



Everything DiSC[®] Activity Book

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disc
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DiSC Style Quiz #1

(Answers on page 23)

The quizzes in this book deal with the most common style characteristics, but remember that every person is unique and will reflect different parts of their style to different degrees.

1. If selling to **C-style** people, you should remember to:
 - a. Quickly lay out your main points.
 - b. Provide them assurances that you are trustworthy.
 - c. Provide lots of objective information.
 - d. Create a friendly atmosphere to get to know them.

2. When managing an **S-style** person, you should:
 - a. Give directions that address methods and logic.
 - 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. The best way to recognize and reward a **D-style** person 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.

4. An **S-style** person needs:
 - a. Social contact and play
 - b. Authority and control
 - c. Harmony and familiarity
 - d. Personal space and precision

5. An **i-style** person's goal is:
 - a. Correctness
 - b. Popularity
 - c. Stability
 - d. Independence

DiSC Style Quiz #1 (continued)

(Answers on page 23)

6. An **i-style** person is limited by:
 - a. Being impulsive
 - b. Being indecisive
 - c. Lack of concern for others
 - d. Being over critical

7. A **D-style** person fears:
 - a. Offending others
 - b. Being ignored
 - c. Being taken advantage of
 - d. Being wrong

8. A **C-style** person prioritizes:
 - a. Giving support
 - b. Ensuring accuracy
 - c. Taking action
 - d. Accepting challenge

9. An **i-style** person values:
 - a. Loyalty
 - b. Quality
 - c. Freedom of expression
 - d. Concrete results

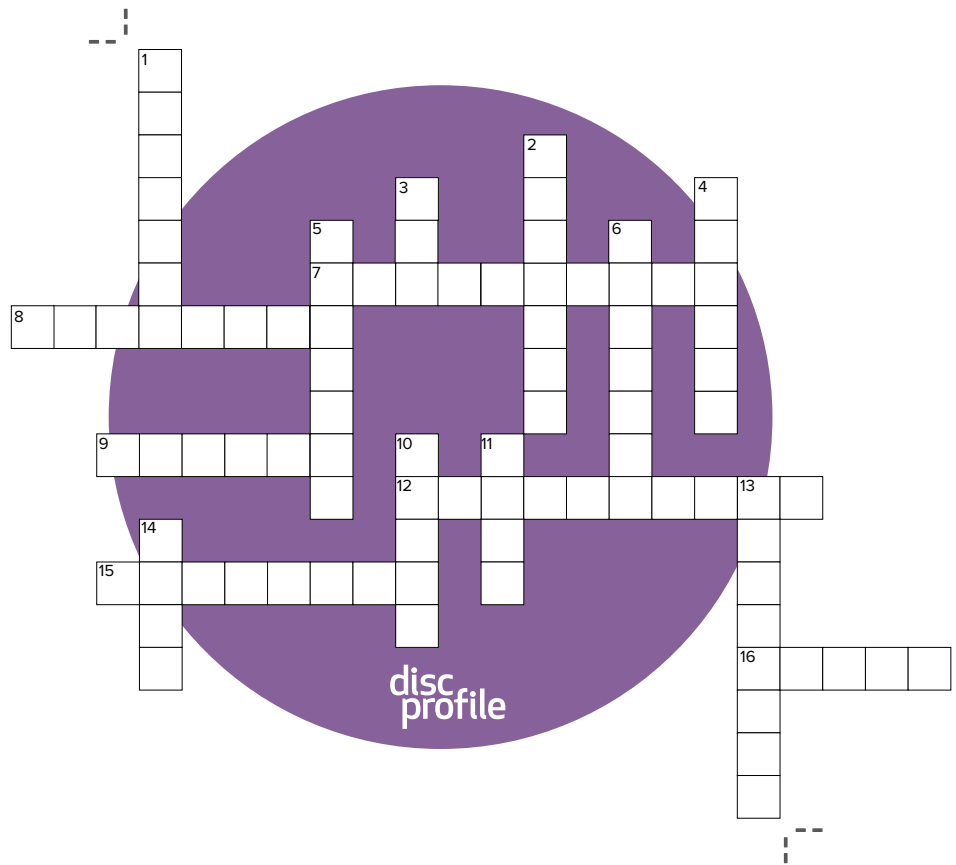
10. A **D-style** person is motivated by:
 - a. Winning
 - b. Quality work
 - c. Cooperation
 - d. Relationships

DiSC Crossword Puzzle

(Answer on page 24)

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.

