

# The DISC Assessment

## “GAP” Workbook

v1.3

Statistics<sup>1</sup> show us that people forget 40% of what they’ve learned in the first 20 minutes and 77% of what they learned in six days. After one month they lose 90%<sup>2</sup> of the information gained.

But this doesn’t apply to you. As an experiential trainer I’ve tested numerous techniques for material retention and found out that very few of these techniques actually work.

Actually, only one provided the students with the opportunity to recall more than 70% of the material after a month: **The Gap Workbook.**

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<sup>1</sup> <http://www.festo-didactic.co.uk/gb-en/news/forgetting-curve-its-up-to-you.htm?fbid=Z2luZW4uNTUwLjE3LjE2LjM0Mzc> “Forgetting curve”

<sup>2</sup> <http://sidsavara.com/personal-productivity/the-ebbinghaus-curve-of-forgetting>  
[disc.onlinepersonalitytests.org](http://disc.onlinepersonalitytests.org)

## Why does it work?

There are 2 main problems when working with video content: you are not attentive (losing focus, getting easily distracted) and you don't retain what you learn (actually that's my main problem, too .. as I'm a pretty forgetful person).

This workbook solves both problems by providing you with a quick summary of the course ... with a twist! It has strategically placed gaps that you need to fill for it to be useful.

This learning environment will keep you focused on the material while preventing you from getting distracted. Note that *the workbook is useless without you filling in the blanks.*

Once you've filled in the blanks, the workbook becomes a complete and effective tool that will considerably increase your retention rate (for which you can use spaced repetition<sup>3</sup>). It will also

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<sup>3</sup> [http://en.wikipedia.org/wiki/Spaced\\_repetition](http://en.wikipedia.org/wiki/Spaced_repetition)  
[disc.onlinepersonalitytests.org](http://disc.onlinepersonalitytests.org)

allow you to quickly retrieve the desired information as you won't be forced to watch a 13-minute video for a 10 seconds concept presented somewhere in the middle.

## **Let me tell you a little secret**

From my experience in both online and offline trainings I can promise you that the majority of the students who *do not* use this workbook don't get any practical results in this course. At the end, they may feel like they've learned something, but they forget most of the information by the end of the first month.

But you needn't fall into this category! You are the winner because you're reading this workbook right now and you'll start using it right away!

Congratulations! Now print this workbook, starting with the pages bellow and get to work! :)

# **The DISC Assessment**

## **“GAP” Workbook**

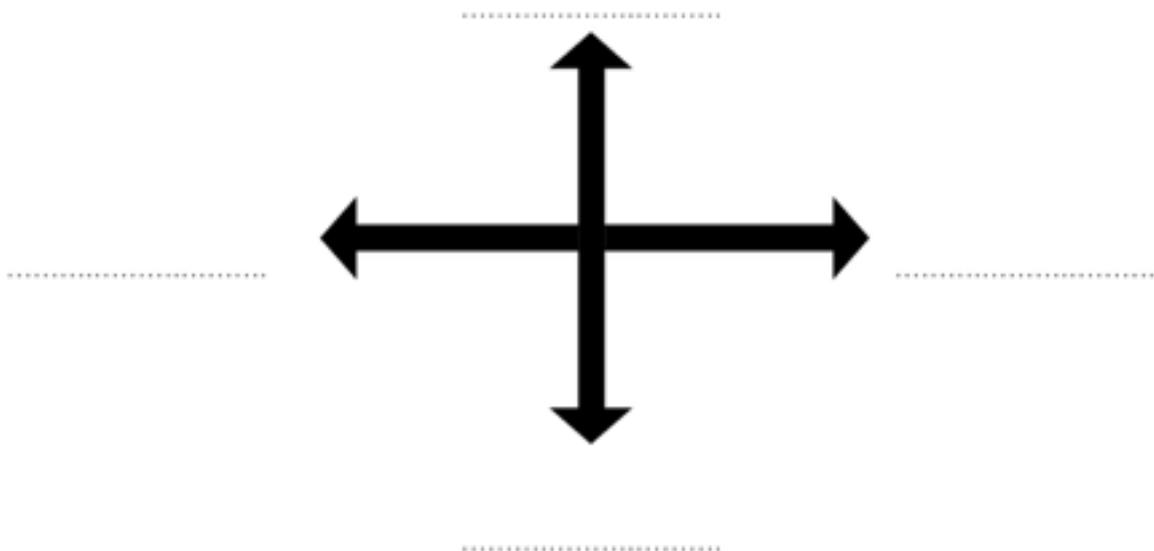
# Section 1:

