



FREE · 12 QUESTIONS · ABOUT 5 MINUTES

Mini DISC Snapshot

Know how you lead. Choose how it lands.



A NOTE BEFORE YOU START

I have been training leaders in DISC since 2019, and the pattern I see most is not bad leadership. It is good intent that lands the wrong way. The direct leader comes across as cold. The steady one goes quiet when the team needs a voice.

I am a D/C myself, so I know that gap from the inside. This snapshot will not tell you who you are. Think of it as a mirror, not a report card. Answer honestly, notice what fits and what does not, and bring both to the conversation.

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HOW TO TAKE IT

- 1 Picture a normal workday.** Not your best day and not your worst. How you usually show up.
- 2 Check one box per question.** Pick the answer that sounds most like you, even if two feel close.
- 3 Score it on page 4.** Circle your letters in the key, total each column, and read your style.

This snapshot is a quick self-reflection tool, not a validated psychometric assessment or a clinical evaluation. Everyone uses all four styles. Your result describes a tendency, not a limit.

PART 1

Questions 1 to 6

1. A deadline just moved up two weeks. Your first move?

- | | |
|---|---|
| ☐ A Decide what gets cut and assign it | ☐ B Rally the team and keep the energy up |
| ☐ C Check who is stretched and protect the pace | ☐ D Rebuild the plan so nothing slips |
-

2. In a meeting, you are most likely to...

- | | |
|--|---|
| ☐ A Listen and make sure everyone is heard | ☐ B Ask the question nobody else thought of |
| ☐ C Push toward a decision | ☐ D Get people talking and toss out ideas |
-

3. Feedback lands best for you when it is...

- | | |
|---|---|
| ☐ A Encouraging and face to face | ☐ B Specific, with examples and facts |
| ☐ C Calm, private, with time to think | ☐ D Short and direct |
-

4. Under pressure, people might see you as...

- | | |
|--|--|
| ☐ A Critical or slow to decide | ☐ B Blunt or impatient |
| ☐ C Scattered or overpromising | ☐ D Quiet or resistant to change |
-

5. What drains you fastest at work?

- | | |
|--|---|
| ☐ A Constant change and open conflict | ☐ B Slow decisions and wasted time |
| ☐ C Sloppy work and vague expectations | ☐ D Working alone with no interaction |
-

6. A good day at work means...

- | | |
|--|--|
| ☐ A We moved something big forward | ☐ B It was done right the first time |
| ☐ C The team felt steady and supported | ☐ D People left energized |

PART 2

Questions 7 to 12

7. At the start of a new project, I first want to know...

- | | |
|---|--|
| ☐ A Who is on the team | ☐ B How it affects the people and work already in motion |
| ☐ C The goal and the deadline | ☐ D The details, standards and how success is measured |
-

8. When I disagree with my boss, I usually...

- | | |
|--|---|
| ☐ A Come back with the facts that make my case | ☐ B Go along for now and raise it privately later |
| ☐ C Talk it through and try to win them over | ☐ D Say so directly, in the moment |
-

9. My emails tend to be...

- | | |
|---|--|
| ☐ A Short and to the point | ☐ B Warm, with plenty of context |
| ☐ C Friendly and conversational | ☐ D Detailed and well organized |
-

10. When a teammate makes a mistake, I...

- | | |
|--|---|
| ☐ A Support them quietly and help fix it | ☐ B Keep it positive and encourage them |
| ☐ C Find out exactly what went wrong so it does not repeat | ☐ D Address it quickly and move on |
-

11. People who know me well would call me...

- | | |
|--|--|
| ☐ A Enthusiastic | ☐ B Decisive |
| ☐ C Precise | ☐ D Dependable |
-

12. The hardest part of leading, for me, is...

- | | |
|--|--|
| ☐ A Deciding without all the information | ☐ B Following through on the details |
| ☐ C Slowing down to bring people along | ☐ D Having the hard conversation |

SCORE IT

Your scoring key

For each question, find the letter you checked and circle it in that row. Then count the circles in each column. Your highest total is your primary style. Your second highest is your secondary style.

Question	D Dominance	I Influence	S Steadiness	C Conscientiousness
Question 1	A	B	C	D
Question 2	C	D	A	B
Question 3	D	A	C	B
Question 4	B	C	D	A
Question 5	B	D	A	C
Question 6	A	D	C	B
Question 7	C	A	B	D
Question 8	D	C	B	A
Question 9	A	C	B	D
Question 10	D	B	A	C
Question 11	B	A	D	C
Question 12	C	B	D	A
My total				

MY PRIMARY STYLE

MY SECONDARY STYLE

Close scores, such as 5 and 4, usually mean you flex between two styles depending on the situation. That blend is one of the most useful things a full assessment and debrief unpack.

WHAT IT MEANS

Your style at a glance

Read your primary style first, then your secondary. Ask yourself one question: where does my intent and my impact not match?

D · DOMINANCE

You lead with direction.

Strength: You see the goal and move people toward it.

Can land: As pressure instead of purpose.

Try this week: Ask one question before you give the answer.

I · INFLUENCE

You lead with energy.

Strength: You bring people in and make ideas feel possible.

Can land: As enthusiasm without follow-through.

Try this week: Close every idea with an owner and a date.

S · STEADINESS

You lead with steadiness.

Strength: People trust you because you show up the same way every day.

Can land: As agreement when you actually disagree.

Try this week: Say the concern out loud, and say it early.

C · CONSCIENTIOUSNESS

You lead with accuracy.

Strength: You protect quality and catch what others miss.

Can land: As criticism or delay.

Try this week: Share the 80% answer and name what you are still checking.

YOUR NEXT STEP

This is a snapshot. The full picture takes a conversation.

The full DISC assessment shows your natural and adapted style, how you shift under pressure, and how you come across to each of the other styles. In a one-on-one debrief, we turn that into one or two specific changes you can practice right away. For teams, I also run a group DISC workshop.

Reply to the message that brought you this snapshot, or reach me directly:

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