



# DiSC Profile Worksheet

	<b>D</b>	<b>i</b>	<b>S</b>	<b>C</b>
<b>Recognize By:</b>	high self-confidence, competition	talkativeness, enthusiasm, optimism, energy	friendship, co-operation, persistent, patient	accuracy, cautious, high standards
<b>Prefers Work Environment to be:</b>	busy, formal	stimulating, personal, friendly	personal, relaxed, friendly	structured, organized, formal
<b>Pace:</b>	faster	faster	slower	slower
<b>Gains security by:</b>	being in control	flexibility and variety	close relationships	preparation
<b>Motivated By:</b>	achievement	social recognition	acceptance, stability	correctness
<b>Measures Progress By:</b>	results	applause, praise	appreciation	getting it right
<b>Fears:</b>	being taken advantage of, loss of control	social rejection	personal rejection, sudden change	criticism of what they do
<b>Irritated by:</b>	inefficiency, indecision, slowness	routine, formality	insensitivity, impatience	surprises, unpredictability
<b>Decisions are:</b>	quick	spontaneous	considerate	deliberate
<b>Major limitations:</b>	impatience, selective listening	lack of follow through	overly modest, resist change	overly critical of self and others
<b>Could increase effectiveness by:</b>	being patient and willing to learn	self discipline, follow through on tasks	belief in self, being more open to change	being more tolerant of self and others
<i>"A person's strength, if overused, can become a weakness." ~ John Geier</i>	<i>"Emphasis is on shaping the environment by overcoming opposition to accomplish results."</i>	<i>"Emphasis is on shaping the environment by influencing or persuading others."</i>	<i>"Emphasis is on cooperating with others to carry out the task."</i>	<i>"Emphasis is on working conscientiously within existing circumstances to ensure quality &amp; accuracy."</i>

**"Seek first to understand . . . then to be understood."**