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DISC PERSONALITY ASSESSMENT

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COLUMN 1: 'D' DOMINANT

(DOERS, NOT TALKERS)

54%
Moderate

Time means a lot to a dominant person. They want to maximize every second of it. They are good at making decisions and are very goal-oriented. They enjoy challenges, difficult assignments, and opportunities for advancement. They're always taking action. Since dominants are so focused on goals, they may hurt people to reach them. They can be very aggressive and competitive. They can be insensitive to others and poor communicators.

- **Strengths:** action-oriented, strong, direct
- **Challenges:** insensitive, think they are always right
- **Biggest irritant:** wasted time
- **Focused on:** future and present
- **Under stress:** talk less, work harder, do whatever it takes to achieve the goal

COLUMN 2: 'I' INSPIRING

(TALKERS, ESPECIALLY AROUND ENTERTAINING TOPICS)

60%
Strong

Inspirational people love entertaining others and being entertained. They enjoy being popular and influencing and motivating others. They enjoy coming up with new ideas and persuading others of their creative views. They are excellent networkers and have many acquaintances. They are expressive and use gestures. They love to play. They are good creators, but struggle with completing tasks. They can lack focus and be late.

- **Strengths:** creativity, ideas, networking, adaptable and accepting
- **Challenges:** talk too much, poor time management, struggle with completion, unreliable
- **Biggest irritant:** being forced to follow an inflexible process
- **Focused on:** the future (and the present, if exciting)
- **Under stress:** escape to do something more fun





COLUMN 3: 'S' SUPPORTIVE

(DOERS, NOT TALKERS)

82%
Very Strong

This is the most loyal of personalities. To them trust is everything; once it is lost it is not easily recovered. They enjoy routine and like working on smaller teams where they feel appreciated and where people get along well. They enjoy meaningful one-on-one relationships. They have 'relationship radar' around people's moods and sometimes feel like they can read minds. They like practical work where they can see things getting done. They fear offending others, dislike conflict, and find ways to avoid it and to build harmony instead.

- **Strengths:** flexible, loyal, caring, enjoy steady routine
- **Challenges:** too easy-going, dislike planning, dislike conflict
- **Biggest irritant:** people who provoke conflict (especially in public)
- **Focused on:** present and past
- **Under stress:** may freeze, feel overwhelmed, can lash out under extreme stress

COLUMN 4: 'C' CONSCIENTIOUS

(TALKERS, ESPECIALLY AROUND DEFICIENCIES)

54%
Moderate

Conscientious people approach life from a perspective of caution. They want their work to be perfect. They are organized. They think that there is a right way to do everything and they want standards and rules respected, especially their own. They are very accurate and are wired to spot deficiencies. They have high standards for themselves and others and as a result, can often feel disappointed by others (or their own) imperfect efforts. They tend to see what's wrong before seeing what's right.

- **Strengths:** details, adherence to rules and standards, accuracy
- **Challenges:** unrealistic expectations of self/others; get lost in the details
- **Biggest irritant:** a job poorly done
- **Focused on:** present and past, worried about the future
- **Under stress:** become controlling and picky, become exhausted