**BIRDS OF A FEATHER SELF-TEST**

**Discover Your Primary Work and Communication Style**

1. When faced with a challenge, I am most likely to:
   * A. Take charge and lead the way.
   * B. Collaborate with others to find solutions.
   * C. Seek harmony and avoid conflict.
   * D. Analyze the situation carefully before acting.
2. In social situations, I tend to:
   * A. Be assertive and to the point.
   * B. Engage with people and be outgoing.
   * C. Be a good listener and maintain a peaceful atmosphere.
   * D. Focus on facts, details, and logic.
3. When receiving feedback or criticism, I:
   * A. Respond assertively and express my viewpoint.
   * B. Take it personally but value open communication.
   * C. Listen calmly and try to avoid confrontation.
   * D. Analyze the feedback for accuracy and improvement.
4. In a group discussion, I am more likely to:
   * A. State my opinions and ideas clearly.
   * B. Encourage others to share their thoughts.
   * C. Promote harmony and agreement.
   * D. Focus on providing accurate information.
5. My preferred work environment is one that is:
   * A. Competitive and results-oriented.
   * B. Collaborative and people-focused.
   * C. Supportive and harmonious.
   * D. Structured and detail-oriented.
6. When facing a tight deadline, I tend to:
   * A. Take charge to ensure tasks are completed on time.
   * B. Work closely with others to meet the deadline.
   * C. Prioritize maintaining a stress-free atmosphere.
   * D. Focus on accuracy and precision, even if it means taking extra time.
7. I value leadership qualities such as:
   * A. Assertiveness and decisiveness.
   * B. Influence and the ability to inspire others.
   * C. Empathy and the ability to create a positive atmosphere.
   * D. Attention to detail and expertise.
8. When resolving conflicts, I am more inclined to:
   * A. Address the issue directly and assertively.
   * B. Seek compromise and common ground.
   * C. Listen actively and avoid confrontation.
   * D. Analyze the situation objectively and provide solutions.
9. In my personal and professional life, I tend to:
   * A. Set high goals and strive for achievement.
   * B. Build and maintain a wide network of relationships.
   * C. Create a stable and harmonious environment.
   * D. Pay attention to details and ensure accuracy.
10. When adapting to change, I usually:
    * A. Embrace it eagerly and take charge.
    * B. View it as an opportunity to connect with others.
    * C. Prefer gradual change and seek consensus.
    * D. Analyze it thoroughly and plan carefully.
11. When it comes to making decisions, I:
    * A. Make decisions quickly and confidently.
    * B. Consider the opinions and input of others.
    * C. Strive to make decisions that maintain peace and harmony.
    * D. Base decisions on careful analysis and information.
12. I find it most rewarding when I:
    * A. Achieve tangible results and accomplish tasks.
    * B. Build meaningful relationships and connections.
    * C. Foster a harmonious and supportive atmosphere.
    * D. Ensure accuracy and precision in my work.

**Scoring:**

* Count the number of times you selected each letter (A, B, C, D).
* Your primary DISC style is typically the one with the highest number of selections.
* Keep in mind that individuals may have a blend of styles, but one is usually more dominant.

**DISC Style Key**:

* A's indicate Dominance (D) style.
* B's indicate Influence (I) style.
* C's indicate Steadiness (S) style.
* D's indicate Conscientiousness (C) style.

**My primary style is:**

**My secondary style is (secondary is the second highest score):**

This assessment provides a general sense of your primary DISC style, but for a more comprehensive and accurate assessment, consider using a professionally validated DISC assessment tool administered by a certified practitioner.