



# Everything DiSC<sup>®</sup> Activity Book

Created by [Discprofile.com](https://discprofile.com)

**disc**  
profile

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**Let's get going with  
Everything DiSC®!**



# DiSC Word Clouds (continued)

- D
- i
- S
- C



- D
- i
- S
- C



# DiSC Profiles Quiz #1

(Answers on page 25)

1. **If selling to C-styles, you should remember to**
  - a. Quickly lay out your main points.
  - b. Provide them assurances your product is reliable.
  - c. Provide lots of objective information.
  - d. Create a friendly atmosphere to get to know them.
  
2. **When managing an S-style you should**
  - a. Give clear directions that address methods and logics.
  - b. Give them challenging projects that have an impact on the bottom line.
  - c. Let them know their ideas are being heard.
  - d. Give clear guidance and time to complete tasks.
  
3. **A C-style is described as**
  - a. Warm
  - b. Strong-willed
  - c. Predictable
  - d. Diplomatic
  
4. **The best way to recognize and reward a D-style is to**
  - a. Meet regularly with them to assure they are meeting your expectations.
  - b. Put them in the spotlight and provide opportunities to network.
  - c. Compliment their performance and expertise.
  - d. Step back and give them more autonomy
  
5. **An i-style values**
  - a. Loyalty
  - b. Quality
  - c. Freedom of expression
  - d. Concrete results

## DiSC Profiles Quiz #1 (Continued)

- 6. An i-style's goal is**
- a. Correctness
  - b. Popularity
  - c. Group acceptance
  - d. Independence
- 7. An S-style needs others who**
- a. Weigh pros and cons
  - b. Remain calm
  - c. Help prioritize work
  - d. Concentrate on the task
- 8. An i-style is limited by**
- a. Being impulsive
  - b. Being indecisive
  - c. Lack of concern for others
  - d. Being over critical
- 9. A D-style fears**
- a. Offending others
  - b. Being ignored
  - c. Being taken advantage of
  - d. Being wrong
- 10. A C-style prioritizes**
- a. Giving support
  - b. Ensuring accuracy
  - c. Taking action
  - d. Accepting challenge

## DiSC Profiles Quiz #1 (Continued)

**11. When working through a conflict situation with an S-style, you should**

- a. Avoid being impatient or lashing out emotionally.
- b. Let them verbalize their thoughts and feelings.
- c. Stick to the facts and avoid hot buttons.
- d. Take a more diplomatic and patient approach.

**12. A D-style is motivated by**

- a. Winning
- b. Quality work
- c. Cooperation
- d. Relationships



# Everything DiSC Maze

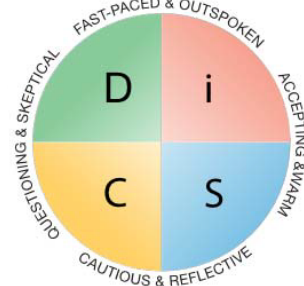
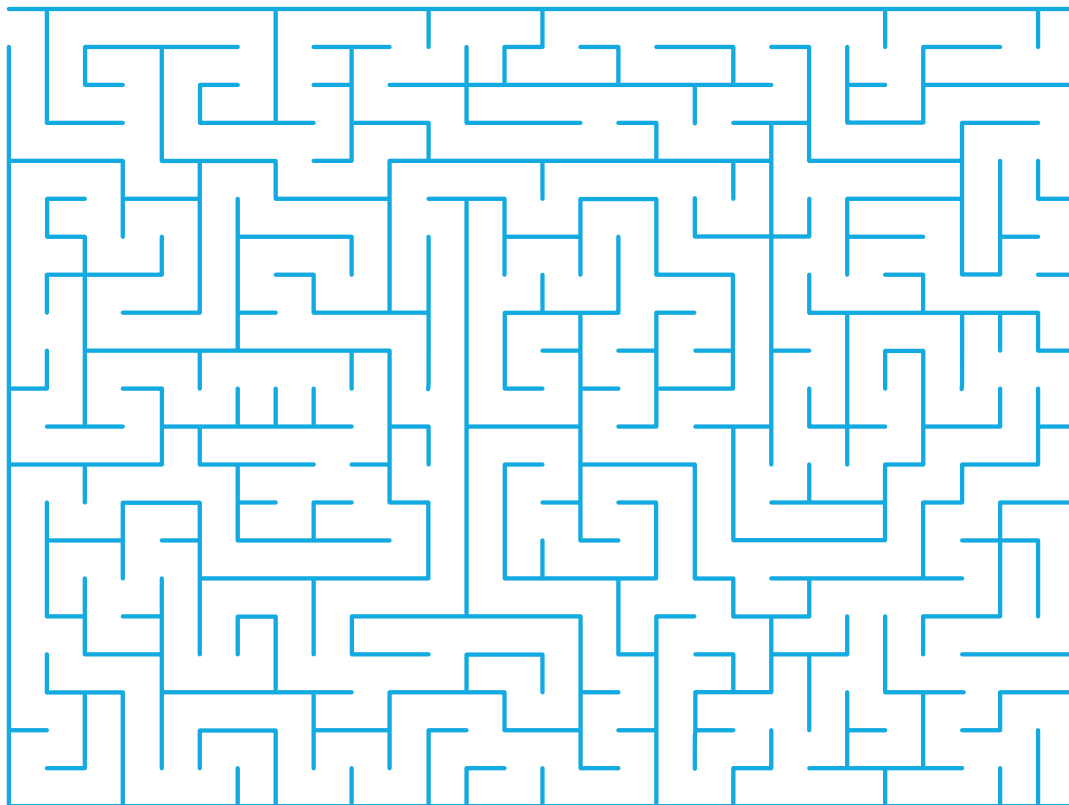
(Answers on page 27)