DiSC Style Quiz #2

(Answers on page 24–5)

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** employee is to:
 - a. Give them more autonomy.
 - b. Give them a development opportunity that lets them network with others.
 - c. Give regular warm and sincere praise.
 - d. Compliment their performance privately.

3. A person with an **S style** may not be the first on their team to:
 - 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 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 them time and provide assurances of support.
 - c. Offer proof of your claims and demonstrate your competence.
 - d. Be direct when asking for a commitment.

DiSC Style Quiz #2 (continued)

(Answers on page 24–5)

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, the psychologist responsible for the initial DISC model, said:
 - 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 want buy-in from your **D-style** boss, you will get better results by:
 - a. Avoiding pushing them to move too quickly and by being ready to provide data
 - b. Avoiding the implication that your way is the only way and projecting enthusiasm
 - c. Projecting confidence and emphasizing concrete results they can expect
 - d. Laying out your plan step-by-step and avoiding too much focus on the bottom line

10. Can someone be better qualified for a job because of their DiSC 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 often have D styles.

DiSC Word Searches

(Answers on page 25)

Can you find the words DiSC reports use to characterize each preferred style?



- | | |
|-----------|-------------|
| Results | Solution |
| Challenge | Direct |
| Control | Immediate |
| Bold | Driven |
| Skeptical | Concrete |
| Success | 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 | Objective |
| Expertise | Systematic |
| Logical | Growth |
| Factual | Cautious |
| Analytical | Thinker |
| Isolating | Careful |

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

DiSC Word Searches (continued)

(Answers on page 25)



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

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



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

DiSC Leadership Quiz

(Answers on page 26)

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-style** leader has the following as one of their top leadership priorities:
 - a. Resolute
 - b. Pioneering
 - c. Inclusive
 - d. Humble

3. A **C-style** 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

DiSC Leadership Quiz (continued)

(Answers on page 26)

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-style** 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 DiSC **leadership styles**?
 - a. Dialogue
 - b. Resolute
 - c. Commanding
 - d. Humble

DiSC Cryptograms

(Answers on page 26)

Each letter in the phrase has been replaced with a different letter. Try to decode the message. If you need a hint, see the bottom of the page.

#1

H Z U P K X G U V T X U

N Y V T G U E X P S U

Y N E X T U Y M G O Z S Q :

H Y K Z M G M P X ,

Z M N O V X M P X ,

U S X G H Z M X U U , G M H

P Y M U P Z X M S Z Y V U M X U U .

Hint: Z = !

DiSC Cryptograms (continued)

(Answers on page 26)

#2

Decode the Everything DiSC profiles. The same code is used throughout this page.

1. R M P K X S I O J

2. I E Q S J J L

3. X P M T D O H Q W J

O M N U S Q O H

4. V I N I E J V J N H

5. R M P K M U S J I T J P Y

6. Y I S J Y

Hint: Y = UH

How well do you know the 8 DiSC measurement scales?

(Answers on page 26)

Which DiSC scale do the following word clouds represent?

1.

- iD/Di
- D
- CD/DC
- CS/SC
- iS/Si



2.

