

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"** 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"** in the box in the **"Least" (L)** column. Proceed in the same way in each of the other 23 boxes.

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