# Working with others – DISC PERSONALITY DIMENSIONS

# worksheet 2

what is disc?

DISC is a behavioural model based on four main personality dimensions:

**Dominance** – describes the way you deal with problems, assert yourself and control situations

**Influence** – describes the way you deal with people, the way you communicate and relate to others

**Steadiness** – describes your temperament – patience, persistence, and thoughtfulness

**Compliance** – describes how you approach and organise your activity, procedures and responsibilities

The DISC model measures how we act and communicate. It does not measure intelligence, values, skills, experience, or education. No personality type is perfect or desirable, and no person fits completely within one personality dimension. Everyone will have some characteristics of each personality dimension, however most people are dominant in one or two of the dimensions.

The DISC model is often used in workplace teams and environments to help people understand different personalities, strengths, and ways of working. It can help all of us understand our differences and how to support each other.

## Disc personality test:

**If you would like to take a DISC Personality Test…**

This is completely optional for you – if you would like to take a free DISC personality test to see what your results are, the following online site is recommended for you. You can take the test and see your simple results without signing up for anything or giving your email address:

Take the DISC Personality Test here: <https://www.123test.com/disc-personality-test/>

Once you have completed the test, you will find further information on the same website so that you can read and learn more about DISC dimensions.

What did you learn about yourself (or others) by taking the DISC Personality Test?

How do you think being aware of your personality dimensions will help you in working with others?