

DISC Practice Test Questions and Answers

1. What is the role of feedback during a presentation?

- A) To critique the trainer's performance.
- B) To ensure the audience is engaged and understanding
- C) To waste time during the session.
- D) To stop the presentation.

2. Why is coaching important for performance improvement?

- A) It helps increase employee turnover.
- B) It provides targeted support to improve performance and achieve goals
- C) It reduces motivation.
- D) It focuses on decreasing productivity.

3. What does a 'classic pattern' in a DISC report indicate?

- A) Two factors are above the midline and two are below
- B) All four DISC factors are at similar levels
- C) Only one factor is significantly elevated
- D) Three or more factors form a recognized combination pattern

4. What is a key aspect of performance improvement coaching?

- A) Setting vague, long-term goals.
- B) Setting clear, achievable goals with a structured plan
- C) Focusing on personal traits rather than skills.
- D) Avoiding goal setting.

Answers: 1-B 2-B 3-D 4-B

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