



# THE DISC MODEL

## *Adapting to Personality*



*By Soufiane El Alaoui*

# THE DISC MODEL

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## ASSESSING PERSONALITY

Understanding personality traits is a crucial aspect of effective leadership. The DISC Personality Model is a widely recognized tool that helps individuals understand their behavioral tendencies, preferences, and communication styles. This model categorizes personality traits into four dimensions: **Dominance, Influence, Steadiness, and Conscientiousness**. Each of these dimensions highlights specific personality traits, such as **assertiveness, sociability, patience, and accuracy**.

By understanding the DISC Personality Model, individuals can gain insight into their own behavior and communication style, as well as the **behavior and communication style of others**. This understanding can lead to better communication, more effective teamwork, and stronger relationships. In the workplace, for example, understanding the DISC model can help leaders understand **how to communicate with different team members, as well as how to delegate tasks and manage conflict**.

The ebook that follows provides an overview of the DISC Personality Model, including an **assessment tool** that could help you determine your own personality traits or those of your team members.

Please note that the DISC personality questionnaire provided here is intended for **informational purposes** only and should not be used as a substitute for a professional assessment. This questionnaire is designed to provide a rough guide to personality traits based on your responses, but it is not a comprehensive evaluation. For a thorough and extensive analysis of personality, you could seek the assistance of relevant qualified professionals.



*"Personality begins where comparison leaves off"*

Shannon L. Alder

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## PRINT AND CIRCLE THE ANSWERS THAT ARE TRUE FOR YOU

**When communicating with others, I prefer to:**

- A. Focus on facts and details.
- B. Be positive and enthusiastic.
- C. Pay attention to others' feelings.
- D. Be direct and to the point.

**When working in a team, I am most likely to:**

- A. Take charge and give directions.
- B. Encourage others and generate ideas.
- C. Be supportive and harmonious.
- D. Ensure everyone is following the rules.

**In social situations, I tend to:**

- A. Ask questions and listen attentively.
- B. Make new friends easily.
- C. Avoid conflict and keep the peace.
- D. Stick to topics that interest me.

**When facing a challenge, I am likely to:**

- A. Analyze the problem and come up with a solution.
- B. Take a risk and try something new.
- C. Seek advice and support from others.
- D. Follow a proven method or process.

**In a work environment, I prefer to:**

- A. Focus on the task at hand.
- B. Interact with others and collaborate.
- C. Maintain a stable routine.
- D. Pay attention to rules and regulations.

**When receiving criticism, I tend to:**

- A. Focus on the facts and how to improve.
- B. Dismiss it and move on.
- C. Take it personally and feel upset.
- D. Analyze it and try to see the logic.

**In my free time, I enjoy:**

- A. Engaging in activities that challenge me.
- B. Being around others and socializing.
- C. Relaxing and enjoying simple pleasures.
- D. Sticking to a familiar routine.

**When meeting new people, I usually:**

- A. Focus on what they do and what they can offer
- B. Start a conversation and make a good impression
- C. Observe their behavior and body language
- D. Stick to safe topics and avoid conflict

**When making decisions, I tend to:**

- A. Consider all the facts and data
- B. Trust my intuition and feelings
- C. Take other people's opinions into account
- D. Follow a logical and rational process

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## PRINT AND CIRCLE THE ANSWERS THAT ARE TRUE FOR YOU

### When under stress, I am most likely to:

- A. Focus on finding a solution to the problem
- B. Seek support and encouragement from others
- C. Withdraw and avoid confrontation
- D. Stick to a routine and follow established protocols

### In a conflict situation, I usually:

- A. Focus on the facts and logic of the situation
- B. Try to find a compromise or middle ground
- C. Try to understand other people's perspectives
- D. Stick to established rules and policies

### When learning something new, I prefer:

- A. Learning by doing or through experimentation
- B. Learning through discussion and collaboration
- C. Learning through observation and imitation
- D. Learning through reading and research

### When faced with a problem, I tend to:

- A. Analyze the situation and come up with a logical solution
- B. Brainstorm and generate creative solutions
- C. Seek advice and support from others
- D. Follow a predetermined plan or process.

### In a group setting, I am most likely to:

- A. Take charge and delegate tasks
- B. Generate ideas and inspire others
- C. Build consensus and promote cooperation
- D. Ensure that everyone follows established rules and procedures

### When faced with change, I tend to:

- A. Analyze the situation and come up with a plan
- B. Embrace the change and look for opportunities
- C. Be cautious and take time to adjust
- D. Stick to established routines and avoid the unknown

### In a leadership role, I tend to:

- A. Set goals and establish clear expectations
- B. Motivate and inspire others
- C. Create a harmonious and supportive environment
- D. Ensure that everyone follows established rules and procedures

### When communicating with others, I tend to:

- A. Focus on the task or issue at hand
- B. Use humor and storytelling to engage others
- C. Use empathy and understanding to build rapport
- D. Use clear and concise language to convey information



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PRINT AND CIRCLE THE ANSWERS THAT ARE TRUE FOR YOU

When working on a project, I prefer to:

- A. Focus on the details and specifics
- B. Brainstorm and generate new ideas
- C. Collaborate with others to achieve a common goal
- D. Follow a proven method or process

When interacting with others, I tend to:

- A. Focus on the task or objective at hand
- B. Show enthusiasm and energy
- C. Be warm and friendly
- D. Communicate in a straightforward and efficient manner

To **calculate your results**, count the number of times you selected each letter (A, B, C, or D) in your responses. Then, refer to the table below to determine which personality trait each letter corresponds to:

A - Dominance (D)

B - Influence (I)

C - Steadiness (S)

D - Conscientiousness (C)

Once you have tallied up your responses and identified which letter you selected the most, turn to the next page to discover which personality trait you have the highest score in. Keep in mind that **no single letter or trait is better or worse than the others, and each one has its own unique strengths and weaknesses**. The results of this questionnaire should be used as a rough guide and not a definitive assessment of your personality.

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## DOMINANCE / DRIVER

Goal-oriented, competitive, low agreeableness.

Motivate by giving challenging assignments, opportunities to take charge.

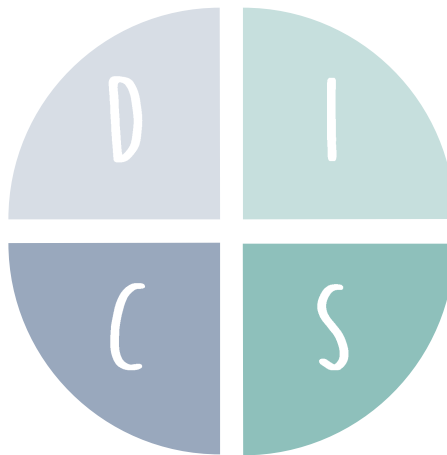
Encourage them to listen to others and be clear with objectives.

## INFLUENCE / EXPRESSIVE

Expressive, outgoing, creative.

Motivate by allowing expression of ideas, innovation, and creativity.

Encourage organization and structure.



Analytical, logical, detail-oriented.

Motivate by being clear with objectives and deadlines, sustaining intellectual stimulation

## CONSCIENTIOUSNESS / ANALYTICAL

Friendly, supportive, and averse to conflict.

Motivate by creating a supportive environment, giving them time to process, listen actively, and provide emotional support

## STEADINESS / AMIABLE