

D I S C



PERSONALITY
TEST

STRENGTHS

Name _____

Environmental Focus _____

1 = Mostly

2 = Always

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- | | | | |
|--|---|---|---|
| 01. _____ Strong-Willed | 01. _____ Popular | 01. _____ Gentle | 01. _____ Very Neat |
| 02. _____ Competitive | 02. _____ Charming | 02. _____ Sweet | 02. _____ Careful |
| 03. _____ Self-Reliant | 03. _____ Open-Minded | 03. _____ Consistent | 03. _____ Complex |
| 04. _____ Not Easily Discouraged | 04. _____ Life of the Party | 04. _____ Responds Well | 04. _____ Self-Sacrificing |
| 05. _____ Get Things Done | 05. _____ Loves a Crowd | 05. _____ Loves Time With a Friend | 05. _____ High Standards |
| 06. _____ Sure | 06. _____ Playful | 06. _____ Witty | 06. _____ Respectful |
| 07. _____ Forceful | 07. _____ Joyful | 07. _____ Dry Humor | 07. _____ Scheduled |
| 08. _____ Daring | 08. _____ Loud Funny | 08. _____ Satisfied | 08. _____ Orderly |
| 09. _____ Decisive | 09. _____ Talkative | 09. _____ Peaceful | 09. _____ Deep Thinker |
| 10. _____ Mover | 10. _____ Hopeful | 10. _____ Patient | 10. _____ Planner |
| 11. _____ Loves Challenges | 11. _____ Gets Others Involved | 11. _____ Pleasant Listener | 11. _____ Intense Listener |
| 12. _____ Productive | 12. _____ Persuasive | 12. _____ Moderate | 12. _____ Idealistic |
| 13. _____ Bold | 13. _____ Inspiring | 13. _____ Easy Going | 13. _____ Thoughtful |
| 14. _____ Outspoken | 14. _____ Animated | 14. _____ Contented | 14. _____ God-Fearing |
| 15. _____ Unconquerable | 15. _____ Refreshing | 15. _____ Obliging | 15. _____ Precise |
| 16. _____ Loves Pressure | 16. _____ Encourages Others | 16. _____ Consistently Cheerful | 16. _____ Finishes The Job |
| 17. _____ Loves Correcting Unproductive Situations | 17. _____ Discerning of What Motivates Others | 17. _____ Almost Never Gives Up On A Person | 17. _____ Desires to Give Of Themselves |
| 18. _____ Aggressive | 18. _____ High Energy | 18. _____ Diplomatic | 18. _____ Devout |
| 19. _____ Goal Oriented | 19. _____ Physically Touching | 19. _____ Even Tempered | 19. _____ Loves the Fine Arts |
| 20. _____ Independent | 20. _____ Sensitive to Others | 20. _____ Great One On One Person | 20. _____ Great Concentration |

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|-----------------------------|------------------------------|-------------------------------------|-----------------------------|
| 21. _____ Confrontive | 21. _____ Great Story Teller | 21. _____ Stays In Relationships | 21. _____ Never Waste Words |
| 22. _____ Dominant | 22. _____ Involved | 22. _____ Almost Never Angry | 22. _____ Sees Details |
| 23. _____ Never Wastes Time | 23. _____ Dramatic | 23. _____ Loves 2-Way Conversations | 23. _____ List Maker |
| 24. _____ Direct | 24. _____ Promoter | 24. _____ Even Tempered | 24. _____ Precise |
| 25. _____ Doer | 25. _____ Spontaneous | 25. _____ Accommodating | 25. _____ Accurate |
| 26. _____ Tenacious | 26. _____ Bubbly | 26. _____ Tolerant | 26. _____ Cautious |
| 27. _____ Good Organizer | 27. _____ Demonstrative | 27. _____ Steady | 27. _____ Reserved |
| 28. _____ Ambitious | 28. _____ Boisterous | 28. _____ Willing | 28. _____ Skilled |
| 29. _____ Purposeful | 29. _____ Sociable | 29. _____ Agreeable | 29. _____ Competent |
| 30. _____ Courage | 30. _____ Affectionate | 30. _____ Supportive | 30. _____ Alert |
| 31. _____ Takes Charge | 31. _____ Expressive | 31. _____ Kind | 31. _____ Zealous |
| 32. _____ Resourceful | 32. _____ Verbal | 32. _____ Neighborly | 32. _____ Servant |

In these last 18 rows there are words that are in a different type style to emphasize that they are in 2 different Giftings. If you have this trait we ask you to discern which gifting this trait is birthed out of. You may check the phrase 2 times if you have both giftings.

