

Style Overview Sampler

Directions: Read across the page from left to right. In descending order, rank the selections in each of the 15 categories that best describes your behavior in the environment for which you are taking the profile (ex. marriage, work, church, etc.). Use a 4 for the statement that is **most like you**, a 3 for the statement that is **often like you**, a 2 for the statement that is **occasionally like you**, and a 1 for the statement that is **least like you**. Write a number in the column under the # sign. Once you have made all your selections, add all your scores vertically and total them in the boxes below marked **D, I, S, and C**. (You may use the number 4, 3, 2, and 1 only **once** in each horizontal row of answers.)

	#	#	#	#
My personality is mostly...	Commanding and Direct	Outgoing and Expressive	Easy-going and Informal	No-nonsense and Precise
I prefer an environment where I am surrounded by...	Trophies Awards and Goal Reminders	Pictures Letters and "my stuff"	Keepsakes Mementos and Comfort	Order, Functionality and Organization
My personal style tends to be...	Results-oriented	People-oriented	Process/team-oriented	Detail-oriented
My manner of responding to others is...	To the point	Friendly and obliging	Steady and controlled	Cool and objective
When listening to others, I...	Often become impatient	Find my attention drifting	Am willing to listen carefully	Am selective and focus on facts
I enjoy talking with others...	About my achievements	About myself and other people	About my family and friends	About things, information, or organization
In relationships, I tend to...	Command Others	Influence Others	Accept Others	Assess Others
When making decisions, I lean towards...	Being quick or decisive	Doing what I feel	Studying the situation and being cautious	Staying objective and/or fact based
When it comes to time, I find...	I'm always pressed for time	I'm often not aware of time	I do not like to be rushed	I strive to manage my time well
I enjoy...	New challenges	Meeting new people	Friends and Family	Creating things or solving puzzles
When it comes to tasks, I like...	Moving quickly and making progress	Trying something new or different	Finishing one thing before I start another	Checking off my "to-do" list
When accomplishing a task I would rather...	Work alone - it's easier that way	Work together - the more the merrier	Be part of a team or support network	Develop a plan before starting
When working in a group I like to...	Be in charge	Influence others	Listen and support others	Have a clearly defined role
My overall manner could be described as...	No Nonsense and direct	Impulsive and friendly	Steady and reliable	Contemplative or reserved
My conversation centers around...	Getting to the "bottom line"	Funny stories about myself and others	Things I have heard from or about others	Facts, information, and data
# TOTALS	D=	I=	S=	C=

Why Understand Behavior?

- Become a better communicator
- Appreciate the differences in others
- Resolve or prevent conflicts
- Gain credibility and positively influence others

D style Dominant

Characteristics of the High D

General Highlights

- Direct
- Decisive
- High ego strength
- Problem solvers
- Risk takers
- Self-starter

Value to the Team

- Bottom line organizers
- Places high value on time
- Challenges status quo
- Innovative

Possible Limitations

- May overstep authority
- Can be argumentative
- Dislikes routines
- Easily bored

Dominant Fear

Being taken advantage of

I style Influencing

Characteristics of the High I

General Highlights

- Enthusiastic
- Trusting
- Optimistic
- Encourager
- Persuasive
- Outgoing

Value to the Team

- Creative problem solvers
- Negotiates well
- Motivates others
- Positive sense of humor

Possible Limitations

- Prefers popularity
- May not focus on results
- Inattentive to details
- May overuse gestures

Dominant Fear

Loss of peer approval

S style Steady

Characteristics of the High S

General Highlights

- Steady
- Friendly
- Team player
- Compassionate
- Understanding
- Peacemaker

Value to the Team

- Dependable and loyal
- Hard working
- Patient and empathetic
- Good at reconciliation

Possible Limitations

- Promotes the status quo
- Slow to adjust to change
- Can hold a grudge
- Sensitive to criticism

Dominant Fear

Loss of security

C style Conscientious

Characteristics of the High C

General Highlights

- Accurate
- Analytical
- Compliant
- Systematic
- Precise
- Perfectionist

Value to the Team

- Objective and fact based
- Conscientious and steady
- Detail oriented
- Information analysis

Possible Limitations

- Needs precedent to act
- Paralysis of analysis
- Slower moving, cautious
- Can be nonverbal

Dominant Fear

Criticism by others

D	I	S	C
60	60	60	60
57	57	57	57
54	54	54	54
51	51	51	51
48	48	48	48
45	45	45	45
42	42	42	42
39	39	39	39
36	36	36	36
33	33	33	33
30	30	30	30
27	27	27	27
24	24	24	24
21	21	21	21
18	18	18	18
15	15	15	15

Instructions for Graphing Your Results:

1. Check the accuracy of the # totals for each of the **D**, **I**, **S**, and **C** columns. When totaled together, all four columns should equal 150.
2. Now plot the number from each column onto the graph below.
Example: If you have scored 39 in the "D" column, place a point on the number 39 under "D" on the graph.
3. Draw lines to connect your **D**, **I**, **S**, and **C** points, moving from the **D** to the **I** to the **S**, and then to the **C**.
4. Circle the highest point on your graph. This is your core style.

Behavioral Styles are the language of observable behavior. Our primary style can tell us a great deal about how we are motivated, environments we prefer, our greatest fears, how we communicate and how we like others to communicate with us. In the course of your daily routine, you see a variety of behavioral styles.

active style



• Do you know someone who is assertive, to the point and wants the bottom line? Some people are forceful, direct and strong willed - they are examples of the **D style**.



• Do you have any friends who are great communicators and friendly to everyone they meet? Some people are optimistic, friendly and talkative - they are examples of the **I style**.



• Have you ever worked with someone who enjoys facts and details and is very thorough? Some people are precise, sensitive and analytical - they are examples of the **C style**.



• Do you have any family members who are good listeners and great team players? Some people are steady, patient, loyal and practical - they are examples of the **S style**.

passive style

task oriented

people oriented

Answer the questions provided below to gain a better understanding of your behavioral style.

1. What are the strengths of your behavioral style?

2. What value can your behavioral style contribute to relationships?

3. How can awareness of your dominant fear change the way you interact and communicate with others?

4. What possible limitation of your behavioral style do you feel is the most important to be aware of?



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