Challenge yourself to discover Everything DiSC!

**HELLO**  
my need is

**Challenge**

[www.everythingDiSC.com](http://www.everythingDiSC.com)





# DiSC Haikus

Haiku poems consist of 3 lines. The first and last lines of a haiku have 5 syllables and the middle line has 7. Try writing some of your own and share them on the [Discprofile.com Facebook page](#).

*Details, facts, reason;  
Let's get to the point right now.  
That's a C-style, dude.*

*Winning, that's my goal.  
Decisive, bold, and daring.  
Oh yeah, I'm a D.*

*We are two C-styles.  
Vacation photos include  
Almost no people.*

*I do it with flair.  
And so hate to be ignored.  
Yes, I'm an i style.*

*Apples to Apples :  
Influencers prefer it  
over chess or RISK.*

*Dominance is not  
about always winning games  
but mostly it is.*

*Conflict is not good.  
I'm helpful and supportive.  
The S is sincere.*

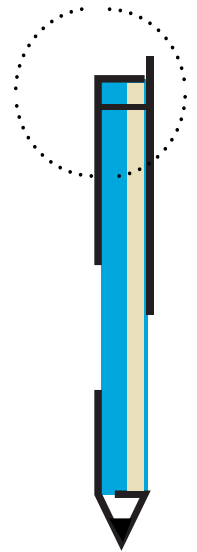
## Haikus for the holidays Can you tell which preference is being written about?

*It's the holidays:  
Budgets first, presents after.  
Optimize giving.*

*Tradition, family,  
Friends, caroling, snow, cookies,  
Showing affection.*

*Parties, food, and drink.  
I love the colors and sounds.  
Let's get together.*

*Gifts denote status.  
Name brands, high-end, quality.  
I give the best stuff.*



Write one of your own.

.....

.....

.....

# DiSC Profiles Quiz #2

(Answers on page 26)

- 1. If you're in conflict with a D-style personality you'll do best to**
  - a. follow up to make sure that the issue is actually resolved
  - b. support your position with logic and facts
  - c. let the person know you respect their feelings
  - d. avoid taking their blunt approach personally
  
- 2. The best way to recognize and reward an i-style is to**
  - a. give them more autonomy
  - b. give them a development opportunity that lets them network with others
  - c. regular warm and sincere praise
  - d. compliment their performance privately
  
- 3. A person with an S-style tends to need others who**
  - a. develop systematic approaches
  - b. recognize the needs of others
  - c. initiate changes in roles on a team
  - d. listen rather than talk
  
- 4. Is it normal for your DiSC style to change over time?**
  - a. No.
  - b. Yes, if you change jobs.
  - c. Yes.
  - d. Yes, but only after a few years or a significant life event.
  
- 5. When selling a product or an idea to a person with an i-style, you might need to**
  - a. discuss exciting new possibilities and share personal anecdotes
  - b. give him or her time to get comfortable with a decision and provide assurances of support
  - c. offer proof of your claims and demonstrate your competence
  - d. refrain from asking unnecessary questions and be direct when asking for a commitment

## DiSC Profiles Quiz #2 (Continued)

- 6. A person with an S-style is most often motivated by**
- a. competition and success
  - b. social recognition
  - c. opportunities to help and sincere appreciation
  - d. opportunities to gain knowledge
- 7. William Mouton Marston, author of Emotions of Normal People and the psychologist responsible for the initial DISC model, is the source of the following quote:**
- a. Most of us actually stifle enough good impulses during the course of a day to change the current of our lives.
  - b. Every crisis offers you extra desired power.
  - c. Realize what you really want. It stops you from chasing butterflies and puts you to work digging gold.
  - d. All of the above.
- 8. People with a C-style may be limited by**
- a. a need to win or be the best
  - b. being overly accommodating
  - c. over-analyzing problems or situations
  - d. a lack of follow-through
- 9. If you work for a D-style boss and want to get buy-in on your idea, you will get better results by**
- a. avoiding pushing them to move too quickly and by being ready to provide all the facts and data you have.
  - b. avoiding the implication that your way is the only way and projecting enthusiasm for your proposal
  - c. projecting confidence and emphasizing concrete results he or she can expect
  - d. laying out your plan step-by-step and avoiding too much focus on the bottom-line results