- C
- i
- Si/iS
- S
- SC/CS



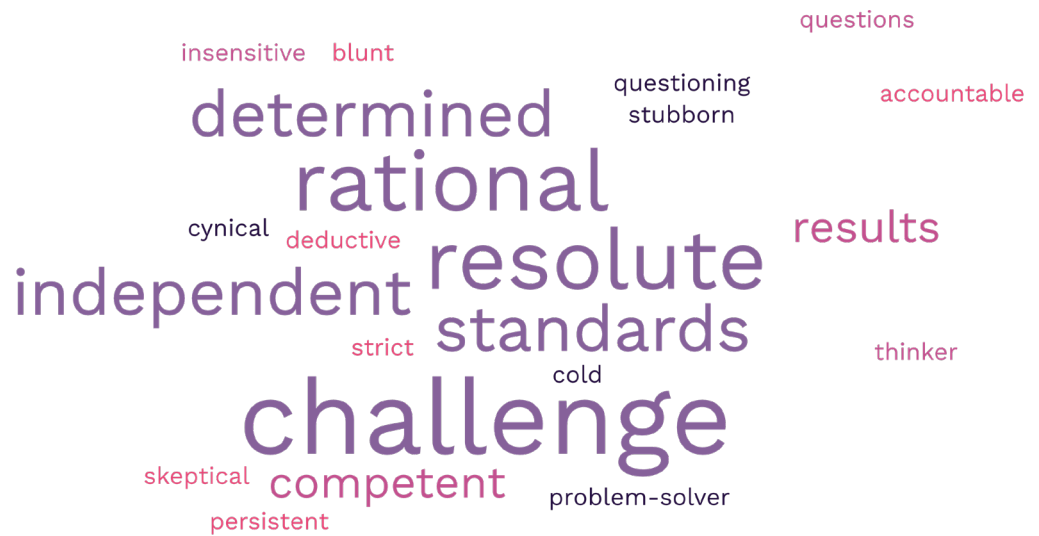
DiSC Measurement Scales (continued)

(Answers on page 26)

Which DiSC scale do the following word clouds represent?

3.

- D
- C
- S
- CD/DC
- CS/SC



4.

- Di/iD
- CS/SC
- C
- S
- DC/CD



DiSC Measurement Scales (continued)

(Answers on page 26)

Which DiSC scale do the following word clouds represent?

- 5.
- Di/iD
 - i
 - D
 - C
 - iS/Si



- 6.
- DC/CD
 - D
 - C
 - S
 - SC/CS



DiSC Measurement Scales (continued)

(Answers on page 26)

Which DiSC scale do the following word clouds represent?

7.

- Si/iS
- i
- S
- iD/Di
- D



8.

- SC/CS
- i
- Di/iD
- iS/Si
- S



Productive Conflict Match

(Answers on page 26-7)

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, rigidness



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

DiSC Letter Tiles

(Answers on page 28)

Unscramble the tiles to reveal a message. Each tile is used only once. Use spacing, punctuation and common words to find adjacent tiles. Some words may be split into two lines.

#1

of t styl alua ly v es a of a ever ll f
qual is All es. iSC a bl ble and
our he D styl yone end re e

#2

ecti tep ing ing oth hen with the
st s lf b to b work Unde g yo ette fir
ndin urse rsta eff ve w more r is ers.
ecom

DiSC Letter Tiles (continued)

(Answers on page 28)

#3

can tion mor usi You qual iSC work
uild e by to b e ef ove ity impr rela
our the fect ship plac ng D ive s.
of y

#4

lp y tyle Lear ow t er f d th SC s eir
own es a peo . ple' s Di ther nd h
may prio your stan ning ut o abo rom
nder s ca diff riti hey ou u n he

DiSC Double Puzzles

(Answer on page 29)

Unscramble the words, then transfer the numbered letters to the boxes at the bottom to reveal what the words have in common.

