DiSC Response Form

Choose one MOST and one LEAST in each group of words.

(See instructions on back)

Response Focus:

Column 1

#	Word	MOST	LEAST
1	enthusiastic	■	■
	daring	Z	Z
	diplomatic	★	★
	satisfied	▲	▲
2	cautious	★	★
	determined	Z	Z
	convincing	■	■
	good-natured	▲	N
3	friendly	■	N
	accurate	★	★
	outspoken	Z	Z
	calm	N	▲
4	talkative	■	■
	controlled	★	★
	conventional	▲	▲
	decisive	Z	Z
5	adventurous	Z	Z
	insightful	★	★
	outgoing	■	■
	moderate	▲	▲
6	gentle	▲	▲
	persuasive	■	N
	humble	N	★
	original	N	Z
7	expressive	■	■
	conscientious	★	★
	dominant	Z	Z
	responsive	N	▲
8	poised	■	■
	observant	★	N
	modest	▲	▲
	impatient	Z	Z
9	tactful	★	★
	agreeable	▲	▲
	magnetic	■	■
	insistent	Z	Z

Column 2

#	Word	MOST	LEAST
10	brave	Z	Z
	inspiring	■	■
	submissive	▲	▲
	timid	N	★
11	reserved	★	★
	obliging	▲	▲
	strong-willed	Z	Z
	cheerful	■	■
12	stimulating	■	■
	kind	▲	▲
	perceptive	★	★
	independent	Z	Z
13	competitive	Z	Z
	considerate	▲	▲
	joyful	■	■
	private	★	★
14	fussy	★	★
	obedient	▲	▲
	firm	Z	Z
	playful	■	■
15	attractive	■	■
	introspective	★	N
	stubborn	Z	Z
	predictable	▲	▲
16	logical	★	★
	bold	Z	Z
	loyal	▲	▲
	charming	■	■
17	sociable	■	■
	patient	▲	▲
	self-reliant	Z	Z
	soft-spoken	★	★
18	willing	▲	▲
	eager	Z	N
	thorough	★	★
	high-spirited	■	■

Column 3

#	Word	MOST	LEAST
19	aggressive	Z	Z
	extroverted	■	■
	amiable	▲	▲
	fearful	N	★
20	confident	■	■
	sympathetic	▲	▲
	impartial	N	★
	assertive	Z	Z
21	well-disciplined	★	★
	generous	▲	▲
	animated	■	■
	persistent	Z	Z
22	impulsive	■	■
	introverted	★	★
	forceful	Z	Z
	easygoing	▲	▲
23	good mixer	■	■
	refined	★	★
	vigorous	Z	Z
	lenient	▲	▲
24	captivating	■	■
	contented	▲	▲
	demanding	Z	Z
	compliant	★	★
25	argumentative	Z	Z
	systematic	★	★
	cooperative	▲	▲
	light-hearted	■	■
26	jovial	■	■
	precise	★	★
	direct	Z	Z
	even-tempered	▲	▲
27	restless	Z	Z
	neighborly	▲	▲
	appealing	■	■
	careful	★	★
28	respectful	★	★
	pioneering	Z	Z
	optimistic	■	■
	helpful	▲	▲

About DiSC

DiSC is a tool that can help you improve performance, deal more effectively with conflict, and value differences. Using a research-based model, DiSC is designed to help you understand why you act the way you do.

After you complete the first four steps below, return this for as directed in step 5. You will receive a personalized report.

THIS IS NOT A TEST. You cannot pass or fail. There are no right or wrong answers, and there is no "best" DiSC style.

1 Provide Identifying Information

Name: _____

☐ Male   ☐ Female   Date: _____

Completed by: _____

2 Select Your Response Focus

Choose a focus for your responses to the 28 groups of words. To use all the feedback available in the DiSC report, a focus of "work" may provide the best results. Write your Response Focus at the top of the Response Form to help you maintain focus as you respond.
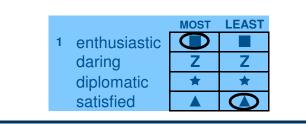
3 Complete Your responses

A. Read the first group of words on the reverse side of this page while thinking about yourself in your selected response focus.

B. Select **only one word** that **MOST** describes you. Use a pen or pencil to circle the symbol in the box after that word in the **MOST** column. **See the example below.**

C. Then select **only one word** that **LEAST** describes you and circle the symbol in the box after that word.

D. Use the same procedure to respond to the remaining groups of words.

REMEMBER: Select only **one MOST** and **one LEAST** choice for each goup.

EXAMPLE

The person responding tends to be MOST enthusiastic and LEAST satisfied.

		MOST	LEAST
1	enthusiastic	⬭	■
	daring	Z	Z
	diplomatic	★	★
	satisfied	▲	⬭

4 Count and Record

After you have responded to all 28 groups of words, use the following instructions to count your symbols from the Response Form and fill in the Tally Box below.
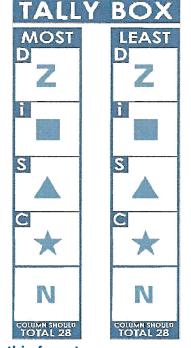
A. Count the **Z**s in the three **MOST** columns. Write this total over the **Z** symbol in the **MOST** column of the **Tally Box**.

Do the same for the other symbols in the **MOST** columns.

B. Count the **Z**s in the three **LEAST** columns. Write that number over the **Z** symbol in the **LEAST** column of the **Tally Box**.

Do the same for the other symbols in the **MOST** columns.

C. Check your results by adding the numbers in each column of the **Tally Box**. Each column should **total 28**.

TALLY BOX

MOST	LEAST
D — Z	D — Z
i — ■	i — ■
S — ▲	S — ▲
C — ★	C — ★
N	N
COLUMN SHOULD TOTAL 28	COLUMN SHOULD TOTAL 28

5 Return this form to:

_____