## DiSC Profiles Quiz #2 (continued)

- 10. Can someone be better qualified for a job because of their profile?**
- a. No. The association between an occupation and a given DiSC style is modest at best.
  - b. Sure, for example people with the C-style make the best teachers.
  - c. Yes, DiSC is often used for hiring and placement decisions.
  - d. Yes. Leaders and executives are often Ds.

# Everything DiSC Knowledge Crossword

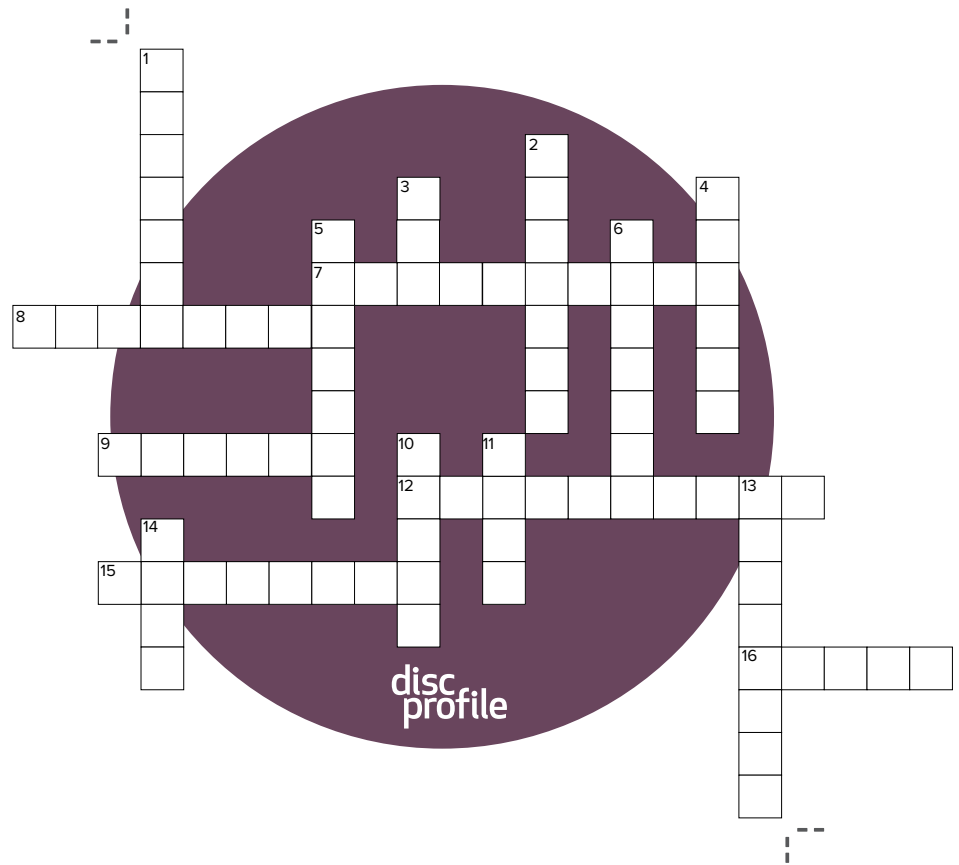
(Answers on page 26)

## ACROSS

7. A person scoring high on the DiSC scale for Influence will easily show \_\_\_ and be optimistic.
8. When people-reading using DiSC, decide if someone is fast-paced and outspoken or \_\_\_ and reflective.
9. The person with D priorities will be \_\_\_, blunt, firm and fast-paced.
12. The C-style person is probably very thoughtful, logical and \_\_\_.
15. The i-style person is expressive and \_\_\_, loving to be around people.
16. There are no \_\_\_ or wrong answers on the DiSC assessment.

## DOWN

1. The priorities for the S-style are \_\_\_, collaboration, and stability. They will be there for you.
2. The DISC model was created by William Moulton \_\_\_.
3. It's important to know how close to the edge or to the center of the circle your \_\_\_ is located.
4. The preferred leadership style of the S is Inclusive, \_\_\_, or Affirming.
5. The D style is focused on getting \_\_\_ and can be impatient.
6. The S-style is very \_\_\_ with others, giving them all the time they need.
10. If you want to communicate better with your customers, you'll want to take the Everything DiSC \_\_\_ profile.
11. When people-reading using DiSC, determine if someone is questioning and skeptical or \_\_\_ and accepting.
13. The C-style values \_\_\_ more than the other styles. It's important for them to be correct.
14. If you're interested in leadership development you'll want to use the Everything DiSC \_\_\_ of Leaders profile.