#1

OITCNA

--	--	--	--	--	--

5 25 23

SPOTRPU

--	--	--	--	--	--	--

11 15 20 13 14

EMSITUHSNA

--	--	--	--	--	--	--	--	--	--

19 26 6 10

ALOOABOCNLITR

--	--	--	--	--	--	--	--	--	--	--	--	--

3 22

CCARUYAC

--	--	--	--	--	--	--	--

18 21 12

TSSLEUR

--	--	--	--	--	--	--

24 2 29

IAILBYTST

--	--	--	--	--	--	--	--	--

17 7 27 4

ALLENHGEC

--	--	--	--	--	--	--	--	--	--

16 1 8 9 28

	V								
--	---	--	--	--	--	--	--	--	--

1 2 3 4 5 6 7 8 9

D			
---	--	--	--

10 11 12

W			K					
---	--	--	---	--	--	--	--	--

13 14 15 16 17 18 19

--	--	--	--	--	--	--	--	--	--

20 21 22 23 24 25 26 27 28 29

DiSC Double Puzzles (continued)

(Answer on page 30)

#2

BMHELU

6			14	15	

CUNSVEILI

		13		20		2	1

GARFNIIMF

			4				

ILREABDETE

17			21		18	19	16	23	3

GINREIZENG

					7			

LUOSRETE

		12				5

NROIIGPEEN

22				24				9

INDANMCGOM

						10	11	8

				Y				
1	2	3	4	5	6	7	8	9

10	11	12	13

14	15	16	17	18	19	20	6	21	22

	Y			
23		22	24	12

Answer Key

DiSC Word Clouds

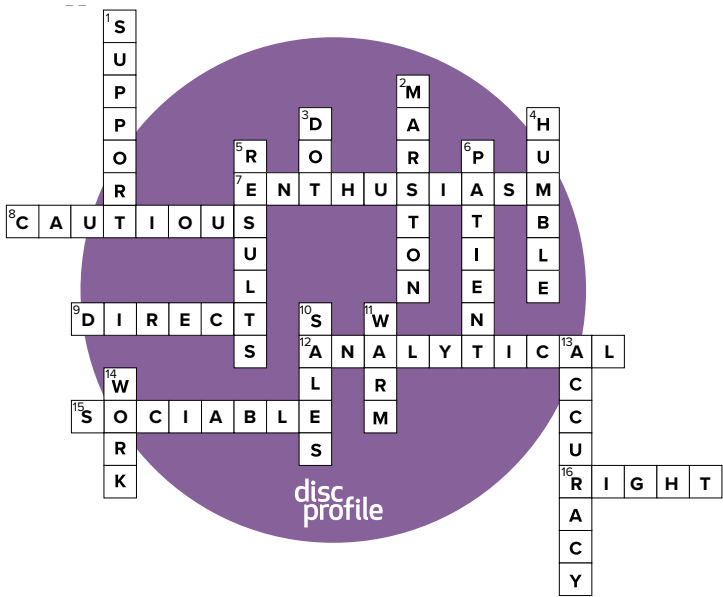
1. **C** (conscientiousness)
2. **D** (dominance)
3. **i** (influence)
4. **S** (steadiness)

DiSC Style Quiz #1

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** — 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.
4. **c** — S-style folks tend to be most comfortable in stable, harmonious environments where they know what to expect.
5. **b** — i styles enjoy victory with flair, friendship, positivity, and popularity.
6. **a** — A person with an i style prioritizes taking action, but may be limited by being impulsive and disorganized with a lack of follow-through.
7. **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.
8. **b** — People with the C style place an emphasis on working conscientiously within existing circumstances to ensure quality and accuracy.
9. **c** — A person with an i style values coaching and counseling, freedom of expression, and democratic relationships.
10. **a** — A person with a D style is motivated by winning, competition, and success.

Answer Key (continued)

