

DISC Personal Analysis – Instructions to Candidates

- Complete the questionnaire with your current role in mind.
- There are no “right” or “wrong”, nor “good” or “bad” answers.
- Answer the questions in order.
- Answer the question as you see yourself – not as you wish to be seen.
- Do not return to a previously answered question.
- Always answer both components (what describes you the best and the least) before moving to the next question.
- Do not ponder the questions too much. Answering the whole questionnaire should take only 5 to 8 minutes. Select the answer that first feels right.
- Complete the questionnaire without interruptions. Do not do something else or talk with someone during the process.
- Complete the questionnaire quickly, but not hastily.
- Do not attempt to influence the results; you will only confuse yourself and invalidate the results.

Remember – DISC Personal Analysis

- Describes the person's natural reaction mode or behavioral style in different situations
- Is a behavioural inventory based on self-evaluation
- Measures natural behavioural styles
- Does not classify people into good or bad
- Does not limit a person's ability to develop in another direction or work environment
- Does not give high or low scores or in any other way classify people into better or worse
- Does not measure intelligence, professional skills, or attitudes