# Everything DiSC Leadership Quiz

(Answers on page 27)

- 1. Everything DiSC® Work of Leaders provides a three-step process. Which one of the following is not part of the process?**
  - a. Strategy
  - b. Execution
  - c. Vision
  - d. Alignment
  
- 2. A Di leader has the following as one of their top leadership priorities:**
  - a. Resolute
  - b. Pioneering
  - c. Inclusive
  - d. Humble
  
- 3. A C Leader has the following as one of their top priorities:**
  - a. Affirming
  - b. Deliberate
  - c. Energizing
  - d. Pioneering
  
- 4. In the Commanding Approach, which one listed is one of the practices?**
  - a. Showing Enthusiasm
  - b. Focusing on Results
  - c. Showing Diplomacy
  - d. Communicating with Clarity
  
- 5. In the Humble Approach, which one listed is one of the practices?**
  - a. Improving Methods
  - b. Being Approachable
  - c. Showing Modesty
  - d. Taking Charge

## Everything DiSC Leadership Quiz (Continued)

- 6. Leadership is defined as what type of relationship?**
- a. One-to-many
  - b. One-to-two
  - c. One-to-one
  - d. Few-to-many
- 7. Everything DiSC Work of Leaders has three drivers behind Alignment. Which one of the following is NOT a driver for Alignment?**
- a. Dialogue
  - b. Momentum
  - c. Inspiration
  - d. Clarity
- 8. An S Leader has the following as one of their top leadership priorities:**
- a. Deliberate
  - b. Resolute
  - c. Pioneering
  - d. Inclusive
- 9. Everything DiSC Work of Leaders has three drivers behind Vision. Which one of the following is NOT a driver for Vision?**
- a. Dialogue
  - b. Exploration
  - c. Testing assumptions
  - d. Boldness
- 10. Which one of the following is NOT one of the eight approaches to leadership?**
- a. Dialogue
  - b. Resolute
  - c. Commanding
  - d. Humble



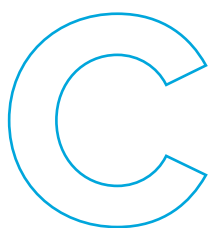
# DiSC Word Searches

Can you find the words DiSC reports use to characterize each preferred style? What's your best friend's style?



- Results
- Challenge
- Control
- Bold
- Skeptical
- Success
- Solution
- Direct
- Immediate
- Driven
- Concrete
- Competition

X P C F C J I B J S M E A Z S  
 T L S S N Q I V E I O P T M U  
 G F H X C G N E V I R D H L C  
 V W W S R J F V B E T K Z V C  
 M F F D K N O I T U L O S H E  
 E H V D E E R N U H X B I O S  
 S G D I H G P W L D G U M U S  
 X L N R N O I T I T E P M O C  
 E O E E B S A W I X J N E X O  
 X R K C L O T O O C F W D I P  
 D T R T S L L L T F A D I L U  
 T N E A Y Q A D U J V L A V Q  
 M O U O I P B H T S D K T A B  
 I C G B M X P N C S E Z E R L  
 E Q B E W N E C O N C R E T E



- Quality
- Expertise
- Logical
- Factual
- Analytical
- Isolating
- Objective
- Systematic
- Growth
- Cautious
- Thinker
- Care

O R I I I A D R H V R D S N L  
 H M L A C I G O L S B M U D C  
 E L A C I T Y L A N A M O Q C  
 G U U O L O E X P E R T I S E  
 O A G R C A R E F U L G T P G  
 B V F F C J P L B C N R U X D  
 J D Q C F I A D P I N M A X A  
 E R Q Z T U T A T A W V C S T  
 C D C S T O F A W S I K F P H  
 T E H C W H L A M F Q S S A I  
 I O A V R O T G M E U S J W N  
 V F F V S I I W C V T H Y K K  
 E Y V I G Q I S O E M S V D E  
 E H E W B U N Y P R K N Y V R  
 R Q U A L I T Y H R G O O S Q



- Enthusiasm
- Expressive
- Relationships
- Feelings
- Friendly
- Optimistic
- Democratic
- Impulsive
- Willingness
- Opinionated
- Counseling
- Persuader