DiSC Crossword Puzzle



DiSC Style Quiz #2

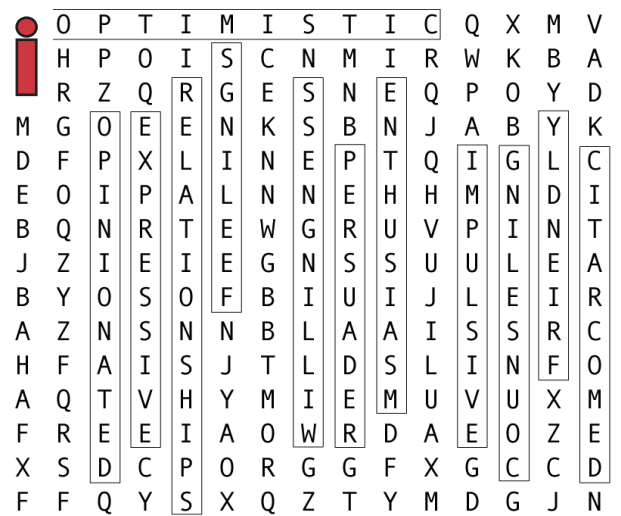
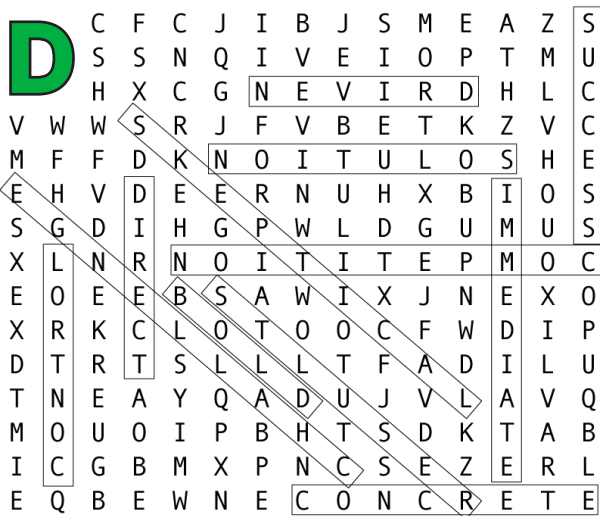
- 1. d** — D-style people in conflict can become competitive and headstrong. They may be less concerned about damaging the relationship. Avoid viewing their directness as a personal attack and try to state your points objectively without getting defensive or lashing out.
- 2. b** — The i-style individual appreciates vibrant environments and enjoys public recognition. They are likely to put a lot of energy into socializing and maintaining relationships.
- 3. c** — An S-style personality may be limited by being indecisive and display a tendency to avoid change.
- 4. 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.
- 5. 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 show interest in establishing a personal connection.
- 6. c** — People with the S style want to know they are making a difference. They enjoy being part of a cooperative effort. A sincere thank you means a lot to them.
- 7. d** — all are correct.

Answer Key (continued)

DiSC Style Quiz #2 (continued)

- 8. **c** — A person with a C-style may be limited by being overcritical, overanalyzing and isolating themselves.
- 9. **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.
- 10. **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.

DiSC Word Searches



Answer Key (continued)

DiSC Leadership Quiz

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

DiSC Cryptograms

#1

DiSC measures four aspects of personality: dominance, influence, steadiness, and conscientiousness.

#2

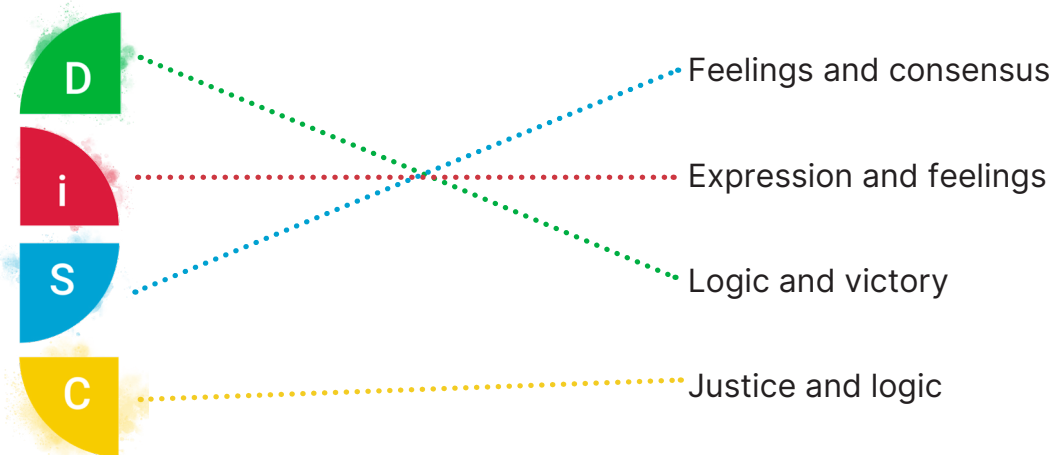
1. Workplace
2. Agile EQ
3. Productive Conflict
4. Management
5. Work of Leaders
6. Sales

How well do you know the 8 DiSC measurement scales?

