DISC - FAQs

DISC Model

What is DISC?

DISC is a needs-motivated, observable behavioral profiling system which measures the energy you are putting into dominating problems, influencing people, steadying the environment, and complying to rules and details.

Which style is the best?

Your style blend is the **best!** All styles have unique strengths and challenges.

What makes DISC so popular?

DISC is a short description of YOU, custom designed in 10-15 minutes. It helps you to recognize your own style, see what works about you, and control your own style. It tells others how to communicate with you, anticipates normal tensions in relationships, shows you how to read others and adapt your communication.

Why do people like DISC?

DISC shares information about our favorite topic – us! It is also a quick and easy assessment, and the model is easy to recall, non-threatening, and makes authentic sharing easy.

What does DISC actually measure?

DISC measures our underlying emotions, needs, and fears (like an iceberg) - the primary concerns that drive all behavior. Through self-selection, you choose the words that are **most** like you and the words that are **least** like you, and through those responses, the tool reveals your behavioral style.

Why don't all Ds (or Is, Ss, or Cs) act/communicate the same way?

We all have different biases, preferences, motivations/values, critical thinking skills, experience, education, and intelligence levels that influence our behavior. DISC is a combination of nature and nurture, so we all have had different experiences shape us, too. The same way that we all have different hair or prefer different flavors of ice cream, we all act and communicate in different ways. Plus, we need all four styles in the world to be as effective & successful as possible as a community and as individuals.

The DISC Assessment and Report

How many DISC Assessments are there?

We provide only one assessment, but the results of that assessment can be used for a variety of purposes, both personal and professional. Some applications include using DISC in Leadership, Sales, Service, Coaching, and in 360˚ applications.

What happens if someone tries to outsmart or trick the instrument? Is it easy?

The DISC assessment can be tricked, but it's not that easy! It is not always obvious what the answer "should" be (most and least is the basis, not a scale, and the algorithm is based on both). There are also some answers that are designed as specific validity answers to ensure integrity. A better question might be, "why would someone want to modify or alter their results to inaccurately represent them?" There is little benefit in understanding ourselves and growing if we are not honest in the assessment process.

How accurate are the DISC assessment results?

DISC has high statistical accuracy, validity, and reliability through studies over many years. The best measure of validity is YOU – does it represent how others see you behaving at least 80% of the time or more?

If there is inaccuracy, it is typically caused by human errors– like time, focus, or subjectivity. If you think too much, take too long, focus on more than one area, or try to trick the instrument, the results could be inaccurate. It's best to do it quickly, without too much analyzing, and go with your natural response or gut reaction.

Would the report be different if I took the DISC in a different role? Yes, it provides a snapshot of who you are in your adapted style at the time you took the assessment, depending on the role you had in mind. Keep focused on a single role when completing the questionnaire.

What do I do if I think mine is inaccurate?

Some styles never feel they get it "right." Ask someone who knows you what they see to ensure you aren't missing something (blind spot).

If you take the DISC Assessment in different periods of your life, will the results be the same?

Do you have the same attitudes, beliefs, and values as you grow and develop? Are there things about your lifestyle that have adjusted your mindset or paradigm as you have changed?

	DISC is a snapshot of how you see yourself in the activity, focus, and environment in which you are answering. As you think, so you are. Behavior is always affected by the decisions you are making or may not make, and you can choose to change. However, your natural tendencies may be more consistent. *You can take the DISC Assessment anywhere!* mobile optimized
Graphs	**What is the energy line?** DISC measures the energy of life you are putting into dominating problems, influencing people, steadying the environment, and complying to rules and details. The energy line is the mid-line representing 50: styles above it are high, and styles below it are low (in varying degrees). Below the line you are holding back energy, and above the line you are pushing energy forward. The energy line also divides our expressed and concealed behavior tendencies. **What's the difference between the Graphs: I - Adapted & II - Natural?** What are you most and what are you least? Based on the words you selected, your graphs are determined with your **most** scores showing as **adapted**, and **least** scores showing as **natural**. We are most honest about ourselves when we look at our "leasts." Your "least" answers are inverted before being calculated into the algorithm to reveal your natural style. **How can people with different graphs plot in the same place on the wheel?** The wheel only plots 60 of the possible DISC Graphs. Plotting is determined by the styles that are 50 and above. The graphs are determined by what styles show up above the midline and their intensity, so a variety of combinations can match a single segment on the wheel. **What are unusual graphs?** When all points are near the mid-line, you may get an unusual graph. Often this depends on focus while taking the assessment, inconsistent answers indicating stress and over-adapting, or someone uncertain of their role. This will typically show up with a missing star or circle on the Behavior Pattern View (Wheel). We recommend you take it over again in a few months.