Y O P T I M I S T I C Q X M V  
 O H P O I S C N M I R W K B A  
 D R Z Q R G E S N E Q P O Y D  
 M G O E E N K S B N J A B Y K  
 D F P X L I N E P T Q I G L C  
 E O I P A L N N E H H M N D I  
 B Q N R T E W G R U V P I N T  
 J Z I E I E G N S S U U L E A  
 B Y O S O F B I U I J L E I R  
 A Z N S N N B L A A I S S R C  
 H F A I S J T L D S L I N F O  
 A Q T V H Y M I E M U V U X M  
 F R E E I A O W R D A E O Z E  
 X S D C P O R G G F X G C C D  
 F F Q Y S X Q Z T Y M D G J N



- Dependable
- Stable
- Cooperation
- Sincere
- Genuine
- Loyalty
- Appreciation
- Security
- Deliberate
- Courteous
- Informal

I K D E P E N D A B L E G L N  
 S Z R D U M W E S S Q W M T J  
 R D F Z L A J T I P M N S F P  
 G E N U I N E A S X L D G M Y  
 Z R G R Y O X R E N D L N T T  
 N O I T A I C E R P P A L Q M  
 E U S P I T Y B C S J A R F P  
 A P V J N A T I M U Y W S R S  
 S M T T F R I L O O L W T H N  
 I O P M O E R E L E V X A S Z  
 N N A G R P U D X T B Y B D D  
 T V H V M O C A K R Z E L H D  
 U I Z O A O E K Q U M Y E R X  
 R N J L L C S J N O V X A X B  
 E V S I N C E R E C Y Q U M J

# How well do you know the 8 DiSC measurement scales?

(Answers on page 27)



1. Which scale does the word cloud above represent?
  - a. iD or DI
  - b. D
  - c. CD or DC
  - d. CS or SC
  - e. S or SI





**2. Which scale does the word cloud above represent?**

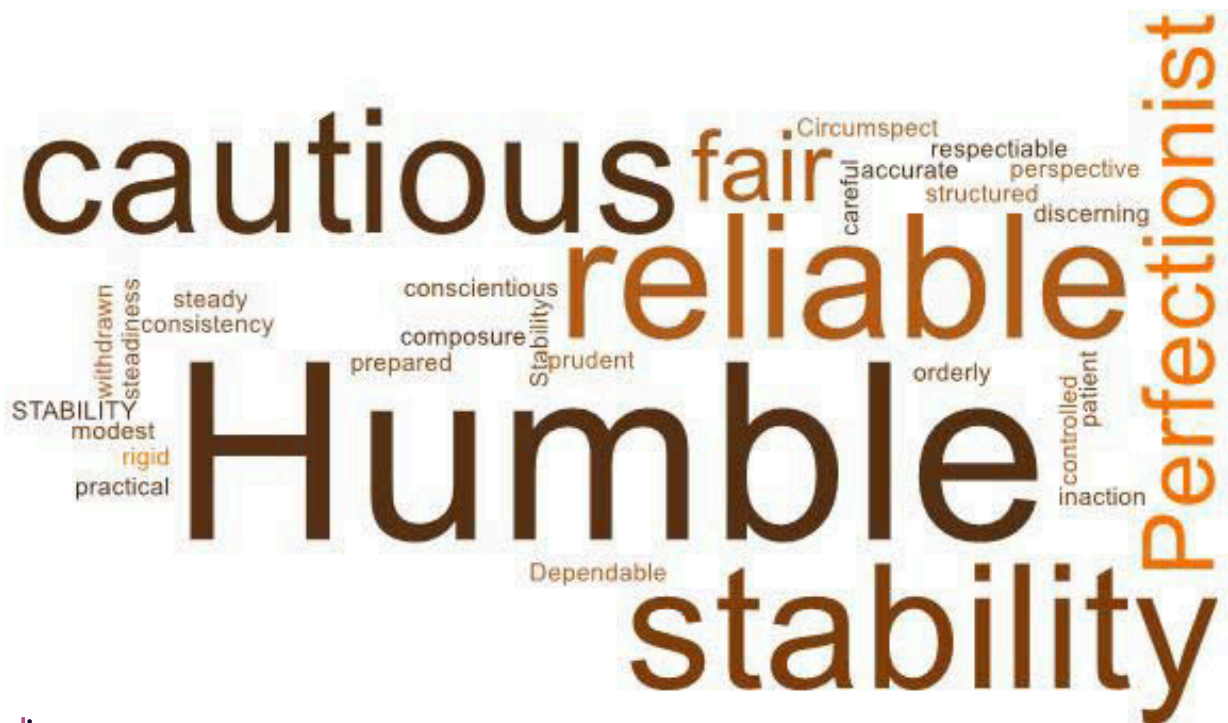
- a. C
- b. i
- c. Si or iS
- d. S
- e. SC or CS



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3. Which scale does the word cloud above represent?

