

Name: _____ Focus: _____

DISCStyles Answer Sheet

On this sheet, you'll find 24 groups of words describing preferences. For each group of four words, choose the **ONE** word that **Most** describes your preferences **ON THE JOB** and place an "X or █" in the box in the "**MOST**" (**M**) column. Then, out of the remaining three words, choose the **ONE** word that **Least** describes your preferences **ON THE JOB** and place an "X or █" in the box in the "**Least**" (**L**) column. Proceed in the same way in each of the other 23 boxes.

	M	L		M	L		M	L		M	L
1			7			13			19		
CHEERFUL	<input type="checkbox"/>	<input type="checkbox"/>	BOLD	<input type="checkbox"/>	<input type="checkbox"/>	ENTHUSIASTIC	<input type="checkbox"/>	<input type="checkbox"/>	ACCURATE	X	<input type="checkbox"/>
COOPERATIVE	X	<input type="checkbox"/>	EVEN-TEMPERED	<input type="checkbox"/>	X	HARMONIOUS	<input type="checkbox"/>	<input type="checkbox"/>	CONVENTIONAL	<input type="checkbox"/>	X
OBLIGING	<input type="checkbox"/>	X	OUTGOING	X	<input type="checkbox"/>	NONCHALANT	<input type="checkbox"/>	X	LIVELY	<input type="checkbox"/>	<input type="checkbox"/>
PERSUASIVE	<input type="checkbox"/>	<input type="checkbox"/>	RECEPTIVE	<input type="checkbox"/>	<input type="checkbox"/>	PIONEERING	X	<input type="checkbox"/>	VIGOROUS	<input type="checkbox"/>	<input type="checkbox"/>
2			8			14			20		
HAPPY	<input type="checkbox"/>	<input type="checkbox"/>	CONTROLLED	<input type="checkbox"/>	<input type="checkbox"/>	ADAPTABLE	X	<input type="checkbox"/>	SPUNKY	<input type="checkbox"/>	<input type="checkbox"/>
MODERATE	<input type="checkbox"/>	X	GENEROUS	X	<input type="checkbox"/>	WELCOMING	<input type="checkbox"/>	<input type="checkbox"/>	CHARMING	<input type="checkbox"/>	<input type="checkbox"/>
ORDERLY	X	<input type="checkbox"/>	POPULAR	<input type="checkbox"/>	X	DARING	<input type="checkbox"/>	X	DISCIPLINED	X	<input type="checkbox"/>
ORIGINAL	<input type="checkbox"/>	<input type="checkbox"/>	POSITIVE	<input type="checkbox"/>	<input type="checkbox"/>	LENIENT	<input type="checkbox"/>	<input type="checkbox"/>	SYMPATHETIC	<input type="checkbox"/>	X
3			9			15			21		
ANIMATED	<input type="checkbox"/>	<input type="checkbox"/>	GOOD LISTENER	<input type="checkbox"/>	<input type="checkbox"/>	RESOLUTE	<input type="checkbox"/>	<input type="checkbox"/>	CAREFUL	<input type="checkbox"/>	<input type="checkbox"/>
FORCEFUL	<input type="checkbox"/>	X	PERSISTENT	X	<input type="checkbox"/>	EASILY LED	<input type="checkbox"/>	X	CONSIDERATE	<input type="checkbox"/>	X
NEIGHBORLY	<input type="checkbox"/>	<input type="checkbox"/>	LEVEL-HEADED	<input type="checkbox"/>	X	GOOD-NATURED	X	<input type="checkbox"/>	COMMUNICATIVE	X	<input type="checkbox"/>
TOLERANT	X	<input type="checkbox"/>	SOFT-SPOKEN	<input type="checkbox"/>	<input type="checkbox"/>	INSPIRING	<input type="checkbox"/>	<input type="checkbox"/>	EFFICIENT	<input type="checkbox"/>	<input type="checkbox"/>
4			10			16			22		
CORRECT	<input type="checkbox"/>	<input type="checkbox"/>	DETERMINED	X	<input type="checkbox"/>	ASSERTIVE	X	<input type="checkbox"/>	CAUTIOUS	<input type="checkbox"/>	<input type="checkbox"/>