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|--|--|---|--|
| 33. _____ Adversity Excites Them | 33. _____ Many Friends | 33. _____ Deep Friendships | 33. _____ Very Deep Friendships With a Very Few |
| 34. _____ Can See The Big Picture | 34. _____ Can See The Big Picture | 34. _____ Low Key Pleasant | 34. _____ Avoids the Limelight |
| 35. _____ Adventurous | 35. _____ Adventurous | 35. _____ Long Lasting | 35. _____ Researcher |
| 36. _____ Admired | 36. _____ Admired | 36. _____ Good Natured | 36. _____ Reflective |
| 37. _____ Quick Thinker | 37. _____ Quick Thinker | 37. _____ Analyzes Because They Love Knowledge | 37. _____ Analyzes to Improve Themselves |
| 38. _____ Confident | 38. _____ Confident | 38. _____ Analyzes for The Fun Of It | 38. _____ Analyzes to Avoid Making Mistakes |
| 39. _____ Leader | 39. _____ Leader | 39. _____ Loyal | 39. _____ Fiercely Loyal To A Few |
| 40. _____ Assertive | 40. _____ Assertive | 40. _____ Soft Spoken | 40. _____ Soft Spoken |

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41. _____ Pioneering
 42. _____ Loudly Intense
 43. _____ Practical
 44. _____ Efficient
 45. _____ Determined
 46. _____ Persistent
 47. _____ Strong
 48. _____ Brave
 49. _____ Objective
 50. _____ Doesn't Get Shook Up

Total Strengths

**I**

41. _____ Pioneering
 42. _____ Light Hearted
 43. _____ Accepting of Others
 44. _____ Trusting
 45. _____ Generous
 46. _____ Appreciative
 47. _____ Sensitive to Others
 48. _____ Seeks Input
 49. _____ Apologizes Easily
 50. _____ Feels Things Deeply

Total Strengths

**S**

41. _____ Obedient
 42. _____ Light Hearted
 43. _____ Accepting of Others
 44. _____ Trusting
 45. _____ Generous
 46. _____ Appreciative
 47. _____ Stable
 48. _____ Relaxed
 49. _____ Objective
 50. _____ Doesn't Get Shook Up

Total Strengths

**C**

41. _____ Obedient
 42. _____ Quietly Intense
 43. _____ Practical
 44. _____ Efficient
 45. _____ Determined
 46. _____ Persistent
 47. _____ Sensitive to Others
 48. _____ Seeks Input
 49. _____ Apologizes Easily
 50. _____ Feels Things Deeply

Total Strengths



WEAKNESSES

1 = Mostly

2 = Always

D

01. ____ Nervy
02. ____ Argumentative
03. ____ Bossy
04. ____ Unsympathetic
05. ____ Impatient
06. ____ Headstrong
07. ____ Proud
08. ____ Workaholic
09. ____ Tactless
10. ____ Domineering
11. ____ Intolerant
12. ____ Manipulative
13. ____ Short Tempered
14. ____ Crafty
15. ____ Rash
16. ____ Defensive
17. ____ Always Right
18. ____ Controlling
19. ____ Can't Relax
20. ____ Pushy
21. ____ Arrogant
22. ____ Unkind
23. ____ Not Gentle
24. ____ Unemotional
25. ____ Inconsiderate
26. ____ Angry
27. ____ Harsh

I

01. ____ Sloppy
02. ____ Unorganized
03. ____ Forgetful
04. ____ Interrupts
05. ____ Unpredictable
06. ____ Haphazard
07. ____ Permissive
08. ____ Seems Phony
09. ____ Wants Credit
10. ____ Disorganized
11. ____ Long Winded
12. ____ Inconsistent
13. ____ Messy
14. ____ Show Off
15. ____ Loud
16. ____ Scatterbrained
17. ____ Changeable
18. ____ Wordy
19. ____ Late
20. ____ Shallow
21. ____ People Pleaser
22. ____ Exaggerates
23. ____ Egotistical
24. ____ Poor Memory
25. ____ Impractical
26. ____ Self Pity
27. ____ Impulsive

S

01. ____ Not Creative
02. ____ Avoids Conflict
03. ____ Resigned
04. ____ Reluctant
05. ____ Sluggish
06. ____ Lazy
07. ____ Mumbles
08. ____ Timid
09. ____ Aimless
10. ____ Sucker
11. ____ Resists Change
12. ____ Bland
13. ____ Lenient
14. ____ Indecisive
15. ____ Slow
16. ____ Easy Mark
17. ____ Lacks Ambition
18. ____ Indifferent
19. ____ Permissive
20. ____ Disinterested
21. ____ Lacks Goals
22. ____ Unbothered
23. ____ Careless
24. ____ Lacks Zeal
25. ____ Hesitant
26. ____ Passive
27. ____ Quickly Gives In

