

DISC FACILITATOR SHEET

The results of the DISC Personality Test will tell you the various degrees of each personality trait you are.

D(Dominant)

If you have most of your checks on the first column, then you are a D(dominant) person.

A dominant person generally is a direct, positive and straightforward person. He likes to be in charge, do things fast and wants immediate results for his efforts. He is a determined, independent person who likes to solve problems and face challenges.

People who belong to this category are probably the sales superstars and the kind of strong, entrepreneurial leaders. They are people you want to have around in your organization. They are very results oriented and you can expect to see things getting done efficiently. However, they have very low patience and you must continually engage them to keep them in the organization.

They will stay with you to the extent that they feel that following you helps them to achieve their personal goals for their life. Also, they might be cause for some conflicts between people because they're more task oriented and they would probably step on some toes along the way. Be careful about putting two Ds in the same team, conflict will always arise from two strong-headed individuals.

I(Influential)

If you have most of your checks in the second column, you're an I(influential).

An influential person is a very people oriented person. They are friendly outgoing, sociable and they often are around friends. They define themselves by their relationships and they thrive on social contact. They can get along well with most people because they are generally interested in people.

These people are important in an organization because they bring the human touch to the organization. They can make newer people in your organization feel welcome and a sense of belonging.

However, these people are generally not very good at doing tasks well; they are generally less meticulous and would miss out certain details in their work. Learn to use these people accordingly because while they may not perform certain tasks well, they are essential to building an relationship-based organization.

S(Steady)

If you have most of your checks in the third column, you're an S(steady).

Most Singaporeans, or Asians fall into this category of personalities. Steady individuals generally thrive supporting a D(dominant) leader and doing the work behind the scenes.

These people are loyal, have good self-control, often good listeners and tend to want to avoid disagreements and conflicts.

They are good in an organization because you need people who can be supportive and loyal in your organization. Not everyone can be the one to receive the honour, not everyone can be the head of a team or an organization, but the S(steady) individuals are usually happy where they are. That's why S(steady) people are absolutely essential for any team to work.

S(steady) personalities generally work well in support roles like managerial roles or as assistants to heads of departments.

C(Conscientious)

If you have most of your checks in the fourth column, you're an C(conscientious).

Conscientious people are very useful in any organization; they are precise and called to detail. They are very

systematic people and they need a lot of information when performing a project. They are like the S(steady) people and they would choose to avoid conflict and tend to be more accommodating to others.

When you are planning something in your organization, you need conscientious people to be around to check you. Sometimes they are able to see things that you can't, and have foresight about particular events or scenarios that might arise and make provision for them.