

Using the DISC Personality Profile

The DISC Personality Profile is an inventory of normal behavior, not of abnormal psychology. It is a tool to provide a vocabulary for discussing personality traits.

People are described by outward traits like height, weight, and coloring. Personality can also be described. DISC gives us a way to recognize distinguishing traits.

Each person's personality is different, just like our fingerprints are different. We shouldn't be trying to change others or make them like us. We want to become aware of the difference, accept them, and adapt to them.

Our goals in doing the DISC Personality Profile are:

To discover our own personality traits and how we react based on those traits.

To grow and mature within our style.

To limit our personality weaknesses.

To accept our own personality style.

To learn to understand and accept others' personality styles.

To learn to create environments in which people with different styles can flourish.

To learn how to anticipate misunderstandings.

To develop steps for resolving differences.

Directions to use the DISC Personality Profile

1. Make enough copies for each person to have one DISC Survey Questions, General DISC Descriptions, and Value of the Types. Two Student Score Sheets are printed on each page, so only print half as many of this page. For the Combination Descriptions, print more of page 4, less of pages 2 and 3, and least of page 1. The total number of pages of this file that you print should be no more than $\frac{1}{3}$ of the number of people taking the Profile. Cut the Combination Descriptions into small cards to be given after completing the Profile.

2. Pass out the DISC Questions. Tell the participants to make one mark in each square on the page. They should mark the one that best describes them. They should not take a great deal of time and struggle over the answers. Sometimes they may have to eliminate the ones that really don't describe them in order to choose the one that best describes them.

They should choose one focus for the entire page, perhaps their work relationships or within the family. They should not change focus from one question to the next.

3. When they have finished, pass out a Student Score Sheet. If they marked number 1 on the DISC Survey Questions, they should find and mark number 1 on the Student Score Sheet. They should transfer all their marks to the new page.

After transferring all the marks they should total the number of marks down each column. The total across all the columns should be 20.

4. First of all, tell the participants to cross off any number less than 5. Numbers below 5 don't count. Then tell the participants to circle the highest number in any column. They should underline the second highest number. If the highest number they scored is the same in two columns, they circle both of them. If the second highest number is the same in two columns, they should underline both of them. They should write the letter or letters of the column with a circled number first, then the letter or letters of the column with an underlined number. This will give the letter combination for their personality type. They may have 1, 2 or 3 letters for their combination.
5. At this point it is usually good to discuss the information on the General DISC Description page. This will help everyone begin to see how their dominant style fits into the whole plan.
6. Find the Combination Description that most closely matches their letter combination for their personality type.

With the General DISC Descriptions and their Combination Description, the participants can get a good idea of their own personality type.

A good team building exercise can be done with reading the General DISC Interpretation out loud and having people guess who in the group fits that profile. You can have participants who know each other well, trade Combination Descriptions and say how closely they believe the description fits.

Some things to be aware of:

1. This should not be used to pigeon-hole people. Some people will not seem to fit any description, it's all right. Don't force a fit and don't pressure people to declare a fit. This should be a fun exercise not an excuse to ridicule or point out faults to each other. We are made in such a great variety of styles, no tool can pin point everyone.
2. Occasionally someone will have a 5-5-5-5 score. Generally it means they have gone through or are going through a period of readjustment, perhaps to a traumatic experience. Sometimes it is because they are naturally one type personality, but have been forced through circumstances to perform as the opposite style. Be very supportive of these people. They are not weird, but rather may be hurting.
3. People who come out C or D on the Profile may be much less happy with the results. They may feel that they are being singled out as stiff, unfriendly people. That is the main reason for the Value of the Different Types page. It shows how we need each type personality on any team. Their strengths are necessary and appreciated by the rest of the team.
4. Your group may enjoy using the Working with Other Personalities sheet for more team building exercises.

The original DISC was written by William Marston in the 1920's. His Profile is no longer available. There are many versions of the DISC that have been copyrighted over the years. Some are quite

complex tools. This simple tool was written by Diane Constantine. She compared and contrasted 6 other models. You may use the tool freely in your work, but. please don't package it for sale, it is to be used free of charge.

If you use it, have any problems using it, or have stories about how it helped in team building, please email: diane@peterswife.org