Neupauer Training

Personality Profiling Test* Workbook

Personality Profiling Test*

*(This is a scaled-down version of the full DISC profiling Analysis Questionnaire)

1. Below are nine rows of four words. Using the numbers 1,2,3,4 categorise each of the words in each horizontal row.

1= least like you; 4=most like you. Use each number once in each row. For example:

Q1	Directing	4	Influencing	2	Steady	1	Cautious	3

2. Try to complete the task based on your immediate reaction

3. Give yourself no more than 5 minutes to complete the task

4. Once you have finished, add up the totals in each vertical column

	Column 1		Column 2		Column 3		Column 4	
1	Directing		Influencing		Steady		Cautious	
2	Self-Certain		Optimistic		Deliberate		Restrained	
3	Adventurous		Enthusiastic		Predictable		Logical	
4	Decisive		Open		Patient		Analytical	
5	Daring		Impulsive		Stable		Precise	
6	Competitive		Persuading		Accommodating		Curious	
7	Assertive		Talkative		Modest		Tactful	
8	Experimenting		Charming		Easy Going		Consistent	
9	Forceful		Sensitive		Sincere		Perfectionist	
	Total		**Total**		**Total**		**Total**	

5. Circle the number in the columns below that most closely match the totals you scored in the corresponding columns on the previous table.

Column 1   D   Driver

Column 2   I   Influencer

Column 3   S   Steady

Column 4   C   Compliant

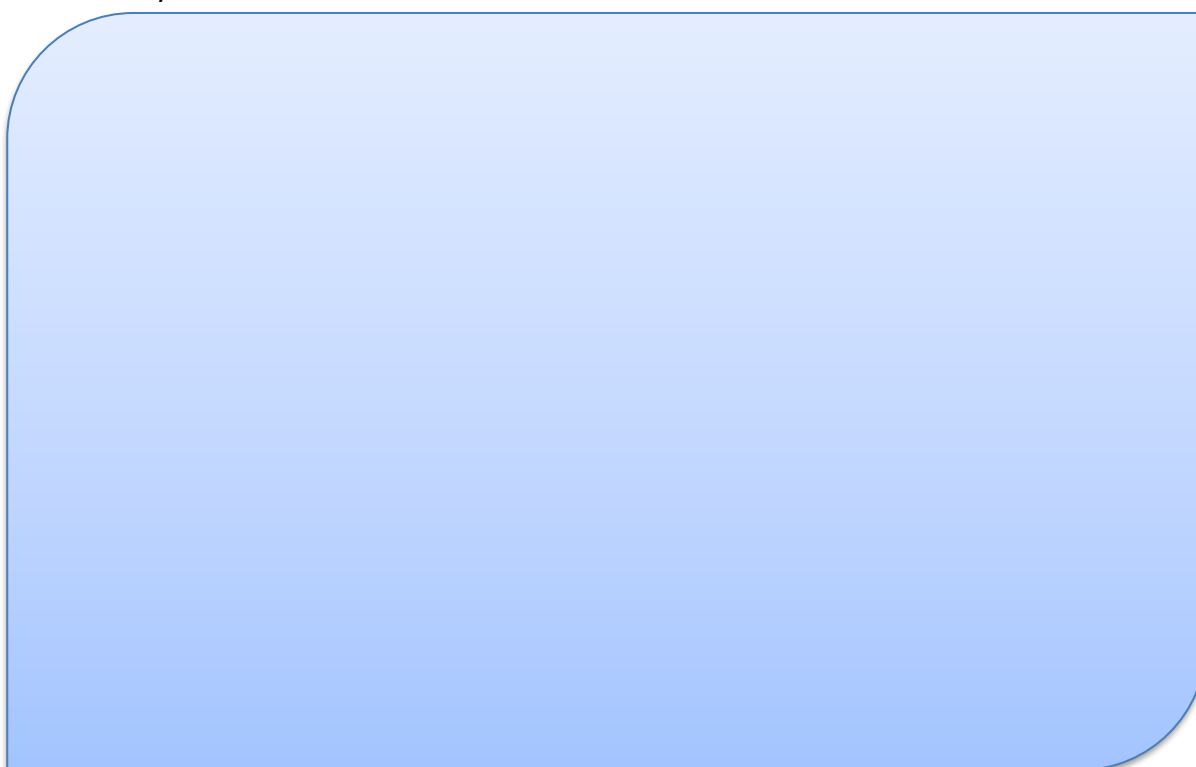| Column 1 D	Column 2 I	Column 3 S	Column 4 C
40	40	40	40
38	38	38	38
36	36	36	36
34	34	34	34
32	32	32	32
30	30	30	30
28	28	28	28
26	26	26	26
24	24	24	24
22	22	22	22
20	20	20	20
18	18	18	18
16	16	16	16
14	14	14	14
12	12	12	12
10	10	10	10

The column with the highest score is your most dominant style; column with the lowest score is your least dominant style.

