Step 1:

Example Answer

Behavior	My top 7	Rank your top 5 (1 = most like you; 5 = least like you)
Likes challenges	✓	5
Results focused	✓	
Competitive		
Determined	✓	1
Assertive		
Decisive		
Risk Taker		
Sensitive to others		
Sociable		
Emotional		
Stimulating	✓	
Outgoing		
Optimistic	✓	4
Enthusiastic	✓	3
Tactful		
Calm		
Patient		
Dependable	✓	2
Supportive		
Accommodating		
Procedure orientated		
Precise		
Private		
Systematic		
Restrained		
Likes numbers		
Perfectionist		
Critical of mistakes		

Step 2:

Now please complete your research. Here is a reminder of DiSC. The example behaviors are drawn from the previous table.

Introducing the DiSC model

Likes Challenges
Results Focused
Competitive
Determined
Assertive
Decisive
Risk Taker

D Dominant

I Influence

Sensitive to others
Sociable
Emotional
Stimulating
Outgoing
Optimistic
Enthusiastic

Precise
Private
Systematic
Restrained
Likes Numbers
Perfectionist
Critical of Mistakes

Conscientious C

Steadiness S

Tactful
Calm
Patient
Dependable
Supportive
Accomodating
Procedure Orientated

Source: Everything DiSC Workplace, Copyright 2012 by John Wiley & Sons, Inc.

Step 3:

Following your research, answer the final 2 questions below.

1. What have you learned about yourself from the DiSC model?

Example Answer

I am a mixture of Dominance (D) and Influence (I). From the research I feel this is a true reflection as I can identify with many of the behaviors and can see how this comes across when I communicate and how I prefer people communicate with me. I think I flex between D and I, depending on the situation. At work I'm more likely to communicate in more of a D approach, but at home I think I communicate using I more often. I find this really interesting that my 'work' and 'home' styles are slightly different (even though they do cross over) and I can now easily identify this. This means that if I can identify between these 2 styles, then I should be able to start to identify other people's styles and learn to adapt to them.

In my predominant work style, I could be seen as an abrupt communicator due to where my focus is – on results, getting the job done, being assertive and being challenged. This isn't to say that this is my only way of communicating, as I do care what other people have to say and how they feel (this is my I preference showing), but this feels more natural when I am at home and communicating with friends and family.

2. What have you learned about DiSC and its value when communicating with others?

Example Answer

I now understand why I get frustrated when people communicate with me in a 'Steadiness' or 'Conscientious' style, as this is not my natural way of communicating. It has allowed me to understand this more from their perspective and appreciate why they communicate in this manner. I also now recognize why I need to adapt to their style at times, as my style probably frustrates them.

I think DiSC will help me adapt my conversation styles based on the other person's preferences. I now understand how to distinguish between the different communication preferences. If someone is focusing their conversation around numbers and being systematic, then I need to be mindful of this, so they get what they need out of the conversation. Plus, this will help me influence the conversation as they will be more likely to be interested in what I've got to say and value my input if I respond to their preferred communication style.

I am also going to generally pay more attention to how other people communicate so I can determine what their preference may be. Then I will be able to plan how to interact and communicate with that person more effectively, so it meets their communication style.

I think this will take a lot of practice, so I'm going to start doing this with my friends and trusted colleagues first. I will see if I can identify their communication style, then adapt my conversation and language to suit them. I will seek feedback from them about how effective this is and what I could continue to work on to improve the way I respond to different communication styles.

To try a free high-level assessment of your DiSC style, use this link.