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Course: BOH4M

Topic: DISC Personality Test

Cue	Notes
Key Words	Personalities, strengths and weaknesses, synergy, Dominance-Type, Influence-Type, Steady-Type, Conscientious-Type
Question 1	<p>1. What is personality?</p> <p>Personality is a mix of traits that shape how a person think and act. It affect how people get along with others, accomplish tasks and deal with various situation.</p>
Question 2	<p>2. Why is it useful to know people's personality?</p> <p>Knowing people's personality is useful in two main ways. First, it helps identify strength and weaknesses clearly. Second, it promote synergy (1+1>3), reduces unnecessary conflicts, and enables people to support each other with their own merits.</p>
Question 3	<p>3. What two personality traits does DISC measure?</p> <p>The DISC test mainly measures two key traits. One is people's interaction style (outgoing or reserved). The other is their focus when work in teams (tasks or interpersonal relationships).</p>
Question 4	<p>4. Summarize the 4 personalities in DISC using your own words.</p> <p>D-Type people are outgoing and task-oriented. They act decisively and efficiently, but sometimes may be a bit stubborn and overlook small details. I-Type people are outgoing and care about social connections. They are good at communicating and sharing ideas, but not so skilled at putting plans into action. S-Type people are quiet and value team harmony. They are kind and reliable, but work slowly and hesitate when making hard decisions. C-Type people are quiet and task-focused. They are careful and pay attention to details, but are not active in social activities.</p>
Question 5	<p>5. Which DISC profile are you? How do you know?</p> <p>My DISC personality type is C-Type. I emphasize details, logic and rules when doing things. I prefer a stable environment and can cooperate well in teams. But i don't like to take the initiative to start social interactions.</p>
Summary:	<p>The DISC test classifies personalities into four types (D, I, S, C). Each type has its own strengths and areas for improvement. As a C-Type, I excel at tasks that require carefulness and steady effort. I don't like to initiate socializing active, but I can handle necessary communication properly. In the future, I will continue to make use of my strengths and adjust my social approach according to different situations to achieve better overall performance.</p>