

TEST DE DISC

Hay muchas maneras de evaluar las habilidades o actitudes de una persona, y de ese modo predecir su probable conducta. Al fin de una escala están los simples Tests para evaluar específicas habilidades y aptitudes (exámenes, test de conducir, etc). En el otro extremo están las baterías de Test de personalidad, desarrolladas para elaborar una completa fotografía del estilo y actitudes de una persona. El DISC se encuentra entre estos dos polos. Si bien no es un Test completo de Personalidad en el sentido técnico, de igual modo provee una visión del estilo de conducta de un individuo que resulta lo suficientemente adecuado como para predecir futuras tendencias de comportamiento. Realiza este objetivo evaluando 4 factores claves en el estilo de una persona, en lugar de analizar 16 o más como los requeridos en un Test completo de personalidad (por ejemplo DISC no analiza factores como "inteligencia", etc). Estas características constituyen la ventaja comparativa del DISC, porque cuando una batería de Tests contiene cientos de preguntas y toma horas completarlo, un DISC con solo 24 preguntas no toma más de 10 minutos confeccionarlo. También existe una importante ventaja en el área de interpretación del Test: mientras que la interpretación de un Test completo de Personalidad queda privado a los Expertos, los resultados del DISC están lo suficientemente bien definidos como para permitir su automatización. A nuestro entender la ventaja más importante del DISC con relación a las baterías de test de personalidad, son el Coeficiente de Correlación en los resultados. Las baterías de test proyectivos, ofrecen una baja Correlación, cuando una población es examinada por más de un Experto. La debilidad del DISC es que requiere la participación voluntaria y honesta del entrevistado, no se puede tomar bajo presión o en una situación que amenace con la pérdida de su trabajo según fuera el resultado. Por esta razón el DISC es más apropiado para evaluar el Desarrollo de Personal, identificar necesidades de Capacitación, Team Building, etc. En los Procesos de Selección puede utilizarse pero con mucha precaución y delicadeza.

¿Qué puede decirnos el DISC?

En su nivel más básico, el DISC mide 4 factores de conducta: Dominance (dominancia), Influence (influencia social), Steadiness (estabilidad, paciencia, perseverancia, cooperación) y Compliance (estructura, obediencia, precisión). El poder del DISC proviene de la habilidad para interpretar las relaciones entre estos 4 factores. Los factores combinados, teóricamente suman más de 1 millón de Perfiles distintos. El DISC sintetiza estas combinaciones posibles en 15 Perfiles (14 combinando factores + 1 perfil Abumado que es cuando los factores no se diferencian). Utilizando la información que proveen los factores, el DISC puede ser utilizado para describir el estilo de una persona, incluyendo sus motivaciones y desmotivaciones, fortalezas y debilidades. Y yendo un poco más lejos, la información también ayuda a predecir el futuro comportamiento ante una determinada circunstancia.

Manual Disc Test

Peipei Pang



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Decoding **Manual Disc Test**: Revealing the Captivating Potential of Verbal Expression

In a time characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its power to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Manual Disc Test**," a mesmerizing literary creation penned by a celebrated wordsmith, readers set about an enlightening odyssey, unraveling the intricate significance of language and its enduring impact on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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