


# Taking Flight Disc Assessment



	DOMINANT	INTERACTIVE	SUPPORTIVE	CONSCIENTIOUS
Traits	Decisive Competitive Daring Direct Innovative Persistent Adventurous Problem Solver Results Oriented	Charming Confident Convincing Enthusiastic Inspiring Optimistic Persuasive Sociable Trusting	Understanding Friendly Good Listener Patient Relaxed Sincere Stable Steady Team Player	Accurate Precise Analytical Compliant Courteous Diplomatic Detailed Fact Finder Objective

Taking Flight Disc Assessment is a powerful tool designed to enhance personal and professional development through a better understanding of individual behavioral styles. This assessment, rooted in the DISC model, categorizes personalities into four primary types: Dominance, Influence, Steadiness, and Conscientiousness. By participating in the Taking Flight DISC Assessment, individuals can gain invaluable insights into their own behavior and the behaviors of those around them, leading to improved communication, teamwork, and productivity in various settings.

## Understanding the DISC Model

The DISC model, originally developed by psychologist William Marston in the 1920s, has evolved into a widely recognized framework for understanding human behavior. Each of the four DISC types represents distinct personality traits:

- **Dominance (D):** Individuals with a dominant personality tend to be assertive, results-oriented, and competitive. They thrive in challenging environments and often take charge of situations.
- **Influence (I):** Influential individuals are outgoing, enthusiastic, and persuasive. They excel in social settings and often prioritize relationship-building.

- **Steadiness (S):** Those with a steadiness personality are calm, patient, and loyal. They value harmony and tend to be great team players.
- **Conscientiousness (C):** Conscientious individuals are analytical, detail-oriented, and systematic. They prioritize accuracy and quality in their work.

Each personality type has its strengths and weaknesses, and understanding these can lead to better interpersonal relationships.

## What is the Taking Flight DISC Assessment?

Taking Flight is a modern adaptation of the traditional DISC assessment, incorporating engaging visuals and relatable metaphors to make the experience more accessible. The assessment assigns each participant a “bird” to represent their DISC type:

- **Eagle:** Represents the Dominance style, characterized by leadership and decisiveness.
- **Parrot:** Represents the Influence style, known for being sociable and enthusiastic.
- **Dove:** Represents the Steadiness style, embodying peace and patience.
- **Owl:** Represents the Conscientiousness style, highlighting analytical and detail-oriented traits.

By using birds as metaphors, the Taking Flight DISC Assessment makes it easier for participants to remember and relate to their personality types.

# **The Benefits of Taking the Taking Flight DISC Assessment**

Participating in the Taking Flight DISC Assessment can provide numerous benefits to individuals and organizations alike. Here are some key advantages:

## **1. Enhanced Self-Awareness**

Understanding your own DISC type can promote greater self-awareness. You will gain insights into your strengths, weaknesses, and behavioral tendencies, enabling you to make informed decisions about personal development.

## **2. Improved Communication**

Different DISC types communicate in unique ways. By recognizing the communication styles of others, you can adapt your approach for more effective interactions. This is particularly beneficial in both personal relationships and professional environments.

## **3. Team Building**

In a workplace setting, the Taking Flight DISC Assessment can help teams understand the diverse personalities within their group. This understanding fosters collaboration, minimizes conflicts, and enhances overall team dynamics.

## **4. Conflict Resolution**

When conflicts arise, knowing the DISC types involved can aid in understanding differing perspectives. This knowledge can be used to address issues more constructively and promote resolution.

## 5. Personal and Professional Development

The assessment can serve as a foundation for targeted personal and professional development. By understanding your DISC type, you can focus on skills and areas that require improvement.

## How to Take the Taking Flight DISC Assessment

Taking the Taking Flight DISC Assessment is a straightforward process. Here's a step-by-step guide:

1. **Find a Certified Provider:** Look for a certified facilitator or organization that offers the Taking Flight DISC Assessment. This could be a coach, training organization, or HR professional.
2. **Complete the Assessment:** The assessment typically involves answering a series of questions about your preferences and behaviors. This can be done online or through a paper questionnaire.
3. **Receive Your Results:** Once you complete the assessment, you will receive a report detailing your DISC type and insights into your personality.
4. **Engage in a Debriefing Session:** Many providers offer a debriefing session to help you understand your results in depth and how to apply them in your life.

# Implementing Insights from the Taking Flight DISC Assessment

After taking the assessment, it's essential to apply the insights gained to your personal and professional life. Here are some strategies to consider:

## 1. Set Personal Goals

Utilize the information from your DISC type to set personal development goals. For instance, if you are an Eagle, you might work on being more patient and collaborative in group settings.

## 2. Adapt Your Communication Style

Tailor your communication style to suit the DISC types of others. If you're interacting with a Dove, prioritize empathy and listening, while an Owl may appreciate a more structured approach.

## 3. Foster Team Collaboration

Share your DISC results with your team to promote understanding and collaboration. Use this knowledge to build a diverse team that leverages each member's strengths.

## 4. Develop Conflict Management Strategies

Create strategies for managing conflict that take DISC types into account. For example, approach an Influential person with enthusiasm and understanding, while addressing a Conscientious individual with facts and details.

## 5. Continuous Learning

The journey of personal and professional development is ongoing. Regularly revisit your DISC insights and seek additional training or resources to deepen your understanding of yourself and others.

## Conclusion

In conclusion, the **Taking Flight DISC Assessment** is a valuable resource for anyone looking to enhance their understanding of themselves and those around them. By diving into the nuances of behavior and personality through this engaging assessment, individuals can unlock new levels of communication, collaboration, and personal growth. Whether in a personal or professional setting, the insights gained from the Taking Flight DISC Assessment can lead to transformative changes, fostering a more harmonious and effective environment. Embrace the opportunity to learn more about yourself and others – take flight today!

## Frequently Asked Questions

### What is the Taking Flight DISC assessment?

The Taking Flight DISC assessment is a personality profiling tool based on the DISC model, which categorizes behavior into four primary styles: Dominance, Influence, Steadiness, and Conscientiousness. It helps individuals understand their own behavioral tendencies and those of others.

### How does the Taking Flight DISC assessment differ from traditional DISC assessments?

The Taking Flight DISC assessment incorporates engaging visual metaphors of animal characters

(Eagle, Parrot, Dove, Owl) to represent each DISC style, making it more relatable and easier to understand for users. This approach enhances learning and retention.

## **Who can benefit from the Taking Flight DISC assessment?**

Individuals in various settings including corporate environments, educational institutions, and personal development can benefit from the Taking Flight DISC assessment. It is particularly useful for teams looking to improve communication, collaboration, and conflict resolution.

## **How long does it take to complete the Taking Flight DISC assessment?**

The Taking Flight DISC assessment typically takes about 15 to 30 minutes to complete, depending on the individual's pace. The assessment consists of a series of questions designed to gauge behavioral preferences.

## **What insights can participants gain from the Taking Flight DISC assessment?**

Participants can gain insights into their own behavioral styles, strengths, and potential areas for improvement. It also provides understanding of how to effectively interact with individuals of different styles, enhancing teamwork and interpersonal relationships.

## **Is the Taking Flight DISC assessment suitable for remote teams?**

Yes, the Taking Flight DISC assessment is well-suited for remote teams. It can be completed online and can facilitate virtual team-building exercises, helping members understand each other better despite physical distances.

## **How can organizations implement the Taking Flight DISC assessment in their training programs?**

Organizations can integrate the Taking Flight DISC assessment into their training programs by using it

for onboarding, leadership development, and team-building workshops. Facilitators can guide discussions and activities based on the insights derived from the assessment.

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