



ONBOARDING GUIDE

FOR THE DISC BASIC™ PROFILE



For new learners with a DISC Basic For Self/Full, DISC Basic Leadership, or DISC Basic Sales profiles.



GETTING STARTED WITH DISC

Getting Started

Welcome to your DISC Basic™ profile!

The next five steps will introduce you to the DISC model and prepare you to begin using DISC to understand yourself and others better, improve communication, understand your stressors and motivators, and more.

The steps in this onboarding guide are intended for the following versions of the DISC Basic™ report:

- DISC Basic for Self/Full profile
- DISC Basic Leadership profile
- DISC Basic Sales profile

Page numbers may differ between those reports, so each step provides a reference page for each.



STEP 1: LEARN ABOUT DISC

Learn About DISC

People generally make the mistake of assuming that others interact and think the same way they do, and many of us grew up believing in The Golden Rule: treating others the way you would like to be treated. Instead, we encourage another practical rule to live by – what Dr. Tony Alessandra calls **The Platinum Rule®**: to treat others the way THEY want to be treated.

Refer to the **Understanding DISC Basic** page for information about each DISC style:

DISC Basic for Self/Full – p. 4

DISC Basic Leadership – p. 4

DISC Basic Sales – p. 2

This page will highlight the behaviors and descriptors typical of each primary DISC style.

Take Action

Identify someone from a previous job or from your personal life that you feel fits into each of the four styles:

D

I

S

C



STEP 2: IDENTIFY YOUR STYLE

Identify Your Style

Refer to the **Understanding Yourself** and **Behavioral Pattern View** pages for two different ways to envision your DISC results.

DISC Basic for Self/Full – p. 5-6

DISC Basic Leadership – p. 5-6

DISC Basic Sales – p. 3-4

Read about how the graphs represent your assessment results. Graph III is known as the Composite Graph and is usually the best overall picture of your results.

Locate your dot on the Pattern View (also called the DISC wheel). Note the set of descriptors closest to your dot.

Note: The letter(s) of your assigned style are also provided in the upper left header throughout your report.

Take Action

Write your DISC style here:

Now add a dot representing your results at the appropriate location on the blank DISC wheel below:



STEP 3: UNPACK YOUR RESULTS

Unpack Your Results

Refer to the **Style Overview** and **General Characteristics** pages for your detailed results:

DISC Basic for Self/Full - p. 7-8

DISC Basic Leadership - p. 7-8

DISC Basic Sales - p. 4-5

These pages will provide personalized insights into your style and behavioral tendencies.

Take Action

1. Write the 3 statements you agree with the most:

2. Write down any statements you disagree with or are unsure of:

3. You are the expert on you...but it is also possible to have a blind spot. Check in with someone who knows you well to ask for their observations related to the statement(s) with which you disagree. What did you learn?



STEP 4: MOTIVATORS & STRESSORS

Motivators & Stressors

Refer to the **Your Motivators** and **Under Stress** pages for more about your motivators and stressors and how they likely show up at work:

DISC Basic for Self/Full – p. 8, 10

DISC Basic Leadership – p. 8, 10

DISC Basic Sales – p. 8, 10

Take Action

1. Your Motivators:

Choose one of the “You Tend to Be Motivated By” items that fits you well. Write it below. Then add one way that motivator could be met, or is already being met, in your current work.

2. Under Stress:

Notice the differences between the columns for “Potential Self Perception” and “Under Stress, May Be Perceived By Others.” Can you think of a time you may have been perceived by others in one of the ways on this list? Describe below.

Choose one of the “Strategies to Reduce Conflict and Increase Harmony” that you think is most likely to work for you in the real world. Why?



STEP 5: LEARN ABOUT OTHERS

Learn About Others

Tensions often arise due to differences in style. Use the information on **What Creates Tension Among the Styles?** and the **To Modify...** pages to complete the chart below.

DISC Basic for Self/Full – p. 18-20
DISC Basic Leadership – p. 18-20
DISC Basic Sales – p. ??

For each style, identify a potential challenge you may have with someone of that style, and then an approach you'll try that adapts to their style.

Style	Challenge	An Approach I'll Try
D		
i		
S		
C		



FINAL REFLECTION

Final Reflection and Commitment

What is your biggest takeaway from this DISC profile?

What is one strength you want to use more intentionally?

What is one behavior you want to manage more carefully?

For additional information, products, and services, please contact:



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