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The DISC assessment helped me a lot to identify my strengths and weaknesses. I was in agreement with most aspects of the DISC report but at the same time there were few blind spots.

My strong skill sets are problem solving, interpersonal skills and communication skills. These skill sets provided benefit to me during the team meetings. Apart from the DISC report I also feel that my one of the strength is not having personal attachment to the work or research I did for the assignment. My attachment is only with the team’s decision. In the team meeting I had different view than my teammates but with effective discussion I changed my view a lot of times. Strengths are the one, which everyone likes to describe but I would also like to draw the attention towards weaknesses.

My weaknesses are trusting easily, over selling myself, talkative and poor listener.

From the previous experience I knew there is something wrong with my team skills but this DISC report showed me the mirror and hit the niche perfectly. The one of the most important weakness which DISC report highlighted from me is the “over selling myself”. This weakness is huge turnoff for my profile and career and in fact I have been rejected in interviews for this. To overcome my weaknesses I have two action points, which I will implement.

The first action point is to be clear and concise. I tend to speak everything I know about the topic in the discussion, which ends up being long and boring. At the same time in the discussion I would ignore repeating the points .The two weakness which I go hand in hand are “overselling myself “ and “talkative”. If I control the talkative thing I would be able to overcome the weakness of overselling myself.

The second action point is to improve my listening skills. I am passive listener in the group but I have planned to become active listener. The plan is write down the keywords of the person presenting a different view than mine. I would write it down till the active listening part becomes the second nature to me. The other plan to become the active listener is listen podcasts of the field, which I am disinterested like medical, biology and archeology. These listening practices would help me in improving my listening skills.

After implementing both the action points I will take the DISC assessment again to track my improvement and at the same time more weaknesses. I believe there is always a chance of improvement and no one is perfect.