DISC History	**How old is DISC?** DISC has been around for a long time! The 4 quadrant distinctions have roots in the ancient four humors theory, but it was Hippocrates around 400 BC who brought it to medical theory with the four temperaments: *sanguine*, *choleric*, *melancholic*, and *phlegmatic*. Each were associated to certain moods, emotions, and behaviors. Many others also shaped our modern view of the temperaments. In the 1920's, Freud & Jung first began studying human behavior. Dr. William Moulton Marston was the first to conduct research on the emotions of normal people, and he developed the four behavior types in 1928 that precede what we use today: *D – Dominance, I – Inducement, S – Submission,* and *C – Compliance*. He taught DISC-Literacy, and how to understand observable clues to tell their story as well as what motivates the primary style. Although William Moulton Marston contributed to the creation of the DISC Assessment, he did not create it or even intend to use DISC as an assessment. It was Walter Clarke in 1956 who created the DISC assessment based on Marston's theory. About 10 years later, the first self-description test was used asking respondents to choose between terms to identify their style. There have been many versions of the DISC model and the assessment tool used, with varying degrees of validity and reliability.
Selection & Hiring	**How accurate would it be to use a DISC report compared to an ideal DISC for job selection? Can I use it for hiring and selection?** DISC should be used for no more than 20% of the job measurement at best and should never be used as a lone tool for selection. In combination with other assessments, interviews, and references, DISC can be helpful in providing supporting information or suggestions of where someone may fit on a team. We have other Selection and Hiring tools that can support you! Learn more about HireSense here: https://www.hiresense.com/

Other Assessments

How does MBTI compare to DISC?

MBTI is more complicated for the average person, and DISC is more intuitive to read and understand. With DISC, a coach isn't necessary to explain as much – it's only 4 styles that are very simple and practical. MBTI is 16 combinations of 4 different letters.

MBTI is also a psychological assessment, DISC is needs-based, observable behavior and emotion. DISC is self-assessment, and MBTI is evaluated by another party. DISC helps one learn to identify the communication style of others in addition to self, while MBTI focuses only on self-understanding.

What should I do once I have taken the DISC to continue forward? What comes next? What works well with DISC?

There are a variety of options for you to consider as a next step. Any of our Core Assessments build your self-awareness and reveal different parts of who we are and what drives us. You can take individual reports *(DISC, Motivators, Learning Styles, Hartman Value Profile (Critical Thinking), or Emotional IQ)*, or you can check out our combination reports *(DISC and Motivators, DISC and Learning Styles).* There are also 360-degree options for you that will reveal other's perceptions of you *(DISC 360°).* We are happy to help you plan your own development path if you would like to discuss it with us!

What group reports are available? How much are they? How do I get them?
We offer FREE DISC group/team reports directly on your online dashboard.
 - **DISC Group Graphs:** *Shows all DISC Graphs for selected team members*
 - **DISC Integrated Behaviors:** *Plots selected members' intensity in 12 behaviors*
 - **DISC Team Report:** *Provides team snapshots, combo overview, and Wheel*
 - **DISC Team Wheel:** *Plots selected members on Behavior Pattern View (Wheel)*
 - **DISC Collaboration Report**: *Compares relationships of two selected individuals, with side-by-side highlights of perspectives and tendencies.*