

DISC PERSONALITIES ASSESSMENT CHEAT SHEET

THE FOUR PERSONALITY BUCKETS



Dominant (D) Time is money!



Inspiring (I) Let's have a great time!



Supportive (S) Let's get along!



Conscientious (C) Do it right the first time!

SCORING THE ASSESSMENT

- ✓ The lowest anyone can score in a category is 25%
- ✓ The highest anyone can score in a category is 100%
- ✓ No one can score a zero! We are all a blend, and have some of every category
- ✓ **Weak** = 25-44% | **Moderate** = 45-59% | **Strong** = 60-74% | **Very Strong** = 75-100%

	Dominant (D)	Inspiring (I)	Supportive (S)	Conscientious (C)
What gives them energy?	Working fast Being in charge Achieving goals Making decisions	Talking Performance Being creative Being with enthusiastic people	Helping others Being a key part of a smaller team Doing practical jobs Feeling trusted and appreciated	Doing a task well Working with detail Having a plan Being accurate and thorough
Possible blind spots	Insensitivity Always Right Too pushy/forceful Impatient	Talking too much Not completing projects Lack of focus Poor with detail	Avoiding conflict Expecting others to read their mind Holding grudges Stubbornness	Being too picky Trying to control others Bogged down in detail Holding people to impossible standards
To be effective with them	Don't waste time Be forthright Let them be in charge Support their goals	Let them talk Help with details Inspire them Give them a change to give creative input	Show appreciation Give them time to process decisions Build trust Be friendly	Do it right the first time Give them information
Task or People Focused?	Task focused	People focused	People focused	Task focused
Trust Is	Earned	Given	Given	Earned
Irritants	Wasted time	Strict processes	Conflict	Jobs poorly done
Fears	Being taken advantage of	Social rejection	Offending others getting into conflict	Having their competence questioned
View of Time	Present/future	Present/future if exciting	Past/present/dislike future	Past/present/worried about the future

Professional Leadership Institute (PLI) is an educational website providing its students with practical education in entrepreneurial leadership.

PDI's leadership courses will teach you the practical skills you need to build strong teams and enhance your career. The curriculum has been developed by a faculty that has experience successfully scaling businesses and in the coaching of high growth organizations. Our mission is to teach business owners, managers and career builders how to build strong teams by putting the right people in the right seats.

PDI also offers free leadership resources including articles, templates, tips, cheat sheets and reading lists.

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