

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.

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

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 ☒