EXTROVERTED	<input type="checkbox"/>	<input type="checkbox"/>	GOOD MIXER	<input type="checkbox"/>	<input type="checkbox"/>	LIGHT-HEARTED	<input type="checkbox"/>	X	CONFIDENT	X	<input type="checkbox"/>
LOYAL	X	<input type="checkbox"/>	SATISFIED	<input type="checkbox"/>	<input type="checkbox"/>	RESPECTFUL	<input type="checkbox"/>	<input type="checkbox"/>	PATIENT	<input type="checkbox"/>	X
RESTLESS	<input type="checkbox"/>	X	TIMID	<input type="checkbox"/>	X	SINCERE	<input type="checkbox"/>	<input type="checkbox"/>	STRONG-WILLED	<input type="checkbox"/>	<input type="checkbox"/>
5			11			17			23		
AGGRESSIVE	<input type="checkbox"/>	X	BRAVE	<input type="checkbox"/>	<input type="checkbox"/>	ACCOMMODATING	<input type="checkbox"/>	<input type="checkbox"/>	AGREEABLE	<input type="checkbox"/>	X
FEARFUL	<input type="checkbox"/>	<input type="checkbox"/>	CONVINCING	<input type="checkbox"/>	X	ENTERTAINING	<input type="checkbox"/>	<input type="checkbox"/>	SELF-RELIANT	X	<input type="checkbox"/>
PLAYFUL	<input type="checkbox"/>	<input type="checkbox"/>	HUMBLE	X	<input type="checkbox"/>	OUTSPOKEN	X	<input type="checkbox"/>	SOCIAL	<input type="checkbox"/>	<input type="checkbox"/>
STEADY	X	<input type="checkbox"/>	KIND	<input type="checkbox"/>	<input type="checkbox"/>	RESTRAINED	<input type="checkbox"/>	X	SUBMISSIVE	<input type="checkbox"/>	<input type="checkbox"/>
6			12			18			24		
APPEALING	<input type="checkbox"/>	<input type="checkbox"/>	HIGH-SPIRITED	<input type="checkbox"/>	<input type="checkbox"/>	CONTENTED	X	<input type="checkbox"/>	ADVENTUROUS	<input type="checkbox"/>	<input type="checkbox"/>
DIPLOMATIC	X	<input type="checkbox"/>	NERVY	<input type="checkbox"/>	X	TENACIOUS	<input type="checkbox"/>	<input type="checkbox"/>	COMPANIONABLE	<input type="checkbox"/>	X
GENTLE	<input type="checkbox"/>	<input type="checkbox"/>	OBEDIENT	X	<input type="checkbox"/>	EMOTIONAL	<input type="checkbox"/>	X	RESIGNED	<input type="checkbox"/>	<input type="checkbox"/>
STUBBORN	<input type="checkbox"/>	X	PEACEFUL	<input type="checkbox"/>	<input type="checkbox"/>	INTROSPECTIVE	<input type="checkbox"/>	<input type="checkbox"/>	WILLING	X	<input type="checkbox"/>

Make sure you have chosen both a "**MOST**" and a "**LEAST**" choice for each set of words

When directed by a facilitator, or when you are ready if you are self-administering DISCstyles,
separate the answer sheet and follow the directions

Turn to Back

DISCSyles Page 2

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

Do you tend to be more....

25

Directing/controlling of others

OR

Interacting /engaging of others

Do you tend to be more....

26

Accommodating /accepting other

OR

Observing/assessing of others

Do you tend to be more....

27

Directing/controlling of others

OR

Accommodating /accepting of others

Do you tend to be more....

28

Directing/controlling of others

OR

Observing/assessing of others

Do you tend to be more....

29

Interacting/engaging of others

OR

Accommodating/accepting of others

Do you tend to be more....

30

Interacting/engaging of others

OR

Observing/assessing of others