

BEHAVIORAL TRAIT INTENSITY RANGE

The adjectives in each column describe the range of intensity possible for people to meet their needs for control in each particular DISC FOCUS in life. Circle your word groups in each column corresponding to the points on your Graph I. Place a square around the word groups for your Graph II. Note the shift people who score like you make in order to adapt their natural style at work. (Cross out any adjectives in the lists that you think are not descriptive of you, but check with a friend first, so that you're not ignoring a potential blind-spot in your behavioral traits).

	D	I	S	C
FOCUS ->	PROBLEMS/TASKS	PEOPLE	PACE (of environment)	PROCEDURES
NEEDS ->	Challenges to Solve, Authority	Social Relationships, Friendly Environment	Systems, Teams, Stable Environment	Rules To Follow, Data To Analyze
EMOTION->	Decisive, risk-taker	Optimistic, trusts others	Patient, stabilizer	Cautious, careful decisions
FEARS->	being taken advantage of/loss of control	being left out, loss of social approval	sudden change/loss of stability and security	being criticized/ loss of accuracy and quality

6	argumentative daring demanding decisive domineering egocentric	emotional enthusiastic gregarious impulsive optimistic persuasive	calming loyal patient peaceful serene team-person	accurate conservative exacting fact-finder precise systematic
5	adventurous risk-taker direct forceful	charming influential sociable trusting	consistent cooperative possessive relaxed	conscientious courteous focused high standards
4	assertive competitive determined self-reliant	confident friendly generous poised	composed deliberate stable steady	analytical neat sensitive tactful

3	calculated risks moderate questioning unassuming	controlled discriminating rational reflective	alert eager flexible mobile	own person self-righteous opinionated persistent
2	mild seeks consensus unobtrusive weighs pro/con	contemplative factual logical retiring	discontented energetic fidgety impetuous	autonomous independent firm stubborn
1	agreeing cautious conservative contemplative modest restrained	introspective pessimistic quiet reflective reticent suspicious	active change-oriented fault-finding impatient restless spontaneous	arbitrary defiant fearless obstinate rebellious sarcastic