

Excerpted from the *Everything DiSC® Manual*, pages 97-98. To purchase the complete manual, contact your Everything DiSC Authorized Partner.

Distribution of Inclination by Gender and Heritage

The distance that a respondent's dot is located from the center of the circle is known as inclination. People with stronger inclinations are expected to have more pronounced DiSC® styles, as discussed in Chapter 8. A sample of 26,703 respondents was evaluated to estimate the distribution of DiSC inclinations in the population. As shown in Figure 5.1, most respondents' dots (81.8%) were located in the outer half of the circle. Inclination is measured on a scale from 0 to 2. Scores of 0 are plotted at the center of the circle, scores of 1 are plotted in the center of the radius, and scores of 2 are plotted on the edge of the circle.

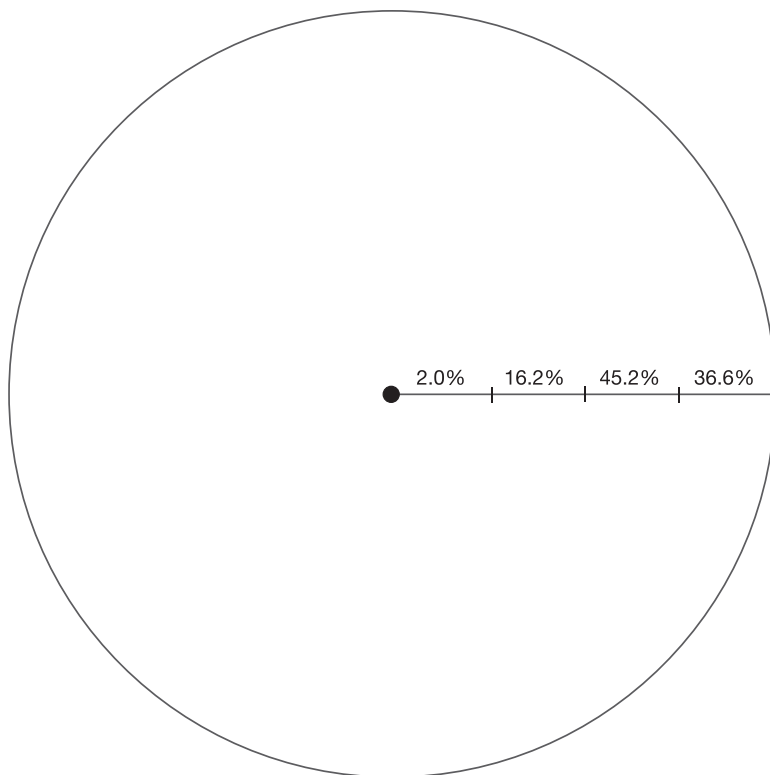


Figure 5.1 Distribution of DiSC Inclination

As shown in Table 5.20, analyses were also conducted to estimate the distribution of inclination across two demographic variables: heritage and gender. For this analysis, the radius of the circle was divided into four equal segments, with the first quarter being the segment closest to the center of the circle. For each quarter, the percentage of respondents in that segment is listed. The distributions suggest that Caucasians were significantly more likely to have inclinations in the fourth quarter compared to other groups. An ANOVA confirmed that significant differences ($p < .01$) did exist among heritage groups. For each group, effect sizes were calculated by subtracting the mean across all five groups from the specific group mean, and dividing the difference by the sample standard deviation. The resulting effect sizes suggest that the relationship between heritage and inclination is of little practical importance. An ANOVA comparing men and women on inclination also produced statistically significant results at $p < .01$. Gender differences, however, accounted for less than 1% of the variance.

Table 5.20 Distribution of DiSC Inclination by Heritage and Gender

| Demographic Group | N | % in 1st Quarter | % in 2nd Quarter | % in 3rd Quarter | % in 4th Quarter | Effect Size |
|--------------------------|----------|-------------------------|-------------------------|-------------------------|-------------------------|--------------------|
| All | 26,703 | 2.0 | 16.2 | 45.2 | 36.6 | |
| Heritage | | | | | | |
| Asian | 1,861 | 2.6 | 19.7 | 45.1 | 32.6 | .00 |
| African-American | 3,266 | 2.6 | 19.3 | 49.3 | 28.8 | -.08 |
| Caucasian | 18,458 | 1.7 | 14.9 | 43.8 | 39.6 | .18 |
| Hispanic | 2,711 | 2.8 | 18.4 | 49.1 | 29.7 | -.05 |
| Native American | 407 | 3.7 | 17.7 | 50.1 | 28.5 | -.05 |
| Gender | | | | | | |
| Male | 13,358 | 2.2 | 17.6 | 46.3 | 33.9 | -.06 |
| Female | 13,345 | 1.9 | 14.8 | 44.1 | 39.2 | .06 |