- a. D
- b. C
- c. S
- d. CD or DC
- e. CS or SC



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**4. Which scale does the word cloud above represent?**

- a. Di or iD
- b. CS or SC
- c. C
- d. S
- e. DC or CD

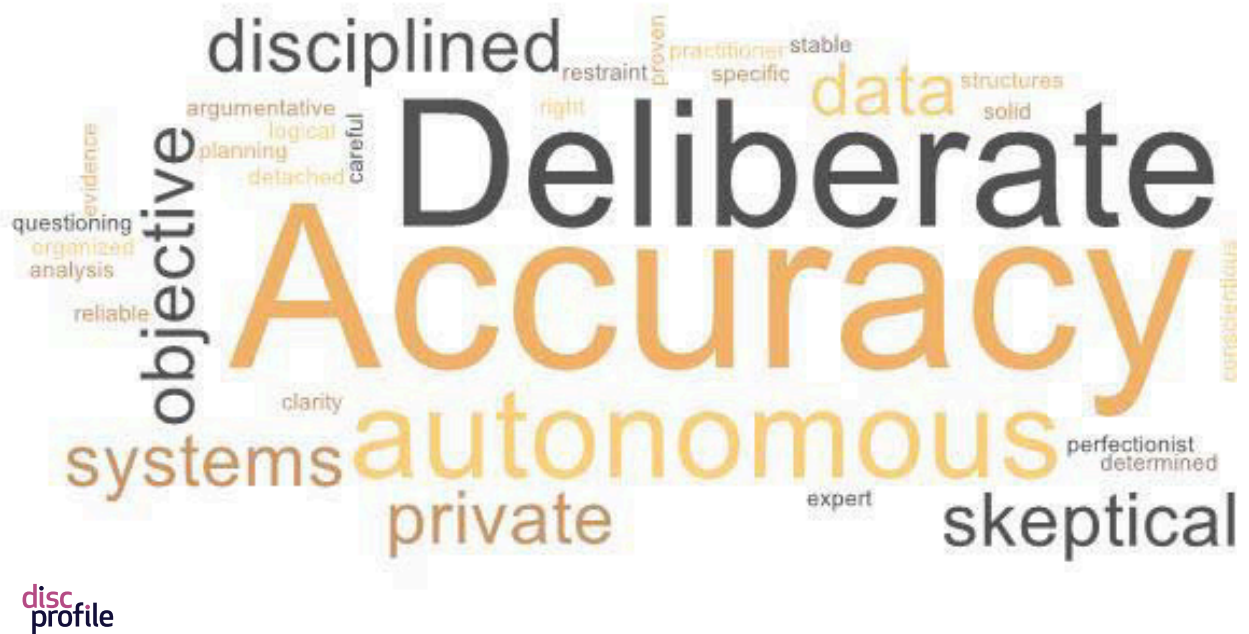


disc  
profile

**5. Which scale does the word cloud above represent?**

- a. Di or iD
- b. i
- c. D
- d. C
- e. iS or SI





**6. Which scale does the word cloud above represent?**

- a. DC or CD
- b. D
- c. C
- d. S
- e. SC or CS





disc  
profile

**8. Which scale does the word cloud above represent?**

- a. SC or CS
- b. i
- c. Di or iD
- d. iS or Si
- e. S

# Productive Conflict Match

(Answers on page 28)

## 1. Draw a line from the DiSC style to what each style focuses on in conflict.



Feelings and consensus



Expression and feelings



Logic and victory



Justice and logic

## 2. What traits are each style more likely to overuse?



Passive resistance, compromise



Restraint, rigidity



Passion, impulsivity, outspokenness



Need to win, impatience, bluntness

## 3. What are the fears of each style?



Being taken advantage of, appearing weak



Rejection, not being heard, disapproval



Being wrong, strong displays of emotion



Letting people down, facing aggression

# Answer Key

## DiSC Word Clouds

1. Conscientiousness
2. Dominance
3. Influence
4. Steadiness

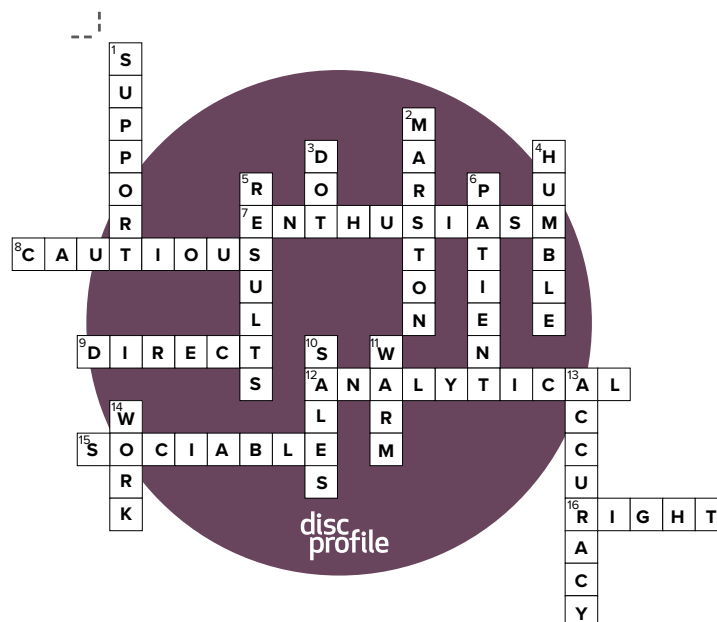
## DiSC Profiles Quiz (One)