1. D 2. Si/iS 3. CD/DC 4. CS/SC 5. i 6. C 7. iD/Di 8. S

Productive Conflict Match

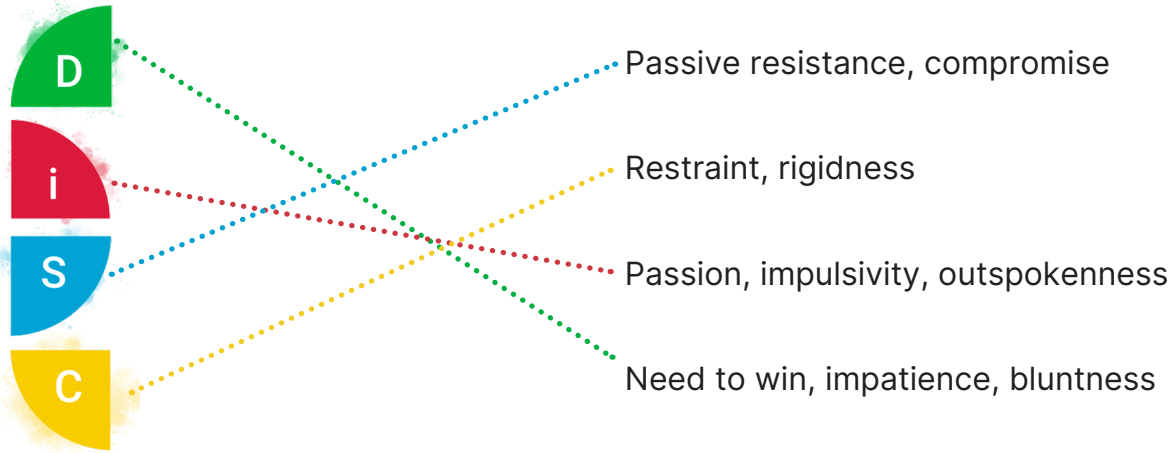
1. Draw a line from the DiSC style to what each style focuses on in conflict.



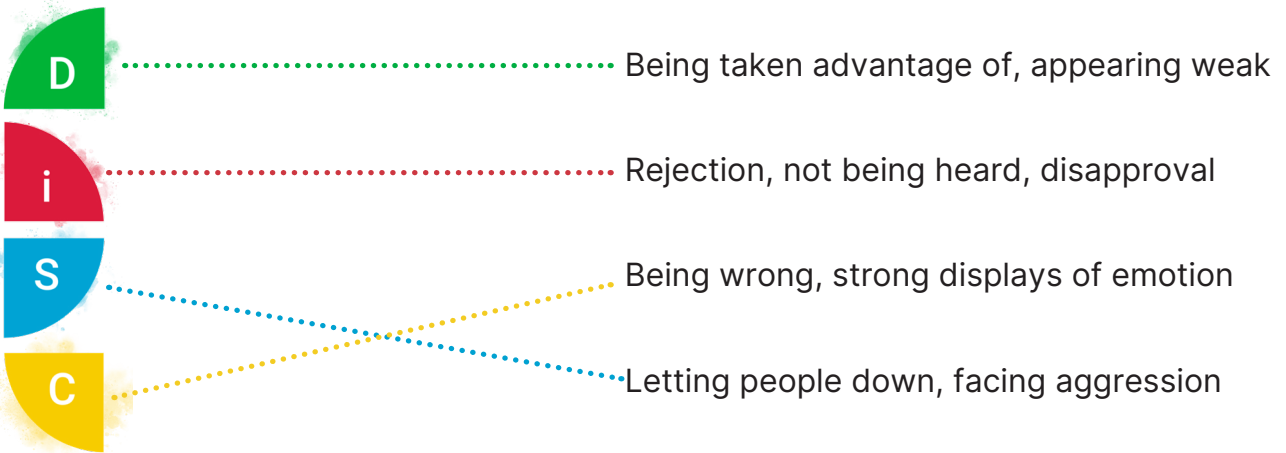
Answer Key (continued)

