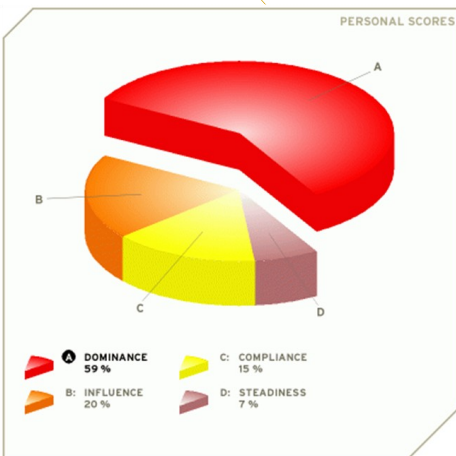
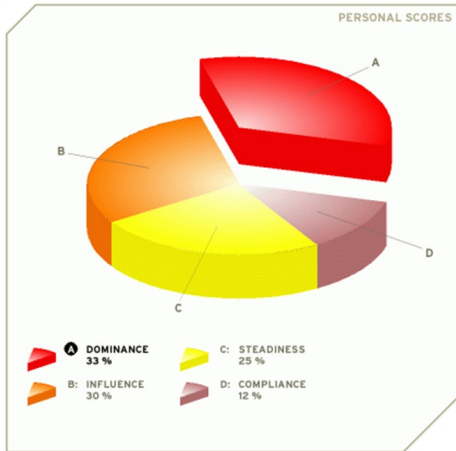
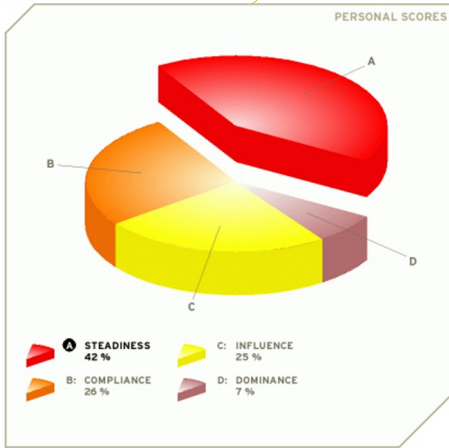


DISC SAMPLES



IMPORTANT WEB LINKS

[Free DISC Personality Test](#)

<http://www.123test.com/disc-personality-test/>

[MAIR Homepage](#)

<http://www.deltastate.edu/pages/5110.asp>

[Delta State IR Homepage](#)

<http://www.deltastate.edu/pages/269.asp>

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DELTA STATE UNIVERSITY

Mississippi Association for Institutional Research

"KEEPING THE PACE IN THE
DATA RACE:

Are YOU an IE/IR Marathoner?"

DELTA STATE UNIVERSITY

ROUND TABLE DISCUSSION

*Finding your
Leadership
Personality Style:
Are you a Leader
or Follower?*

Led by:

Justin Chandler and Rhonda Loper

April 11—4:15-5:00 PM

MAIR 2013 SPRING CONFERENCE

Jackson, MS

HOW TO READ A DISC PERSONALITY TEST:

The highest percentage is likely to be your most dominant personality and the second highest is your next to most dominant. (Comparatively High)

The two lowest scores are your least dominant personality traits. (Comparatively Low)

DEFINITIONS

Leader—a person who has commanding authority or influence

Follower—one that follows the opinions or teachings of another

Dominance—Describes the way you deal with problems, assert yourself and control situations.

Influence—Describes the way you deal with people, the way you communicate and relate to others.

Steadiness—Describes your temperament—patience, persistence, and thoughtfulness.

Compliance—Describes how you approach and organize your activity, procedures and responsibilities.

DISC PERSONALITY TYPES

DOMINANCE

Comparatively High

- Enjoy competition and challenge
- Are goal orientated and want to be recognized for their efforts
- Aim high, want authority; generally resourceful and adaptable
- Are usually self-sufficient and individualistic
- May lose interest in projects once the challenge has ended and they tend to be impatient and dissatisfied with minor details

Comparatively Low

- Tend to want peace and harmony
- Prefer to let others initiate action and resolve problems
- Are quiet and indirect in their approach to most situations
- Are usually cautious and calculate risks carefully before acting
- Generally well liked because of their mild gentle nature

INFLUENCE

Comparatively High

- Are strongly interested in meeting and being with people
- Are generally optimistic, outgoing, and socially skilled
- Are quick at establishing relationships
- Sometimes their concern for people and people's feelings may make them reluctant to disturb a favorable situation or relationship

Comparatively Low

- Are usually socially passive
- Quite frequently have an affinity for things, machinery and equipment
- Are generally comfortable working alone
- Frequently have a tendency to be analytical and once they have sorted the facts out they communicate them in a straightforward direct way
- Tend to take little at face value
- They may have learned and developed good social skills but they only bring these into play when logic dictates such tactics

STEADINESS

Comparatively High

- Are usually patient, calm and controlled
- Have a high willingness to help others particularly those they consider as friends
- Generally they have the ability to deal with the task in hand and do routine work with patience and care

Comparatively Low

- Tend to enjoy change and variety in their work and non-work life
- Are expansive by nature and tend to not like routine and repetitive work/activities
- They enjoy stretching themselves intellectually and physically

COMPLIANCE

Comparatively High

- Are usually peaceful and adaptable
- Tend not to be aggressive
- Tend to be cautious rather than impulsive
- Avoid risk-taking
- Act in a tactful, diplomatic way and strive for a stable, ordered life
- Are comfortable following procedures in both their personal and business life
- They prefer sticking to methods that have proved successful in the past; have a high acceptance of rules and regulations

Comparatively Low

- Are independent and uninhibited
- Resent rules and restrictions
- Prefer to be measured by results and are always willing to try the untried
- Free in thought, word and deed, they long for freedom and go to great lengths to achieve it.
- They feel that repetitive details and routine work is best "delegated" or avoided