

## ASSERTIVENESS SCALE

Generalizations

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Loud  
Talk quickly  
States opinions/thoughts  
Direct  
Decisive  
Leads groups  
Talker  
Center stage

Quiet  
Speak moderately  
Inquires about others'  
thoughts, opinions  
Tactful  
Pensive  
Team player  
Listener  
Behind the scenes

## FORMALITY SCALE

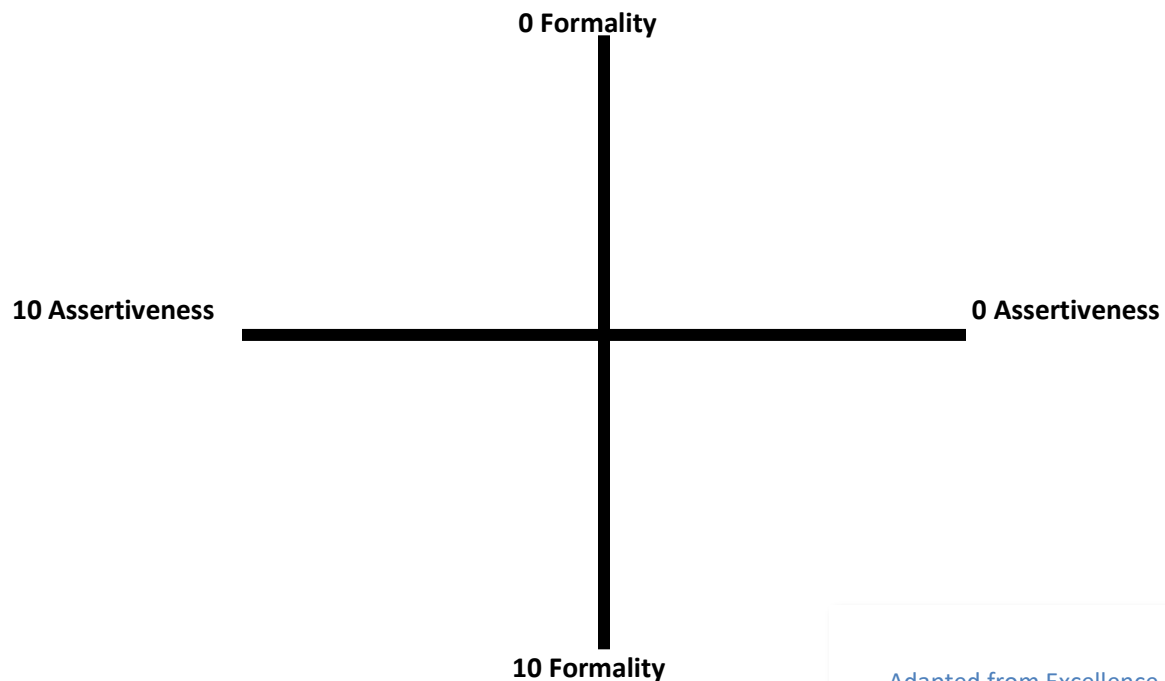
Generalizations

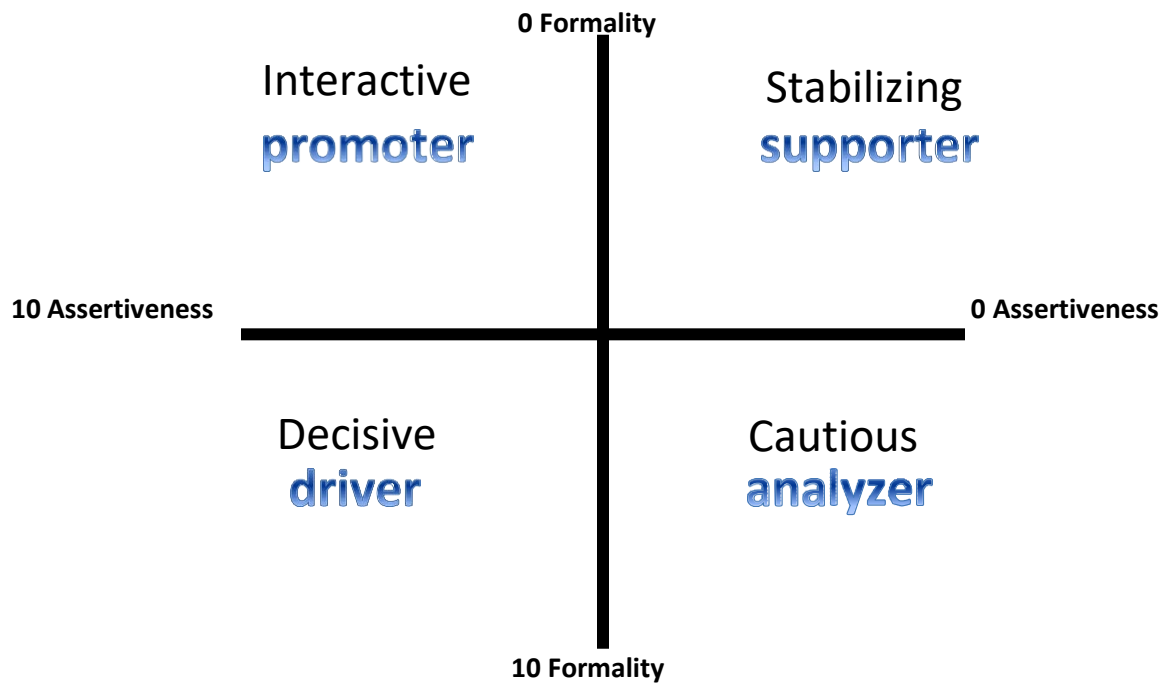
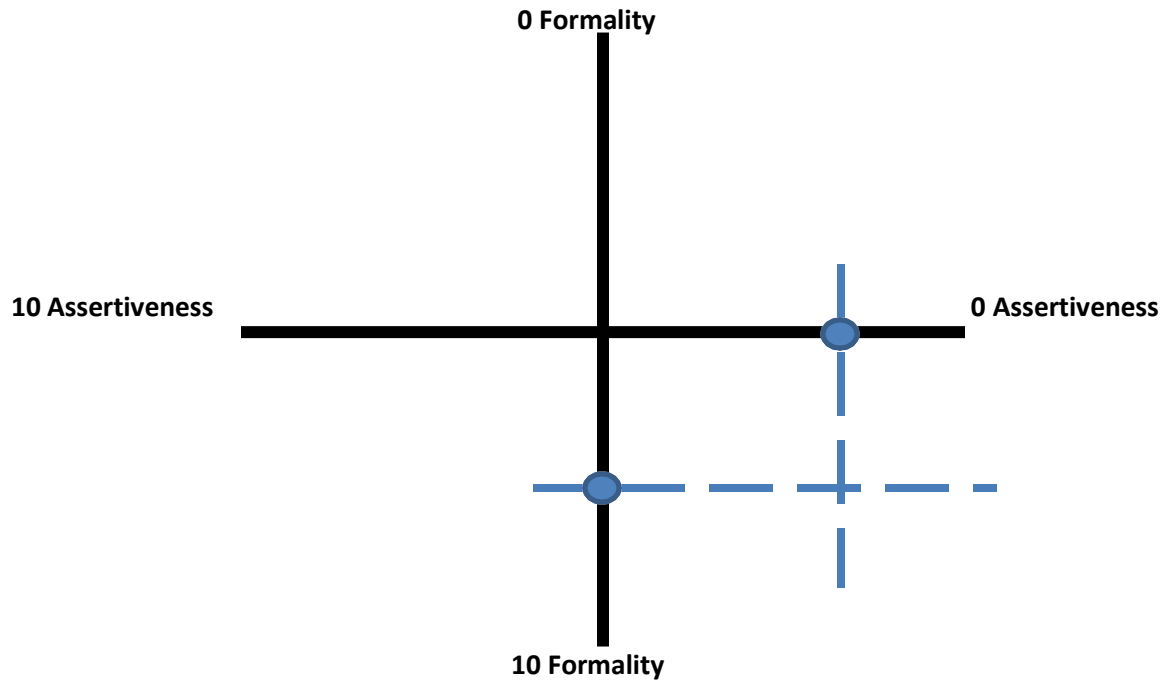
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Appropriate, fit in  
Proper way of doing/being  
Focus on tasks and accuracy  
Decisions are fact-based  
Organizes by category  
Contained behaviors  
Scheduled events  
Like graph paper & rulers

Stand out, eccentric  
My way  
Focused on people or ideas  
Decisions with feelings/intuition  
Arranges things aesthetically  
Expressive  
Spontaneous  
Eyeballs, estimates





So what? Having some compassion about the strengths and weaknesses around these ways of being. Read some highlights about each quadrant on the following page.

**Interactive Promoters** tend to love entertaining others, have lots of ideas and tend to get people excited about things. They benefit from support in getting things done because they often are on to the next idea without finishing other ideas.

**Stabilizing Supporters** tend to care about every person getting heard, often know people's favorite foods/colors/etc. They benefit from getting support because they often are caring for others at the exclusion of themselves.

**Cautious Analyzers** tend to love analyzing information/data, and are great at tracking what has happened, assessing viability/risk. They benefit from encouragement to move forward because they often get stuck in "analysis paralysis" and struggle to make decisions.

**Decisive Drivers** tend to love getting work done and often have checklists to keep themselves and others on track. They benefit from being reminded to slow down and seek more input.

Can you see yourself in one of these quadrants? We are all capable of each way of being, we typically have one that stands out across our lifetime, especially in times of stress. Our stressed personality may not be our core personality, so think of both types of scenarios if you find yourself very different in different settings.

[Tony Robbins has a free, online DISC assessment you may enjoy.](#)