

— DISC · A QUICK INTRODUCTION

How do you like to work?

Tick every statement that sounds like you at work. Go with your first instinct, not what you think you should say. It takes about five minutes.

Just for fun, not a test. This is a light-hearted introduction to DISC, not a full or validated assessment. There are no right or wrong answers, no style is better than another, and most people are a mix.

TICK WHAT SOUNDS LIKE YOU

☐ I like to make decisions quickly and get moving D	☐ I prefer clear instructions and a proper process C
☐ I like knowing what's coming and having a routine S	☐ I'm good at getting people excited about an idea I
☐ I like to have the facts before I decide C	☐ I'll say what I think, even if it isn't popular D
☐ I enjoy meeting new people and talking ideas through I	☐ I'd rather keep the peace than have an argument S
☐ I'm often the person others come to for help S	☐ I'd rather start something new than finish the detail I
☐ I enjoy a challenge and being judged on results D	☐ It bothers me when corners are cut C
☐ I get my energy from working with other people I	☐ I like to finish one thing before starting the next S
☐ I take care to get the details right C	☐ I get frustrated when things move slowly D

Your score

Count your ticks for each letter. Your highest score is your main style, and your second highest usually shows too.

D /4 **I** /4 **S** /4 **C** /4

WHAT YOUR STYLE SAYS

D Dominance

At your best: decisive, direct and focused on results.
Can find hard: waiting for others, or too much detail.

I Influence

At your best: enthusiastic, sociable and good at bringing people along. **Can find hard:** routine tasks and follow-up.

S Steadiness

At your best: reliable, patient and supportive of the team. **Can find hard:** sudden change and open conflict.

C Conscientiousness

At your best: accurate, thorough and high standards. **Can find hard:** vague briefs and rushed decisions.

OVER TO YOU

I work at my best when...

One thing that helps people work well with me...

A light-hearted starting point for a team conversation, based on the DISC model. Not a psychometric test, and not for appraisals or decisions about anyone's job. Your sheet is yours: share only what you're happy to.



BOOK A MEETING

Choose a time for a 30-minute conversation.



WATCH OUR VIDEO

See how the GRAX Business System works.

— DISC · TEAM MAP

Our team at a glance

Once everyone has scored their sheet, write each person's name in the box for their highest letter. If two scores tie, put them on the line between the two boxes.

FASTER-PACED

TASK-FOCUSED

PEOPLE-FOCUSED

D Dominance Decisive · direct

I Influence Enthusiastic · sociable

C Conscientiousness Accurate · thorough

S Steadiness Reliable · supportive

MORE MEASURED

TALK IT THROUGH

Where are we strong as a team?

Which box is empty or thin, and what gets missed?

Where might we rub each other up the wrong way?

One thing we'll do differently from Monday

RUNNING THE SESSION (ABOUT 30 MINUTES)

1. Explain it's for fun and for the team, not an appraisal.
2. Everyone fills in page one on their own (5 minutes).
3. Go round the room: each person shares their top letter.
4. Add names to the map, then work through the four questions.
5. Agree one change and write it down.
6. People keep their own sheets. Only this map is kept.

A light-hearted introduction to the DISC model, not a full or validated assessment. Use it to start a conversation about how the team works, not to label people or make decisions about their roles.



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