

DISC Test — Printable Version

24 blocks · about 10 minutes · no right or wrong answers

Name: _____ Date: _____

How to complete the test

Each block has four statements. In the “+” column, mark the one statement that describes you most; in the “-” column, mark the one that describes you least. Answer according to your usual behavior at work and don't overthink it: your first reaction is the most accurate. There are no right or wrong answers.

☐ + Most like me ☐ - Least like me

Block 1

+ -

- | | | |
|--------------------------|--------------------------|----------|
| ☐ | ☐ | Sociable |
| ☐ | ☐ | Decisive |
| ☐ | ☐ | Precise |
| ☐ | ☐ | Patient |

Block 2

+ -

- | | | |
|--------------------------|--------------------------|-----------------------|
| ☐ | ☐ | I check every detail |
| ☐ | ☐ | I support others |
| ☐ | ☐ | I take the initiative |
| ☐ | ☐ | I make friends easily |

Block 3

+ -

- | | | |
|--------------------------|--------------------------|--------------------------------------|
| ☐ | ☐ | I value stability |
| ☐ | ☐ | I value order and rules |
| ☐ | ☐ | I like being the center of attention |
| ☐ | ☐ | I like to compete |

Block 4

+ -

- | | | |
|--------------------------|--------------------------|-----------------|
| ☐ | ☐ | Straightforward |
| ☐ | ☐ | Calm |
| ☐ | ☐ | Optimistic |
| ☐ | ☐ | Cautious |

Block 5

+ -

- | | | |
|--------------------------|--------------------------|--------------------------|
| ☐ | ☐ | I persuade people easily |
| ☐ | ☐ | I rely on facts |
| ☐ | ☐ | I know how to listen |
| ☐ | ☐ | I make decisions quickly |

Block 6

+ -

- | | | |
|--------------------------|--------------------------|------------|
| ☐ | ☐ | Reliable |
| ☐ | ☐ | Persistent |
| ☐ | ☐ | Systematic |
| ☐ | ☐ | Charming |

Block 7

+ -

- | | | |
|--------------------------|--------------------------|---------------------------|
| ☐ | ☐ | I follow the plan |
| ☐ | ☐ | I inspire those around me |
| ☐ | ☐ | I set ambitious goals |
| ☐ | ☐ | I keep my word |

Block 8

+ -

- | | | |
|--------------------------|--------------------------|---------------|
| ☐ | ☐ | Independent |
| ☐ | ☐ | Analytical |
| ☐ | ☐ | Even-tempered |
| ☐ | ☐ | Emotional |

Block 9

+ -

- | | | |
|--------------------------|--------------------------|------------------------------|
| ☐ | ☐ | I enjoy meeting new people |
| ☐ | ☐ | I enjoy a familiar routine |
| ☐ | ☐ | I enjoy difficult challenges |
| ☐ | ☐ | I enjoy digging into details |

Block 10

+ -

- | | | |
|--------------------------|--------------------------|--------------|
| ☐ | ☐ | Disciplined |
| ☐ | ☐ | Demanding |
| ☐ | ☐ | Talkative |
| ☐ | ☐ | Kind-hearted |

Block 11

+ -

- | | | |
|--------------------------|--------------------------|------------------------------|
| ☐ | ☐ | I avoid conflict |
| ☐ | ☐ | I express my feelings easily |
| ☐ | ☐ | I weigh every word |
| ☐ | ☐ | I say exactly what I think |

Block 12

+ -

- | | | |
|--------------------------|--------------------------|---------------|
| ☐ | ☐ | Strong-willed |
| ☐ | ☐ | Enthusiastic |
| ☐ | ☐ | Modest |
| ☐ | ☐ | Meticulous |

Block 13

+ -

- | | | |
|--------------------------|--------------------------|-----------------------|
| ☐ | ☐ | I energize people |
| ☐ | ☐ | I watch over quality |
| ☐ | ☐ | I take responsibility |
| ☐ | ☐ | I help the team |

Block 14

+ -

- | | | |
|--------------------------|--------------------------|--------------|
| ☐ | ☐ | Level-headed |
| ☐ | ☐ | Consistent |
| ☐ | ☐ | Easy-going |
| ☐ | ☐ | Bold |

Block 15

+ -

- | | | |
|--------------------------|--------------------------|------------------|
| ☐ | ☐ | Team-oriented |
| ☐ | ☐ | Results-oriented |
| ☐ | ☐ | Quality-oriented |
| ☐ | ☐ | People-oriented |

Block 16

+ -

- | | | |
|--------------------------|--------------------------|-----------------------|
| ☐ | ☐ | Impatient |
| ☐ | ☐ | Overly critical |
| ☐ | ☐ | Slow to accept change |
| ☐ | ☐ | Impulsive |

Block 17

+ -

- ☐ ☐ I trust people
- ☐ ☐ I stay loyal
- ☐ ☐ I take risks
- ☐ ☐ I follow standards

Block 18

+ -

- ☐ ☐ Reserved
- ☐ ☐ Charismatic
- ☐ ☐ Gentle
- ☐ ☐ Energetic

Block 19

+ -

- ☐ ☐ I don't rush to conclusions
- ☐ ☐ I clarify all the conditions
- ☐ ☐ I get straight to the point
- ☐ ☐ I easily find common ground

