


DiSC Profile Worksheet

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

Seek First to Understand . . . Then to be Understood" ~ Stephen Covey