

DISC Bird Model Assessment

Understand Your Communication Style & Strengthen Team Dynamics

The DISC Bird Model is a simple yet powerful way to understand personality and communication styles. Each bird represents a different behavioral style, helping individuals recognize their strengths, challenges, and how they interact with others. By identifying your primary bird type, you can enhance communication, build stronger relationships, and adapt your approach in different situations.

■ **Eagle (Dominance)** – Bold, decisive, and results-driven

■ **Parrot (Influence)** – Energetic, enthusiastic, and social

■ **Dove (Steadiness)** – Supportive, patient, and relationship-oriented

■ **Owl (Conscientiousness)** – Analytical, detail-focused, and logical

Instructions

Rate each statement on a scale from 1 to 5:

1 = Strongly Disagree • 2 = Disagree • 3 = Neutral • 4 = Agree • 5 = Strongly Agree

Assessment Questions

Eagle (Dominance)

- | | |
|--|----------------|
| 1. I am confident and assertive | ■1 ■2 ■3 ■4 ■5 |
| 2. I enjoy taking charge and leading projects | ■1 ■2 ■3 ■4 ■5 |
| 3. I am focused on achieving results | ■1 ■2 ■3 ■4 ■5 |
| 4. I make decisions quickly and efficiently | ■1 ■2 ■3 ■4 ■5 |
| 5. I prefer direct and straightforward communication | ■1 ■2 ■3 ■4 ■5 |
| 6. I am comfortable handling conflict and challenges | ■1 ■2 ■3 ■4 ■5 |
| 7. I take initiative rather than waiting for direction | ■1 ■2 ■3 ■4 ■5 |
| 8. I set high expectations for myself and others | ■1 ■2 ■3 ■4 ■5 |

Parrot (Influence)

- | | |
|--|----------------|
| 1. I am enthusiastic and energetic | ■1 ■2 ■3 ■4 ■5 |
| 2. I enjoy socializing and meeting new people | ■1 ■2 ■3 ■4 ■5 |
| 3. I am persuasive and can influence others easily | ■1 ■2 ■3 ■4 ■5 |
| 4. I thrive in a positive and lively environment | ■1 ■2 ■3 ■4 ■5 |

- | | |
|--|----------------|
| 5. I like to share ideas and brainstorm with others | ■1 ■2 ■3 ■4 ■5 |
| 6. I enjoy public speaking and group discussions | ■1 ■2 ■3 ■4 ■5 |
| 7. I prefer a fast-paced, dynamic environment | ■1 ■2 ■3 ■4 ■5 |
| 8. I get excited about new opportunities and possibilities | ■1 ■2 ■3 ■4 ■5 |

Dove (Steadiness)

- | | |
|---|----------------|
| 1. I am patient and supportive | ■1 ■2 ■3 ■4 ■5 |
| 2. I value harmony and cooperation in a team | ■1 ■2 ■3 ■4 ■5 |
| 3. I prefer a stable and predictable environment | ■1 ■2 ■3 ■4 ■5 |
| 4. I am good at listening and providing reassurance | ■1 ■2 ■3 ■4 ■5 |
| 5. I prioritize relationships and teamwork over competition | ■1 ■2 ■3 ■4 ■5 |
| 6. I dislike conflict and strive to maintain peace | ■1 ■2 ■3 ■4 ■5 |
| 7. I am dependable and consistent in my work | ■1 ■2 ■3 ■4 ■5 |
| 8. I take time to consider others' feelings before making decisions | ■1 ■2 ■3 ■4 ■5 |

Owl (Conscientiousness)

- | | |
|---|----------------|
| 1. I am analytical and detail-oriented | ■1 ■2 ■3 ■4 ■5 |
| 2. I prefer to have clear rules and guidelines | ■1 ■2 ■3 ■4 ■5 |
| 3. I value accuracy and precision in my work | ■1 ■2 ■3 ■4 ■5 |
| 4. I like to plan and organize tasks systematically | ■1 ■2 ■3 ■4 ■5 |
| 5. I make decisions based on data and logical reasoning | ■1 ■2 ■3 ■4 ■5 |
| 6. I prefer structure and dislike uncertainty | ■1 ■2 ■3 ■4 ■5 |
| 7. I focus on quality over speed in my work | ■1 ■2 ■3 ■4 ■5 |
| 8. I take time to thoroughly research before making decisions | ■1 ■2 ■3 ■4 ■5 |

Scoring

After completing the assessment, total your scores for each bird type:

Eagle Total: _____	Parrot Total: _____
Dove Total: _____	Owl Total: _____

The highest score represents your predominant bird type. If two or more scores are close, you may have a mix of styles.

Interpretation of Results

Eagle: You are confident, assertive, and results-oriented. You prefer direct communication and taking charge. You thrive in competitive environments and focus on achieving goals.

Parrot: You are enthusiastic, sociable, and persuasive. You enjoy lively environments, networking, and sharing ideas. You bring energy and creativity to your interactions.

Dove: You are patient, supportive, and cooperative. You value harmony, relationships, and teamwork. You excel in nurturing environments and prioritize others' well-being.

Owl: You are analytical, detail-oriented, and systematic. You prefer clear rules, logical reasoning, and structured work environments. You focus on accuracy and thorough decision-making.

What to Be Aware of Regarding Your Style

■ Eagle:	Can come across as too aggressive or impatient; may need to soften their approach
■ Parrot:	Might struggle with focus and follow-through; may need structure to stay on track
■ Dove:	May avoid conflict too much, leading to unresolved issues; may need to be more assertive
■ Owl:	Can overanalyze and delay decisions; may need to embrace flexibility and action

What to Be Aware of Regarding Others Styles

- Eagles may seem too direct but appreciate efficiency and results
- Parrots thrive on enthusiasm but may need guidance to stay on track
- Doves value harmony and may need reassurance before major changes
- Owls prefer structure and may need time to process details before deciding

Common Words and Phrases Used by Each Style

■ Eagle:	"Let's get it done," "What's the goal?" "Make it happen."
■ Parrot:	"This is exciting!" "I have a great idea!" "Let's brainstorm!"
■ Dove:	"How can I help?" "Let's work together," "I appreciate you."
■ Owl:	"What's the data say?" "Let's analyze this," "We need a plan."

How to Motivate Each Style

■ Eagle:	Give them a challenge, show them how their work impacts the bigger picture, and let them take the lead
■ Parrot:	Make it fun, highlight the social aspect, and allow creativity and collaboration
■ Dove:	Provide reassurance, create a supportive environment, and emphasize teamwork
■ Owl:	Give clear expectations, allow time for research, and ensure logical reasoning behind tasks

Activity & Application

Discussion: Participants can discuss their results in small groups, sharing examples of how their bird type influences their communication style. Compare results with colleagues or family members to better understand dynamics and strengths.

Role-Playing: Use the results to tailor role-playing scenarios where participants practice adapting their communication to different bird types. Example: An Eagle leading a meeting with a Dove—how can they adjust their style for better collaboration?

By understanding your bird type, you can improve teamwork, leadership, and personal interactions.