding to this assessment, the first thing you must do is select a focus... work, social or family. Your focus can be general or specific.

For instance, if you select a work focus, you may respond with a general work focus or a specific focus thinking of a particular role or working with a specific person or department at work.

The same is true for a social focus. You may respond as to how you are generally in social situations or have a particular social setting or person in mind.

With family, you may respond as to how you are generally with your entire family or with a more specific role or a relationship with a particular family member such as mother, father, son, daughter, grandparent, etc.

**Select a focus now:**     Work     Social     Family

Maintain this same focus when responding to the entire questionnaire.

Spend only 7-10 minutes to complete all 30 boxes.  
Your first response is usually most accurate.

In each of the first 24 boxes below, there are four words.

Choose one word that describes you most in your selected focus.  
Click on the circle in the **MOST** column for that word.

Then select one word that least describes you in your selected focus.  
Click on the circle in the **LEAST** column for that word.

**You will have one MOST selection and one LEAST selection for each box.**

**PLEASE NOTE: If you need to check the meaning of any of the words below, simply hover your mouse/cursor over the word and a description of the word will be displayed. You may find some of the questions a little challenging to choose between. This is completely normal and please choose the answers that are the closest to you or that were your immediate response. There are no right or wrong answers.**

	Most Least			Most Least			Most Least	
1. Cautious	<input type="radio"/>	<input type="radio"/>	2. Agreeable	<input type="radio"/>	<input type="radio"/>	3. Adventurous	<input type="radio"/>	<input type="radio"/>
Confident	<input type="radio"/>	<input type="radio"/>	Self-Reliant	<input type="radio"/>	<input type="radio"/>	Companionable	<input type="radio"/>	<input type="radio"/>
Patient	<input type="radio"/>	<input type="radio"/>	Sociable	<input type="radio"/>	<input type="radio"/>	Resigned	<input type="radio"/>	<input type="radio"/>
Strong-Willed	<input type="radio"/>	<input type="radio"/>	Submissive	<input type="radio"/>	<input type="radio"/>	Willing	<input type="radio"/>	<input type="radio"/>
	Most Least			Most Least			Most Least	
4. Cheerful	<input type="radio"/>	<input type="radio"/>	5. Jovial	<input type="radio"/>	<input type="radio"/>	6. Animated	<input type="radio"/>	<input type="radio"/>
Cooperative	<input type="radio"/>	<input type="radio"/>	Moderate	<input type="radio"/>	<input type="radio"/>	Forceful	<input type="radio"/>	<input type="radio"/>
Obliging	<input type="radio"/>	<input type="radio"/>	Orderly	<input type="radio"/>	<input type="radio"/>	Neighborly	<input type="radio"/>	<input type="radio"/>
Persuasive	<input type="radio"/>	<input type="radio"/>	Original	<input type="radio"/>	<input type="radio"/>	Tolerant	<input type="radio"/>	<input type="radio"/>
	Most Least			Most Least			Most Least	
7. Correct	<input type="radio"/>	<input type="radio"/>	8. Aggressive	<input type="radio"/>	<input type="radio"/>	9. Attractive	<input type="radio"/>	<input type="radio"/>
Extraverted	<input type="radio"/>	<input type="radio"/>	Fearful	<input type="radio"/>	<input type="radio"/>	Diplomatic	<input type="radio"/>	<input type="radio"/>
Loyal	<input type="radio"/>	<input type="radio"/>	Playful	<input type="radio"/>	<input type="radio"/>	Gentle	<input type="radio"/>	<input type="radio"/>
Restless	<input type="radio"/>	<input type="radio"/>	Steady	<input type="radio"/>	<input type="radio"/>	Stubborn	<input type="radio"/>	<input type="radio"/>
	Most Least			Most Least			Most Least	
10. Bold	<input type="radio"/>	<input type="radio"/>	11. Controlled	<input type="radio"/>	<input type="radio"/>	12. Good Listener	<input type="radio"/>	<input type="radio"/>
Even-Tempered	<input type="radio"/>	<input type="radio"/>	Generous	<input type="radio"/>	<input type="radio"/>	Persistent	<input type="radio"/>	<input type="radio"/>
Outgoing	<input type="radio"/>	<input type="radio"/>	Popular	<input type="radio"/>	<input type="radio"/>	Poised	<input type="radio"/>	<input type="radio"/>
Receptive	<input type="radio"/>	<input type="radio"/>	Positive	<input type="radio"/>	<input type="radio"/>	Soft-Spoken	<input type="radio"/>	<input type="radio"/>
	Most Least			Most Least			Most Least	
13. Determined	<input type="radio"/>	<input type="radio"/>	14. Brave	<input type="radio"/>	<input type="radio"/>	15. High-Spirited	<input type="radio"/>	<input type="radio"/>
Good Mixer	<input type="radio"/>	<input type="radio"/>	Convincing	<input type="radio"/>	<input type="radio"/>	Nervy	<input type="radio"/>	<input type="radio"/>
Satisfied	<input type="radio"/>	<input type="radio"/>	Humble	<input type="radio"/>	<input type="radio"/>	Obedient	<input type="radio"/>	<input type="radio"/>
Timid	<input type="radio"/>	<input type="radio"/>	Kind	<input type="radio"/>	<input type="radio"/>	Peaceful	<input type="radio"/>	<input type="radio"/>
	Most Least			Most Least			Most Least	
16. Enthusiastic	<input type="radio"/>	<input type="radio"/>	17. Adaptable	<input type="radio"/>	<input type="radio"/>	18. Competitive	<input type="radio"/>	<input type="radio"/>
Harmonious	<input type="radio"/>	<input type="radio"/>	Cordial	<input type="radio"/>	<input type="radio"/>	Easily Led	<input type="radio"/>	<input type="radio"/>
Nonchalant	<input type="radio"/>	<input type="radio"/>	Daring	<input type="radio"/>	<input type="radio"/>	Good-Natured	<input type="radio"/>	<input type="radio"/>
Pioneering	<input type="radio"/>	<input type="radio"/>	Lenient	<input type="radio"/>	<input type="radio"/>	Inspiring	<input type="radio"/>	<input type="radio"/>
	Most Least			Most Least			Most Least	
19. Assertive	<input type="radio"/>	<input type="radio"/>	20. Accommodating	<input type="radio"/>	<input type="radio"/>	21. Contented	<input type="radio"/>	<input type="radio"/>
Light-Hearted	<input type="radio"/>	<input type="radio"/>	Entertaining	<input type="radio"/>	<input type="radio"/>	Decisive	<input type="radio"/>	<input type="radio"/>
Respectful	<input type="radio"/>	<input type="radio"/>	Outspoken	<input type="radio"/>	<input type="radio"/>	Emotional	<input type="radio"/>	<input type="radio"/>
Sincere	<input type="radio"/>	<input type="radio"/>	Restrained	<input type="radio"/>	<input type="radio"/>	Introspective	<input type="radio"/>	<input type="radio"/>