1. **C** - C-style customers want to be assured that they are committing to the best, so they may scrutinize any offering for flaws or deficiencies. Have as many details and facts at your fingertips as possible.
2. **D** - People with the S style want to be given clear guidance and time to perform their tasks, and they don't want to be rushed for quick answers. Provide them with the structure they require. Offer support by providing the information and resources they need to do their work.
3. **D** - A person with a C style is described as careful, cautious, systematic, diplomatic, accurate and tactful.
4. **D** - People with the D style are demotivated by routine, foot dragging, and being under tight supervision. They respond well to working independently, setting results-oriented goals, and being praised with concrete examples of their achievements.
5. **C** - A person with an i style values coaching and counseling, freedom of expression and democratic relationships.
6. **B** - I styles enjoy victory with flair, friendship and happiness, authority and prestige status symbols, popularity`
7. **C** - A person with an S Style may be limited by being indecisive, overly accommodating with a tendency to avoid change. Therefore they need others to help them prioritize tasks.
8. **A** - A person with a i style prioritizes taking action, but may be limited by being impulsive and disorganized with a lack of follow-through.
9. **C** - People with the D style enjoy competition and winning. They like to feel in control of their environment. They prioritize competency in both themselves and in others. They do not like feeling vulnerable.
10. **B** - People with the C style place an emphasis on working conscientiously within existing circumstances to ensure quality and accuracy.
11. **B** - A person with an S style is motivated by cooperation, and values collaboration and stability. They are uncomfortable with confrontation and chaotic situations. People in conflict with an S-style will get through it best by being diplomatic and patient. Avoid forceful tactics that will cause them to hide their true feelings.
12. **A** - A person with a D style is motivated by winning, competition and success.

## DiSC Profiles Quiz (Two)

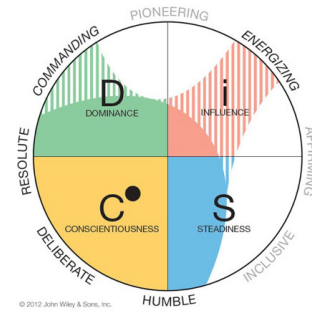
- d** - D-styles in conflict can become competitive and headstrong. They may be less concerned about damaging the relationship. Avoid viewing their directness as a personal attack and try to state your points objectively without getting defensive or lashing out.
- b** - The i-style individual appreciates vibrant environments and enjoys public recognition. They are likely to put a lot of energy into socializing and maintaining relationships.
- c** - An S-style personality may be limited by being indecisive and display a tendency to avoid change.
- a** - In general, the average person's profile tends to stay fairly consistent over time. While you may find small differences in your results from one time taking the assessment to the next, you're unlikely to experience major shifts in style. However, if it has been two years or more since you last took the profile, we recommend taking it again to ensure the most accurate and up-to-date information. The new adaptive testing technique used in Everything DiSC assessments has made it more accurate.
- a** - Customers with an I-style tend to be more likely to keep things moving at a fast pace, be interested in bold or daring plans, and interested in establishing a personal connection.
- c** - People with the S style place an emphasis on cooperating with others within existing circumstances to carry out the task.
- All are correct.** Each of these is a Marston quote.
- c** - A person with a C-style may be limited by being overcritical, overanalyzing and isolating themselves.
- c** - D-style managers put a strong emphasis on drive and challenge, so they focus on bottom-line results. They respond best to people who can quickly help them reach their goals.
- a** - Findings suggest that even though there are small, meaningful DiSC-based patterns within some jobs, most occupations contain a wide range of DiSC styles. It would be a mistake to discourage someone from becoming a mechanic because they have an i style or not consider someone for a sales position simply because they have a CS style.

