



Southern Cross International Learning Institute (SCILI)

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Leadership Style Questionnaire

Do you provide work direction and feedback to others? Do you help others make decisions or solve problems? Are you in a position to motivate or compliment others? If you answered 'yes' to any of these questions, you're role includes management responsibilities. This DiSC model is an easy to use tool that helps you understand how people think, feel and act in different situations. DiSC helps you understand that different people (your team members) respond to the same situation in different ways.

So the first activity is to discover your style, and then learn how to manage others you will be working with and recognising their DiSC styles.

Instructions

The following Table presents a list of phrases. For each phrase, select the number from 1 to 5 that best indicates how accurately or inaccurately it describes your feelings, thoughts and behaviours. Write the number in the box to right of the phrase. Be sure to respond to every phrase.

Working across the columns, write after each phrase the number that best describes your style.

1= Very inaccurate or does not apply

2=Inaccurate

3=Neither inaccurate or accurate

4=Accurate

5=Very accurate

Column 1	Score	Column 2	Score	Column 3	Score	Column 4	Score
Good listener		Want to name the rules		Like to do things accurately		Wide variety of friends	
Put up with things I don't like		Go straight ahead with projects		Like doing things the right way		Liked by others	
Willing to follow others		Act in a forceful way		Do things right the first time		Like to meet people	
Will go along with others		Want to win		Think of what makes sense		Fun to be with	
Think of others before I decide		Will be the first to act		Like to be precise		See things positively	
Willing to help		Do not give in		Shy with others		Feel contented	
Understand other's feelings		People see me as powerful		Good at analysing things		Happy and carefree	
Nice to other people		Sure of myself		Think things through		Liven things up	
Have warm feelings for people		Want to be in charge		Keep things to myself		Feel relaxed most of the time	
Let others lead		Like to take action		Think things over carefully		Happy most of the time	
Don't like to cause problems		Quick to act		Don't like too much attention		Find it easy to meet strangers	
Don't make demands of people		Feel strong		Don't say much in a group		Communicate in a lively manner	
Total column 1		Total column 2					
Subtract	-1	Add	+2		+0	Subtract	-2
Score		Score		Score		Score	

Scoring

Add up the scores in each column. Adjust the adding scores by adding or subtracting as shown, and you'll have four totals.

Tally Box			
S = Column 1 Supportiveness	D = Column 2 Dominance	C = Column 3 Conscientiousness	I = Column 4 Influence

One dimension- is playing the greatest role. Below are descriptions of the four dimensions. Start by reading the description of your highest score.

Dominance (D)

The Dominance dimension shows itself in direct, decisive behaviour.

Goal Achievement – you think it is important to meet goals. In this situation, you don't like to be told what to do. You set high standards, make your own rules, and feel like a champ when you meet your goals.

Acting decisively – You feel confident you can get things done quickly. You grow impatient when a project takes too long to get going. If things aren't going as smoothly as you would like, you make take charge. You don't ignore risks, but you aren't afraid to take a calculated gamble, since you know risks can pay off.

Winning- you enjoy competition. You play to win.

Directness- you can be blunt sometimes. You take pride in coming to the point and speaking directly. In this situation, you are not likely to have patience with incompetent people or those who seem unwilling to change.

Influence (I)

The influence dimension shows itself in optimistic, outgoing behaviour.

Communication – In this situation you are a 'people person'. You are the consummate networker. You relish opportunities to share your enthusiasm and ideas. You like to meet new people and pull them together. People enjoy having you around because you communicate easily and in a lively way. You make the party.

Participation- You participate actively in a group. Even though you probably like being in the limelight, you don't necessarily want to take the lead. You have warm feelings for others.

Thinking positively – You feel optimistic about the situation. You see the best in people and situations.

Supportiveness (S)

The supportiveness dimension shows itself in sympathetic, cooperative behaviour.

Helping others – In this situation, you want to make things easier or better for others. You're a good listener, and others tend to confide in you. You respect this confidence and give them your time. You feel genuine warmth and empathy for others.

Fitting in- You don't like conflict. You'll avoid arguments whenever you can.
Working behind the scenes

Preservation – In this situation, you want to think things over before making a change. You would rather respect the past, and preserve what has already been accomplished than replace the tried and true with the untested.

Conscientiousness (C)

The Conscientiousness dimension shows itself in concerned, correct behaviour.

Doing things right- In this situation, you want to make sure no mistakes are made. You value your reputation for being reliable and trustworthy.

Planning ahead – Once you know the goal, you spend time planning the best way to meet it. You'll consider all facts and figures. You often point out problems before they even happen.

Thinking clearly – You pay attention and see things others may miss.

Privacy- You often prefer to work alone or with a few others you can trust.

Multidimensional you!

Did one of the descriptions sound just like you? This is more likely if one is higher than the other. However you may have two or three dimensions playing a higher role, so you need to look at the other dimensions as well.

5 kinds of results are possible:

Your DiSC response Pattern				
Score 44 or above, starting with highest				
Dimension				

Five kinds of results are possible:

1. A single pattern consisting of one high dimension.
2. A double combination, in which two styles meet or exceed the cut-off.
3. A triple combination, in which three styles meet or exceed the cut-off.
4. No number meets or exceeds the cut-off.
5. All four numbers meet or exceed the cut-off.

How common?

Among the research sample populations, the following percentages represent the numbers of people who had each response patterns. (2001)

D	6%	SI	3%
I	2%	IS	4%
S	3%	IC	4%
C	7%	SC	12%
DI	3%	DIS	7%
ID	6%	IDC	5%
DS	1%	DSC	5%
DC	8%	ISC	12%

I'm a manager of people not a mind reader!

You have learnt about you from DiSC, now you can use this same tool to learn about the tools that you can use to manage/work with the people in the teams you work in. the DiSC model helps you better understand and choose the right strategise for working with others.