Block 20

+ -

- ☐ ☐ Self-confident
- ☐ ☐ Tactful
- ☐ ☐ Eloquent
- ☐ ☐ Organized

Block 21

+ -

- ☐ ☐ I like to present
- ☐ ☐ I like to lead
- ☐ ☐ I like to analyze
- ☐ ☐ I like to help

Block 22

+ -

- ☐ ☐ Thorough
- ☐ ☐ Caring
- ☐ ☐ Outgoing
- ☐ ☐ Goal-driven

Block 23

+ -

- ☐ ☐ I accept things as they are
- ☐ ☐ I switch gears easily
- ☐ ☐ I argue when I disagree
- ☐ ☐ I insist on accuracy

Block 24

+ -

- ☐ ☐ Authoritative
- ☐ ☐ Logical
- ☐ ☐ Lively
- ☐ ☐ Predictable

Key: which style each statement belongs to

For each block, the key shows which style statements 1, 2, 3 and 4 belong to, in the order they appear. Write the style letter next to each of your marks.

Block	Statements 1–4			
1	I	D	C	S
2	C	S	D	I
3	S	C	I	D
4	D	S	I	C
5	I	C	S	D
6	S	D	C	I
7	C	I	D	S
8	D	C	S	I
9	I	S	D	C
10	C	D	I	S
11	S	I	C	D
12	D	I	S	C

Block	Statements 1–4			
13	I	C	D	S
14	C	S	I	D
15	S	D	C	I
16	D	C	S	I
17	I	S	D	C
18	C	I	S	D
19	S	C	D	I
20	D	S	I	C
21	I	D	C	S
22	C	S	I	D
23	S	I	D	C
24	D	C	I	S

Scoring

For each style, count the number of “most like me” marks and the number of “least like me” marks, then subtract the second from the first. The total ranges from –24 to +24, and the totals of the four styles add up to zero.

Style	“Most like me” marks	“Least like me” marks	Total (difference)
D Dominance			
I Influence			
S Steadiness			
C Conscientiousness			

How to determine your profile

The dominant style is the one with the highest total. If the second-highest total is positive and at least 40% of the dominant one (minimum 3 points), it is the secondary style. A profile is written as one letter (for example, D) or two (for example, DI: dominant D, secondary I). If no total is above 2, the profile is balanced: the styles are expressed about equally.

The 16 DISC profiles

D Achiever

You move toward the goal directly and fast: you take the initiative, decide without lengthy discussion and aren't afraid of resistance. Being in control and seeing measurable results matters to you.

DI Pioneer

Drive and charm: you lead quickly toward the goal and know how to bring people along. You persuade with momentum and enthusiasm and decide on the go, but patience for details and caution often run short.

DC Strategist

Results through quality: you are demanding of yourself and others, think systematically and never decide without arguments. Strong on complex tasks, but you can come across as cold and overly critical.

DS Practitioner

Persistence and reliability: you push steadily toward the goal without any fuss and finish what you start. You value independence and stability at the same time, which is a rare combination.

I Inspirer

You work through people: you make connections easily, spread enthusiasm and persuade with words and mood. Recognition and lively interaction matter to you, while formalities and routine wear you out quickly.

ID Motivator

Energy and drive: you infect people with ideas and aren't afraid to take the initiative. You easily sell ideas and goals, but risk overestimating your strength and underestimating the details.

IS Mentor

Warmth and involvement: you win people over, and know how to support and unite them. Relationships and atmosphere matter to you, while conflict and harsh demands are hard to take.

IC Presenter

Eloquence and precision: you can convincingly present a well-thought-out position. You combine sociability with attention to facts, but may waver between spontaneity and caution.

S Anchor

You create stability: you keep your word, finish what you start, support people and smooth over conflicts. Predictability, trust and time to get used to change matter to you.

SI Diplomat

Calm and friendliness: you create an atmosphere of trust, smooth over rough edges and support the team. Saying no and defending an unpopular decision is hard for you.

SC Specialist

Reliability and accuracy: you work methodically, follow the rules and see things through without haste. You value stability and clear expectations, while abrupt change and pressure are hard to bear.

SD Implementer

Perseverance and patience: you calmly but firmly drive things to a result without getting caught up in needless discussion. Reliable over the long haul, though from the outside you may seem stubborn.

C Analyst

You rely on facts and standards: you check, analyze, plan and dislike hasty decisions. Quality and being right matter to you more than speed and outward effect.

CD Perfectionist

Standards and willpower: you demand precision from yourself and others, spot mistakes quickly and aren't afraid to point them out. Strong on complex expert tasks, but you can be too strict and closed off.

CS Expert

Precision and consistency: you work thoughtfully, check the details and rely on proven methods. A dependable specialist who finds uncertainty and rapid change hard to handle.

CI Consultant

Analysis and connection: you can get to the bottom of a question and explain it to others in plain terms. A rare combination: caution in conclusions and ease in communication. Sometimes the inner tug-of-war between "verify" and "share" gets in the way.