



DISC Personality Test

A free printable worksheet. About 5 minutes.

Name _____

Date _____

How to take it: In each row, circle the **one word** that describes you best most of the time, not how you would like to be. Go with your first instinct. Every word has a shape next to it; you will count the shapes on the next page.

1	☐ Decisive	☐ Enthusiastic	☐ Patient	☐ Accurate
2	☐ Calm	☐ Direct	☐ Talkative	☐ Careful
3	☐ Loyal	☐ Analytical	☐ Competitive	☐ Persuasive
4	☐ Bold	☐ Supportive	☐ Precise	☐ Optimistic
5	☐ Results-driven	☐ Playful	☐ Steady	☐ Organised
6	☐ Good listener	☐ Strong-willed	☐ Expressive	☐ Logical
7	☐ Easy-going	☐ Thorough	☐ Fast-paced	☐ Inspiring
8	☐ Takes charge	☐ Dependable	☐ Systematic	☐ Sociable
9	☐ Daring	☐ Spontaneous	☐ Gentle	☐ Cautious
10	☐ Cooperative	☐ Blunt	☐ Charming	☐ Detail-minded
11	☐ Consistent	☐ Reserved	☐ Determined	☐ Lively
12	☐ Likes a challenge	☐ Even-tempered	☐ Fact-based	☐ Trusting
13	☐ Independent	☐ Animated	☐ Kind	☐ Disciplined
14	☐ Content	☐ Restless	☐ Outgoing	☐ Questioning
15	☐ Sincere	☐ High standards	☐ Wants to win	☐ Fun to be around

Turn the page to score it. The shapes hide which style each word belongs to, so you answer before you know.



Scoring and answer key

Count how many of each shape you circled.

Shape	Style	Your count (of 15)
▲	Dominance Direct and driven	
●	Influence Outgoing and persuasive	
■	Steadiness Calm and supportive	
◆	Conscientiousness Careful and precise	

1. Your **highest** count is your main style. Your **second highest** is your backup.
2. Two counts within 1 of each other make a blend, which is common. Read both.
3. Your lowest count is the style you find hardest to use, and often the people you clash with.

The four styles

▲ DIRECT AND DRIVEN

Dominance

At their best: Makes the call, takes responsibility and keeps things moving when others hesitate.

Overused: Can come across as blunt or controlling, and may skip the people who need more time.

Needs: Clear goals, room to decide, and short, direct conversations.

Try this: Ask one more question before deciding, and say why the decision matters.

● OUTGOING AND PERSUASIVE

Influence

At their best: Builds excitement, connects people and gets a group talking to each other.

Overused: Can overpromise, lose interest in the details and avoid hard conversations.

Needs: Variety, people around them, and appreciation that is said out loud.

Try this: Write the next step down before the conversation ends.

■ CALM AND SUPPORTIVE

Steadiness

At their best: Holds the team together, follows through reliably and notices who is struggling.

Overused: Can say yes too often, avoid conflict and resist change that is needed.

Needs: Stability, sincere appreciation, and time to adjust to change.

Try this: Say the concern you are worried will upset someone. It usually helps.

◆ CAREFUL AND PRECISE

Conscientiousness

At their best: Catches mistakes early, builds things properly and brings facts to the discussion.

Overused: Can over-plan, stall without full information and sound critical.

Needs: Accurate information, clear standards, and time to prepare.

Try this: Decide what good enough looks like before you start.



Group tally and discussion

For teams, classes, workshops and families.

Name	▲ D	● I	■ S	◆ C	Main

Talk about it

1. Which style shows up most when you are under pressure, and which when you are relaxed?
2. What is one thing people should know about working with your style?
3. Which style do you find hardest to work with, and what might they need from you?
4. Which style is missing or rare in this group, and what might we miss because of it?



Four styles too few? Take the free 31-animal test

20 everyday questions, about 5–6 minutes, no email needed. It scores six traits and matches you to one of 31 animals: animalpersonalityquiz.com

The four DISC styles come from William Moulton Marston's 1928 model of behaviour. This worksheet's word lists and descriptions are original to Animal Personality Quiz and are not the DiSC® assessment, which is a trademark of John Wiley & Sons. Free to print and copy for classrooms, teams and personal use. It is a conversation tool, not a validated psychological assessment, and should not be used for hiring or performance decisions.