

The Workforce Engagement Equation®

DISC Assessment 01 – Outgoing vs. Reserved

NAME: _____

Read each pair of statements and rate the degree to which each of the statements describes you by allocating eleven (11) points between Column “O” and Column “R”. Don’t try and overanalyze each statement, just go with your gut.

Column “O” – Outgoing	Column “R” – Reserved	
1. Do you become more energized spending time with other people? You find that your energy levels increase with more interaction. Spending excessive time alone you become restless and need to seek out others. _____	Do you become reenergized spending time alone? You find that interacting with other people is taxing and after being around people for a while, you need time alone to recharge. _____	
2. Do you enjoy being the center of attention - in a good way? Being on stage in a crowd is exciting and fun. _____	Do you avoid being the center of attention? Being the center of attention is embarrassing and you’re much more comfortable without a spotlight on you. _____	
3. Do you tend to act before you think? _____	Do you generally think before you act? _____	
4. Do you find yourself thinking out loud? _____	Do you tend to think things through inside your head? _____	
5. Are you easy to "read" and know? People know where you stand because you tell people what you think. _____	Are you more private; you share information with a select few people? _____	
6. Do you tend to talk more than listen? _____	Do you tend to listen more than talk? _____	
7. Do you communicate with enthusiasm? _____	Do you generally keep your enthusiasm to yourself? _____	
8. Do you generally respond quickly? Enjoy a fast pace? _____	Do you tend to respond in a measured, thoughtful manner? Enjoy a calmer pace? _____	
9. In general, are you interested in learning a little about many subjects and topics? You prefer to understand the big picture in broad brush strokes. Don’t get mired in the minutia. _____	Do you prefer to learn everything there is to know including fine details about subjects and topics that interest you? There is elegance in the details. _____	
10. Would people tend to see you as assertive and bold? _____	Would people tend to see you as careful and calm? _____	
11. Do you feel the urge to speak your mind? It is as difficult as keeping a hot coal on your tongue as it is to remain quiet when you have something to say. _____	You don’t feel the need to say everything that pops into your head. In fact, there are times when people don’t know what you’re thinking and push you to express yourself and say what you think. _____	
Total Count Column “O”/10 _____	Total Count Column “R”/10 _____	
_____	=	_____
Column “O”/10	Minus	Column “R”/10
	equals	Vertical Differential

When you have finished ranking the eleven paired statements, add up each of the columns and record the total below each column. The sum of both columns adds up to 121 points. Divide each of these sums by **10** by placing a decimal point just to the left of the last digit giving you scores between 0 and 12.1.

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