	Most	Least		Most	Least		Most	Least
22. Accurate	<input type="radio"/>	<input type="radio"/>	23. Argumentative	<input type="radio"/>	<input type="radio"/>	24. Careful	<input type="radio"/>	<input type="radio"/>
Conventional	<input type="radio"/>	<input type="radio"/>	Charming	<input type="radio"/>	<input type="radio"/>	Considerate	<input type="radio"/>	<input type="radio"/>
Life-of-Party	<input type="radio"/>	<input type="radio"/>	Disciplined	<input type="radio"/>	<input type="radio"/>	Talkative	<input type="radio"/>	<input type="radio"/>
Vigorous	<input type="radio"/>	<input type="radio"/>	Sympathetic	<input type="radio"/>	<input type="radio"/>	Unconquerable	<input type="radio"/>	<input type="radio"/>

In questions 25-30, choose one of the two options.

<b>Do you tend to be more...</b>	<b>Do you tend to be more...</b>
25. directing/controlling of others or interacting/engaging of others	26. accommodating/accepting of others or observing/assessing of others
<b>Do you tend to be more...</b>	<b>Do you tend to be more...</b>
27. directing/controlling of others or accommodating/accepting of others	28. directing/controlling of others or observing/assessing of others
<b>Do you tend to be more...</b>	<b>Do you tend to be more...</b>
29. interacting/engaging of others or accommodating/accepting of others	30. interacting/engaging of others or observing/assessing of others