## Introduction to the course

### What the DISC assessment tool is

The DISC presents 2 dimensions:

- 1) how people perceive their environment
- 2) how people perceive themselves





driven, strong willed individuals  
who value results, challenging  
opportunities and success



enthusiastic, high-energy  
individuals who value quick  
action, collaboration and social  
recognition



patient, good listeners who  
value stability, collaboration  
and giving support



reserved, analytical individuals  
who value accuracy, quality and  
orderly environments

! Each of the 4 tendencies ..... at different times and in different situations during one's life. However, most people show ..... more significantly while possibly feeling that the remaining ..... don't really ..... in their everyday behavior.

## Section 2: Identifying the personality of others

### Dominance

They are *di*..... and *st*..... .

They take responsibility for their actions.

Traits: assertive, *d*....., efficient.

Unfortunately, they can also be *c*..... and they tend to pick on small details.

Relating with “D”s:

- .....
- .....
- .....

Problems with “D”s:

- .....
- .....
- .....

## **Influence**

They are *bu*..... and *en*..... .

They like doing activities that *in*..... a lot of *pe*..... .

Traits: *op*..... and emotionally *ho*..... .

Unfortunately, they can also be *su*..... and take things quite *pe*..... .

Relating with “I”s:

- .....
- .....
- .....

Problems with “I”s:

- .....
- .....
- .....

## Steadiness

They “keep *ca*..... and carry on”.

They are *re*..... and *co*..... .

Traits: *multi*-..... and good at meeting *de*..... .

Unfortunately, they can also hold a *gr*..... and they don’t face the *si*..... head on.

Relating with “S”s:

- .....
- .....
- .....

Problems with “S”s:

- .....
- .....
- .....

# Caution

Also called The *An.....* .

They are *pr.....* and like to follow *ru.....* .

Traits: *pe.....* and *ad.....* .

Unfortunately, they are adverse to *ch.....* . In by itself this is not a problem but in confrontational situations they do anything in their power to avoid it.

Relating with “C”s:

- .....
- .....
- .....

Problems with “C”s:

- .....
- .....
- .....

# Section 3:

## Specific situations

### Your life partner - the DISC way

Your DISC type is: .....

Your partner's DISC type is: .....