Productive Conflict Match (continued)

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



3. What are the fears of each style?



Answer Key (continued)

DiSC Letter Tiles

#1: This is one of the Everything DiSC Workplace® Cornerstone Principles.

All	of	the	DiSC	styles	are	equal
ly	valua	ble	and	every	one	is
end	of	all	four	styl	es.	

#2: This is another one of the Everything DiSC Workplace® Cornerstone Principles.

Unde	rsta	nding	g	yo	urse	lf	bette	r	is
the	fir	st	s	tep	to	b	ecom	ing	more
eff	ecti	ve	w	hen	work	ing	with	oth	
ers.									

#3: This is another one of the Everything DiSC Workplace® Cornerstone Principles.

You	can	impr	ove	the	qual	ity	of	y	
our	work	plac	e	by	usi	ng	D	i	S
uild	mor	e	ef	fect	ive	rela	tion	ship	
s.									

#4: This is another one of the Everything DiSC Workplace® Cornerstone Principles.

Lear	ning	abo	ut	oth	er	peo	ple'	s	Di
SC	s	tyl	e	s	can	he	lp	y	ou
d	th	eir	pri	orit	ies	and	h	ow	t
may	diff	er	f	rom	y	our	own	.	

Answer Key (continued)

DiSC Double Puzzles

#1

OITCNA

A	C	T	I	O	N
---	---	---	---	---	---

5 25 23

SPOTRPU

S	U	P	P	O	R	T
---	---	---	---	---	---	---

11 15 20 13 14

EMSITUHSNA

E	N	T	H	U	S	I	A	S	M
---	---	---	---	---	---	---	---	---	---

19 26 6 10

ALOOABOCNLITR

C	O	L	L	A	B	O	R	A	T	I	O	N
---	---	---	---	---	---	---	---	---	---	---	---	---

3 22

CCARUYAC

A	C	C	U	R	A	C	Y
---	---	---	---	---	---	---	---

18 21 12

TSSLEUR

R	E	S	U	L	T	S
---	---	---	---	---	---	---

24 2 29

IAILBYTST

S	T	A	B	I	L	I	T	Y
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17 7 27 4

ALLENHGEC

C	H	A	L	L	E	N	G	E
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16 1 8 9 28

E	V	E	R	Y	T	H	I	N	G
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1 2 3 4 5 6 7 8 9

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10 11 12

W	O	R	K	P	L	A	C	E
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13 14 15 16 17 18 19

P	R	I	O	R	I	T	I	E	S
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20 21 22 23 24 25 26 27 28 29

Answer Key (continued)

DiSC Double Puzzles (continued)

#2

BMHELU

H	U	M	B	L	E
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6 14 15

CUNSVEILI

I	N	C	L	U	S	I	V	E
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4

ILREABDETE

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17 21 18 19 16 23 3

GINREIZENG

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7

LUOSRETE

R	E	S	O	L	U	T	E
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12 5

NROIIGPEEN

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22 24 9

INDANMCGOM

C	O	M	M	A	N	D	I	N	G
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10 11 8

E	V	E	R	Y	T	H	I	N	G
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1 2 3 4 5 6 7 8 9

D	i	S	C
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10 11 12 13

L	E	A	D	E	R	S	H	I	P
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14 15 16 17 18 19 20 6 21 22

T	Y	P	E	S
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23 22 24 12

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