

# **The Four Tendencies -**

DISC personality framework tells us how to communicate with others and how people prefer to do work.

The Four Tendencies test is a narrow personality test that measures two things:

1. How readily you meet inner expectations
2. How readily you meet outer expectations

There are four possible personality types in the Four Tendencies:

- 1. Upholder:** readily meets inner and outer expectations
- 2. Questioner:** readily meets inner expectations only
- 3. Obliger:** readily meets outer expectations only
- 4. Rebel:** resists both inner and outer expectations

You can pick a statement that matches you:

- 1. Upholder:** *I love routines, and people think I'm extremely disciplined.*
- 2. Questioner:** *I love researching, and people sometimes say that I ask "Why?" too much.*
- 3. Obliger:** *I put others ahead of me, and I value harmony in relationships.*
- 4. Rebel:** *I value freedom and choice; I do what I want to do, when I want to do it.*

**UPHOLDER**

Discipline is  
my freedom.

**OBLIGER**

You can count on me, and  
I'm counting on you  
to count on me.

**QUESTIONER**

I'll comply—if you  
convince me why.

**REBEL**

You can't make me,  
and neither can I.

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