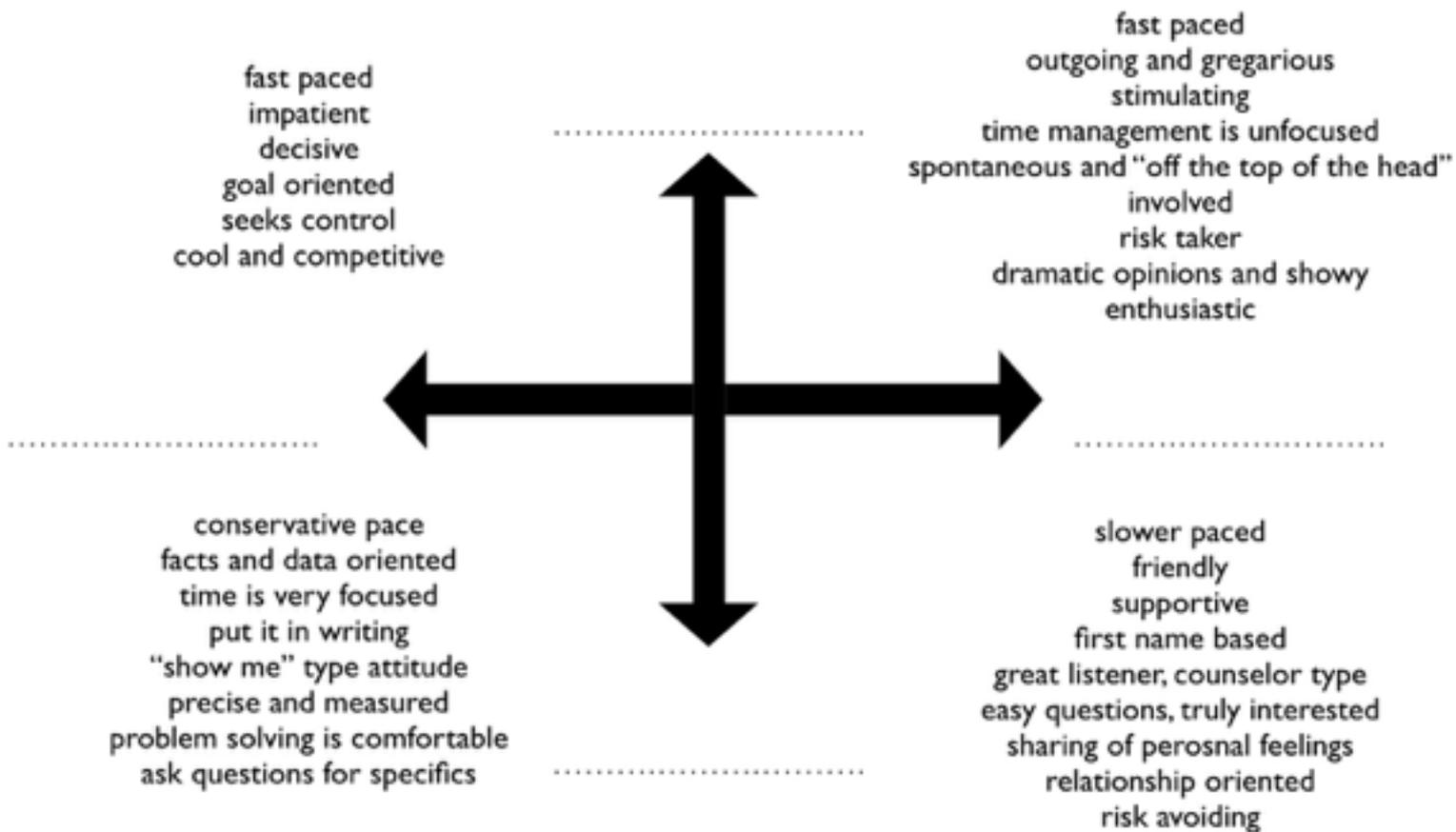
Things to try:

- .....
- .....
- .....

Things to avoid:

- .....
- .....
- .....

# The DISC sales expert



## Sales types:

1) Do you want a salesperson who can really connect with your customer? Honesty is great, but not if your firm's going down and you need to close deals by the hour. An ..... won't withstand pressure so keep that in mind when hiring your next sales agent.

2) If you're looking for someone who can improvise on the spot and find creative ways to sell even the clouds on the sky, then I suggest you screen for an ..... type. At the same time, be careful though, as they get easily bothered when faced with rejection because of the tendency to take things personally.

3) You can always count on a ..... to get the job done and get to the bottom line. But are you sure that person won't steal your thunder? Remember that this type can come off as too intimidating or aggressive for some clients.

4) And lastly, we have the down-to-earth, "let me tell you about this new, cool feature" sales agent. Also known as the ..... type. An individual with this type of personality focuses on benefits and pragmatic aspects, down to the last detail.

# The DISC leader

What makes a “D” a great leader:

- .....
- .....
- .....

What makes an “I” a great leader:

- .....
- .....
- .....

What makes an “S” a great leader:

- .....
- .....
- .....

What makes a “C” a great leader:

- .....
- .....
- .....

All typologies can develop into great leaders. At the end of the day, the thing that matters the most is what your organization really needs and where you want to fit in. See if *wh*..... are matches the *co*..... 's style.

# What's next

1. Have you finished all of your assignments? If not, I encourage you to do so to receive all the benefits this course has to offer.
2. If you want to find out even more about your personality and the way other people view the world, you can check my other course titled **The Secrets of Personality**. And because you've already invested in one of my courses, I'm offering you a coupon to get the course at a discounted price: **SPECIAL\_OFFER**

<http://training.onlinepersonalitytests.org>

3. I work as an experiential trainer doing offline and online trainings for individuals and organizations. I specialize in personality typologies, time management, public speaking and training methodologies. If you want to find out more about me you can check my homepage:

<http://www.vaidabogdan.com>