A very high score 34-40 suggests that you strongly share the characteristics of that style.

A low-end score in the region of 10-16 suggests that the style is less dominant and takes a different form. You may also find that your scores change in different circumstances (when you're under pressure or more relaxed environment)

Everyone has the ability to higher or lower their styles and most do, depending on circumstances. The value of knowing who you are is that you can consciously modify your approach when necessary.

What did you learn?

Style-by-style Analysis: D Style – Outgoing + Task

General Overview

Dominant

Demanding

Decisive

Determined

Self-sufficient

Sees big picture

Optimistic

Outgoing

Responds well in emergencies

Initiates change

Practical

Productive

Independent

Reluctant to say "I'm sorry"

Sets goals

Struggles with work life balance

Intolerant of poor performance

Won't give up when losing

Likes to lead

Courageous

Often Seen as:

Controlling

Lacking sympathy

Insensitive

Blunt

Lacking forgiveness

Impatient

Opinionated

Quick to anger

Unwilling to give praise

Domineering

Characteristics at Work:

Decisive

Seeks quick solutions

Will act quickly

Delegate

Insists on productivity

Drives others to work

Thrives on challenge

 Goal Oriented

Low tolerance of mistakes

Doesn't analyse details

Driven to succeed

Quick decision-maker

Work may become all consuming

Demanding

Wants to be judged by results, not just

 methods

D Style Overview:

Desire:	**To be in charge**
Leadership Style:	**Directing others**
Communication style:	**Telling**
Control Method:	**Use their force of character**
Value to the organisation:	**Bottom line focus**

Communication and Working Environment Preferences D Style

They love it when you…

- Are brief, direct and to the point when explaining yourself
- Ask "what" not "how" questions
- Focus on the results
- Give them "bottom line" when describing a situation
- Suggest ways to help them solve problems
- Highlight the benefits when telling them about your ideas
- Agree with facts rather than emotions when agreeing with them
- Discuss a problem in light of how it will slow results

The have difficulty understanding when you…

- Ramble or repeat yourself
- Focus on problems instead of solutions
- Make generalizations
- Make statements without support

…are motivated by…

- New challenges and problems to solve
- Power and authority to take risks and make decisions
- Freedom from routine and mundane tasks
- Changing environments in which to work and play

…ideal environment should include…

- Innovative focus on the future
- Non-routine, challenging tasks and activities
- Projects that produce tangible results
- Freedom from controls, supervision and details
- Personal evaluation based on results, not methods

Style-by-style Analysis: I Style – Outgoing + People

General Overview

Influencing

Persuasive

Talkative

Positive

Optimistic

Outgoing

People Person

Story teller

Exaggerating

Enthusiastic

Friendly

Rapport builder

Expressive

Generous

Often Seen as:

Ill-disciplined

Over promising

Restless

Lacking follow through

Disorganised

Unreliable

Over-optimistic

Non-productive

Dwells on trivia

Controlled by environment

Characteristics at Work:

Distracts others

Looks for the fun in the task

Persuades others

Gets buy in

Creative

Inventive

Relies on memory rather than task list

Enthusiasm fades fast

Forgetful

Lacks follow through

Easily distracted

Deadlines act as suggestion

Undisciplined

Does not always prioritise

I Style Overview:

Desire:	Recognition, praise and popularity
Leadership Style:	Motivating & inspirational
Communication style:	Selling
Control Method:	Persuasion and enthusing
Value to the organisation:	Generating enthusiasm within group

Communication and Working Environment Preferences I Style

They love it when you…

- Give them an opportunity to talk about their ideas, other people and their emotions
- Assist them in developing ways to transfer talk into actions
- Share your ideas and experiences with them
- Recognise them for their accomplishments
- Give them the opportunity to motivate and influence others
- Show them that you accept them
- Explain the details, but don't dwell on them
- Communicate with them in a friendly and light manner

