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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	1. What is personality? 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.
Question 2	2. Why is it useful to know people's personality? 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.
Question 3	3. What two personality traits does DISC measure? 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).
Question 4	4. Summarize the 4 personalities in DISC using your own words. 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.
Question 5	5. Which DISC profile are you? How do you know? 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.

Summary:

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.