



**DISCcert**

**Where DISC Certification CHANGES Your Organization!**

## **DISC Assessment Instruction Tips**

At DISCcert one of our core values is to have a creative, supportive work culture. Learning the various preferred communication styles has played an important role in this journey. Appreciating our differences helps us to fully respect our peers and cultivates an environment where we all flourish.

We ask candidates to take the DISC Communication Styles Assessment so they can first discover their own preferences. And if you become apart of the DISCcert Team you will set yourself up for a lot of communication success.

### **Tip #1:**

“To achieve the most accurate results, one needs to select the ‘MOST’ word that resonates with them in the most positive way.

For example, if I was selecting my MOST word and 1 of the word options was “organized.”

I might hear myself saying one of the following statements:

“I can be organized” or

“I want to be organized” or

“I want others to see me as organized”

Those statements do not represent my natural preference. The word “organized” clearly does not give me energy. So, I would not select the word “organized” as my MOST word.

MOST words... when thinking about them, will invigorate you... and/or energize you.

### **Tip #2:**

Often people find it easier to make their “Least” selection first. Researches have concluded that people have more clarity around what they least like.

### **Tip #3:**

There will be times they don’t like any of the choices for the Most or the Least... but they still will need to make a selection. And, there will also be times they want more than one word as a selection, but they can only select one Most word and only one Least word.

### **Tip #4:**

24 Most and Least questions. And 6 contrast questions. And they will receive their DISC Report in email ASAP. And, there is no DISC Communication Style that is better then another.