They have difficulty understanding when you…

- Do all the talking
- Eliminate their social time
- Ignore their ideas and accomplishments
- Tell them what to do without asking their input
- Give them the "detail" work

…are motivated by…

- Flattery, praise, popularity and acceptance
- A friendly environment
- Freedom from many rules and regulations
- Other people to handle the details

…ideal environment should be

- Practical processes
- Few conflicts and arguments
- A forum to express ideas
- Group activities in professional and social environment

Style-by-style Analysis: S Style – Reserved + People

General Overview

Steady work pace

Stable

Supportive of others

Reserved

'Laid back'

Sympathetic

Friendly

Conservative

Internalise feelings

Organised

Easy going

Patient

Reliable

Quiet

Kind

Often Seen as:

Lacking motivation

By stander

Worrisome

Slow to act

Overly compromising

Indecisive

Fearful

Reluctant

Characteristics at Work:

Seeks harmony

Peaceful

Great listener

Avoids conflicts

Resents being pushed

Considerate

Polite

Agreeable

Team player

Finds the safe way

Self sacrificing

Likes to complete tasks

S Style Overview:

Desire:	Security and safety
Leadership Style:	'Laid back'
Communication style:	Likes to listen
Control Method:	Slows processes down
Value to the organisation:	Team players

Communication and Working Environment Preferences S Style

They love it when you…

- express a genuine interest in them as a person
- give them answers to "how" questions
- clearly define your goals, a procedure or their role in the overall plan
- are patient with them
- give them your sincere appreciation
- give them time to adjust to changes
- present ideas or changes in a nonthreatening manner
- provide them with feedback

They have difficulty understanding when you…

- are pushy
- are demanding
- are confrontational

…are motivated by…

- recognition for loyalty and dependability
- safety and security
- no sudden changes in procedure or lifestyle
- activities they can start and finish

…ideal environment should include…

- practical procedures and systems
- stability and predictability
- tasks that can be completed one at a time
- few conflicts and arguments
- a team atmosphere

Style-by-style Analysis: C Style – Reserved + Task

General Overview

Careful	Analytical
Perfectionist	Conscientious
Accurate	Task led
Creative	Self-disciplined
Serious	Critical thinker
Reflective	Compliant
Cautious	Competent

Often Seen as:

Grumpy	Overly critical
Rigid	Hard to please
Unfriendly	Sensitive to criticism
Vengeful	Cold

Characteristics at Work:

Task oriented	Perfectionist
Has high standards	Detail focused
Dogged persistent	Thorough
Neat and tidy	Precise
Well organised	Sees the problem first, not the solution
Creative	Needs to finish what he/she starts
Likes charts, graphs, figures	Prefers analysis to interactions
Over analytical	Likes to complete tasks

C Style Overview:

Desire:	**Systems and procedures**
Leadership Style:	**Will enforce the rules**
Communication style:	**Written**
Control Method:	**Rules and information**
Value to the organisation:	**Quality and standards – doing things right**

Communication and Working Environment Preferences C Style

They love it when you…

- support your ideas with accurate information
- are specific when explaining yourself
- are patient, persistent and diplomatic while providing explanations
- agree with facts rather than emotions when agreeing with them
- allow them their space and independence
- tell them up front your expectations of them
- give them the pros and cons of an argument

they have difficulty understanding when you…

- refuse to explain the details
- answer questions vaguely or casually
- surprise them with new information

…are motivated by…

- standards of high quality
- limited social interaction
- detailed tasks
- logical organisation of information

…ideal environment should include…

- tasks and projects that can be followed through to completion
- practical work procedures and routines
- few conflicts and arguments
- instructions and reassurance that I am doing what is expected of them

Test your knowledge. What famous people/characters can you think of that typify the 4 DISC style and why?

D

Who?_____

Why?_____

_____

_____

I

Who?_____

Why?_____

_____

_____

S

Who?_____

Why?_____

_____

_____

C

Who?_____

Why?_____

_____

_____

Building an Effective Relationship

This worksheet can be used for teams in the workplace, on family level, or in any other situation where group interaction is required.

Name	Perceived Style	What may cause tension & conflict?
1.		
2.		
3.		
4.		
5.		
6.		

