

IML DISC^{insights}™ Personality System Analysis

EXAMPLE	M	L	
	◆	●	Easy-going, Agreeable
	◆	●	Trusting, Believing in others
	◆	●	Adventurous, Risk taker
	◆	●	Tolerant, Respectful

INSTRUCTIONS:

1. Choose the setting in which your responses will be made: Work, home, social, etc.
2. Each box below contains four phrases. Carefully read each of the four phrases in the box. Depending on the setting you have chosen, circle the "◆" next to the phrase that **MOST** describes you in that setting.
3. Circle the "●" next to the phrase that **LEAST** describes you in the setting you chose.
4. For each box, choose **ONLY ONE MOST** and **ONLY ONE LEAST** response.
5. This sheet should be completed within **SEVEN MINUTES**, or as close to that as possible.

M	L		M	L		M	L	
◆	●	Easy-going, Agreeable	◆	●	Results are what matter	◆	●	Education, Culture
◆	●	Trusting, Believing in others	◆	●	Do it right, Accuracy counts	◆	●	Achievements, Awards
◆	●	Adventurous, Risk taker	◆	●	Make it enjoyable	◆	●	Safety, Security
◆	●	Tolerant, Respectful	◆	●	Let's do it together	◆	●	Social, Group Gatherings
◆	●	Soft spoken, Reserved	◆	●	Will do without, Self-controlled	◆	●	Take charge, Direct approach
◆	●	Optimistic, Visionary	◆	●	Will buy on impulse	◆	●	Outgoing, Enthusiastic
◆	●	Center of attention, Sociable	◆	●	Will wait, No pressure	◆	●	Predictable, Consistent
◆	●	Peacemaker, Bring harmony	◆	●	Will spend on what I want	◆	●	Cautious, Careful
◆	●	Encourage others	◆	●	Friendly, Easy to be with	◆	●	Not easily defeated
◆	●	Strive for perfection	◆	●	Unique, Bored by routine	◆	●	Will do as told, Follows leader
◆	●	Be part of the team	◆	●	Actively change things	◆	●	Excitable, Cheerful
◆	●	Want to establish goals	◆	●	Want things exact	◆	●	Want things orderly, Neat
◆	●	Become frustrated	◆	●	Non-confrontational, Giving in	◆	●	I will lead them
◆	●	Keep my feelings inside	◆	●	Overloaded with details	◆	●	I will follow through
◆	●	Tell my side of the story	◆	●	Changes at the last minute	◆	●	I will persuade them
◆	●	Stand up to opposition	◆	●	Demanding, Abrupt	◆	●	I will get the facts
◆	●	Lively, Talkative	◆	●	Want advancement	◆	●	Think of others first
◆	●	Fast paced, Determined	◆	●	Satisfied with things, Content	◆	●	Competitive, Like a challenge
◆	●	Try to maintain balance	◆	●	Openly display feelings	◆	●	Optimistic, Positive
◆	●	Try to follow the rules	◆	●	Humble, Modest	◆	●	Logical thinker, Systematic
◆	●	Manage time efficiently	◆	●	Cool, Reserved	◆	●	Please others, Agreeable
◆	●	Often rushed, Feel pressured	◆	●	Happy, Carefree	◆	●	Laugh out loud, Animated
◆	●	Social things are important	◆	●	Pleasing, Kind	◆	●	Courageous, Bold
◆	●	Like to finish what I start	◆	●	Bold, Daring	◆	●	Quiet, Reserved
◆	●	Resist sudden change	◆	●	Spend quality time with others	◆	●	Want more authority
◆	●	Tend to over promise	◆	●	Plan for the future, Be prepared	◆	●	Want new opportunities
◆	●	Withdraw under pressure	◆	●	Travel to new adventures	◆	●	Avoid any conflict
◆	●	Not afraid to fight	◆	●	Receive rewards for goals met	◆	●	Want clear directions
◆	●	A good encourager	◆	●	Rules need to be challenged	◆	●	Reliable, Dependable
◆	●	A good listener	◆	●	Rules make it fair	◆	●	Creative, Unique
◆	●	A good analyzer	◆	●	Rules make it boring	◆	●	Bottom line, Results oriented
◆	●	A good delegator	◆	●	Rules make it safe	◆	●	Hold high standards, Accurate