C

01. ____ Picky
02. ____ Fussy
03. ____ Insecure
04. ____ Mood Swings
05. ____ Unforgiving
06. ____ Resentful
07. ____ Unpopular
08. ____ Hard to Please
09. ____ Pessimistic
10. ____ Withdrawn
11. ____ Too Sensitive
12. ____ Negative
13. ____ Introvert
14. ____ Moody
15. ____ Skeptical
16. ____ Loner
17. ____ Suspicious
18. ____ Worries
19. ____ Unsure
20. ____ Anxious
21. ____ Timid
22. ____ Perfectionist
23. ____ Legalistic
24. ____ Over Serious
25. ____ Self-Conscious
26. ____ Intolerant
27. ____ Social Stiffness

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|---|---|--|---|
| 28. _____ Creates Stress | 28. _____ Undependable | 28. _____ Stick In A Rut | 28. _____ Awkward |
| 29. _____ Intimidating | 29. _____ Has to be Seen | 29. _____ Dependent | 29. _____ Touchy |
| 30. _____ Conceited | 30. _____ Repeats Stories | 30. _____ Conforming | 30. _____ Feel Inferior |
| 31. _____ Unbending | 31. _____ Easily Distracted | 31. _____ Lethargic | 31. _____ Moralistic |
| 32. _____ Cocky | 32. _____ Doesn't See Details | 32. _____ Easily Taken Advantage Of | 32. _____ Puts Self Down |
| 33. _____ Unaffectionate | 33. _____ Commits Too Quickly | 33. _____ Resists Involvement | 33. _____ Gets Deeply Depressed |
| 34. _____ Very Little Compassion | 34. _____ Doesn't Think Before Acting | 34. _____ Hard To Get Moving | 34. _____ Too Introspective |
| 35. _____ Lord Over Others | 35. _____ Not Mechanically Oriented | 35. _____ Quiet Will Of Iron | 35. _____ Not Accepting Of Others |
| 36. _____ Rarely Apologizes | 36. _____ Hates to be Alone | 36. _____ Would Rather Watch | 36. _____ Fears Loss Of Accuracy |
| 37. _____ Puts Others Down | 37. _____ Dominates Conversations | 37. _____ Fears Loss of Stability | 37. _____ Turns Anger Inward |
| 38. _____ Doesn't Seek Counsel | 38. _____ Overstates Situations | 38. _____ Lacks Self Motivation | 38. _____ Tries To Do It All By Self |
| 39. _____ Always Telling Others What They Should Do | 39. _____ Sudden Outbursts Of Anger, Then Forgotten | 39. _____ Quietly Resents Being Pushed | 39. _____ Dwells On Past Hurts and Mistakes |

In these last 11 rows there are words that are in a different type style to emphasize that they are in 2 different Giftings. If you have this trait we ask you to discern which gifting this trait is birthed out of. You may check the phrase 2 times if you have both giftings.

- | | | | |
|---|---|---------------------------------|---------------------------------|
| 40. _____ Gets Involved When Its Not Your Business | 40. _____ Gets Involved When Its Not Your Business | 40. _____ Avoids Responsibility | 40. _____ Goals Beyond Reach |
| 41. _____ Restless | 41. _____ Restless | 41. _____ Shy | 41. _____ Shy |
| 42. _____ Opinionated | 42. _____ Opinionated | 42. _____ Uninvolved | 42. _____ Uninvolved |
| 43. _____ Loud Critical | 43. _____ Gullible | 43. _____ Gullible | 43. _____ Quiet Critical |
| 44. _____ Revengeful | 44. _____ Wastes Time | 44. _____ Wastes Time | 44. _____ Revengeful |

D

45. _____ Blunt
 46. _____ Inflexible
 47. _____ Too Busy
 48. _____ Reckless
 49. _____ Stubborn
 50. _____ Controlling

Total Weaknesses

Total Strengths

Complete Totals



I

45. _____ Compromising
 46. _____ Doesn't Follow Through
 47. _____ Too Busy
 48. _____ Easily Discouraged
 49. _____ Noisy
 50. _____ Undisciplined

Total Weaknesses

Total Strengths

Complete Totals



S

45. _____ Compromising
 46. _____ Doesn't Follow Through
 47. _____ Unenthusiastic
 48. _____ Lacks Initiative
 49. _____ Stubborn
 50. _____ Undisciplined

Total Weaknesses

Total Strengths

Complete Totals



C

45. _____ Blunt
 46. _____ Inflexible
 47. _____ Unenthusiastic
 48. _____ Lacks Initiative
 49. _____ Stubborn
 50. _____ Embarrassed

Total Weaknesses

Total Strengths

Complete Totals