Action Plan _____

These are things I will try to do:

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Action Plan_____

These are things I will try to do:

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Action Plan _____

These are things I will try to do:

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Action Plan_____

These are things I will try to do:

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Action Plan _____

These are things I will try to do:

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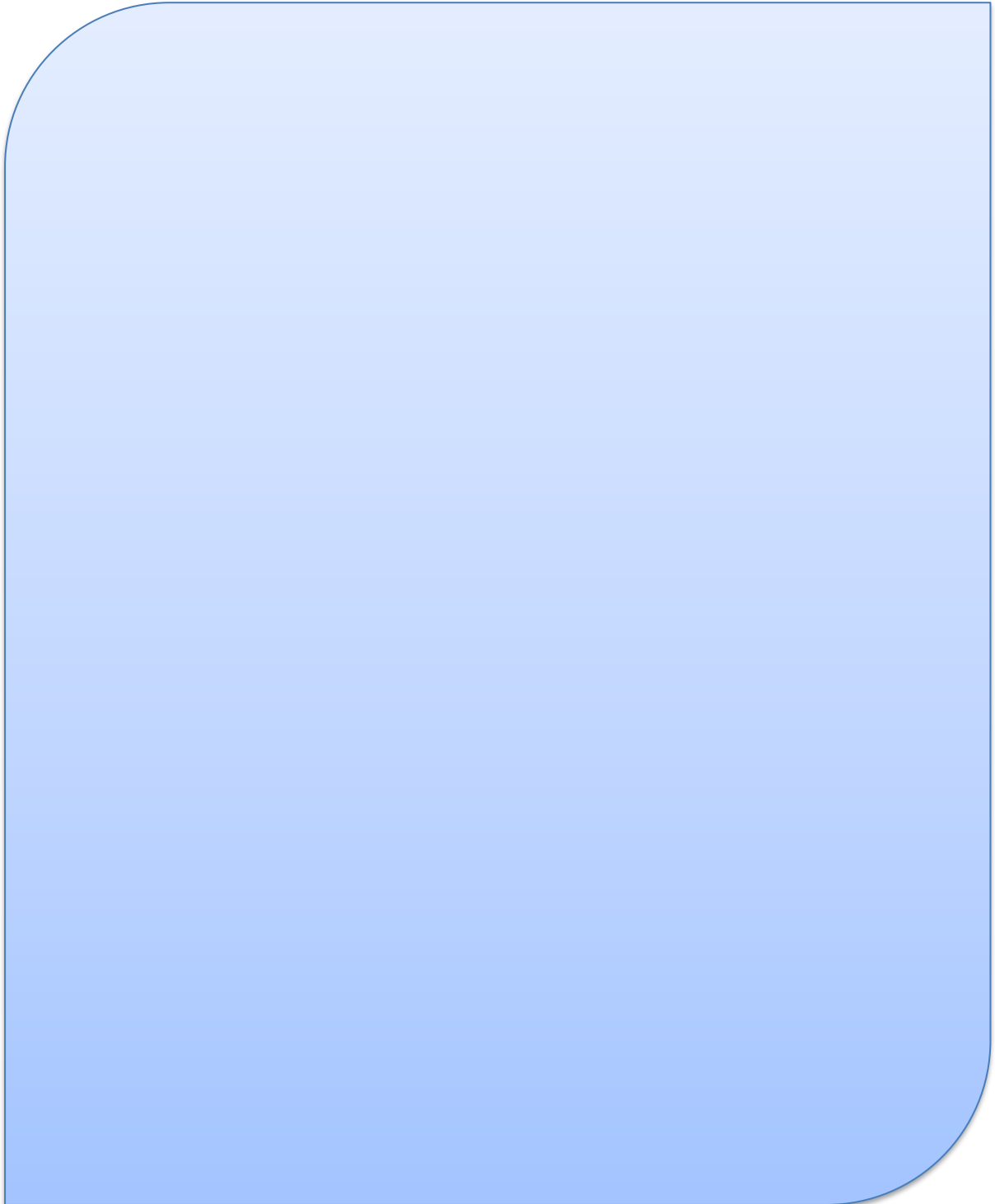
Action Plan_____

These are things I will try to do:

…………………………………………………………

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Notes

For a 15 page full DISC Assessment option email at mia@neupauer.org