## CROSSWORD



# Everything DiSC Leadership Quiz

1. a
2. b
3. b
4. b
5. c
6. a
7. b
8. d
9. a
10. a



**Because leaders  
are just as complicated  
as the work they do.**



# How well do you know the 8 DiSC measurement scales?

1. a. (D)
2. d (Si or iS)
3. d (CD or DC)
4. b (CS or SC)
5. b (i)
6. c (C)
7. d (Di or iD)
8. e (S)



**D styles**  
and their priorities

**DC**

- Challenge
- Results
- Accuracy

**D**

- Results
- Action
- Challenge

**Di**

- Action
- Results
- Enthusiasm



**i styles**  
and their priorities

**iD**

- Action
- Enthusiasm
- Results

**i**

- Enthusiasm
- Action
- Collaboration

**iS**

- Collaboration
- Enthusiasm
- Support



**S styles**  
and their priorities

**CS**

- Stability
- Support
- Accuracy

**S**

- Support
- Stability
- Collaboration

**iS**

- Collaboration
- Support
- Enthusiasm



**C styles**  
and their priorities

**CD**

- Challenge
- Accuracy
- Results

**C**

- Accuracy
- Stability
- Challenge

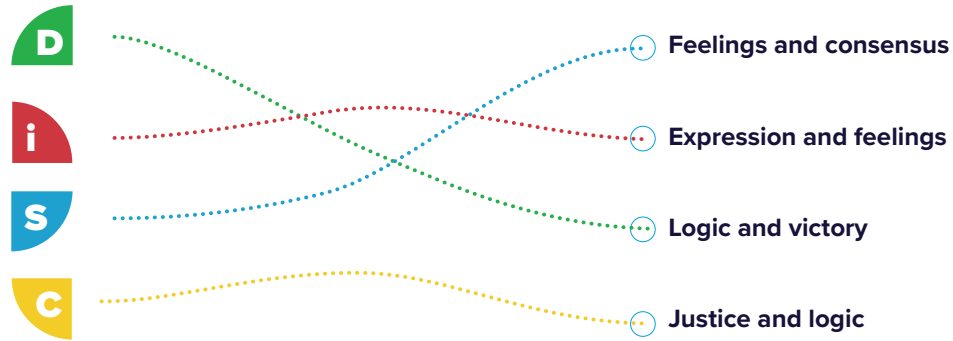
**CS**

- Stability
- Accuracy
- Support

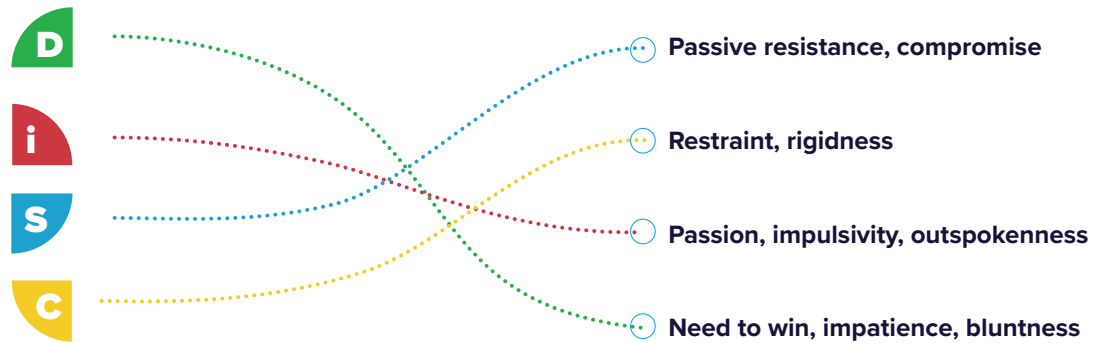


# Productive Conflict Match

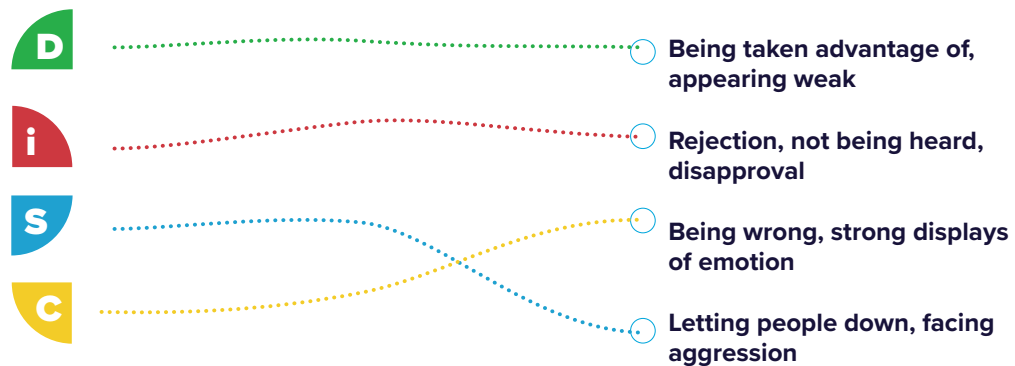
1. Draw a line from the DiSC style to what each style focuses on in conflict.



2. What traits are each style more likely to overuse?



3. What are the fears of each style?



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[Pinterest](https://www.pinterest.com/onlinedisc/)

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