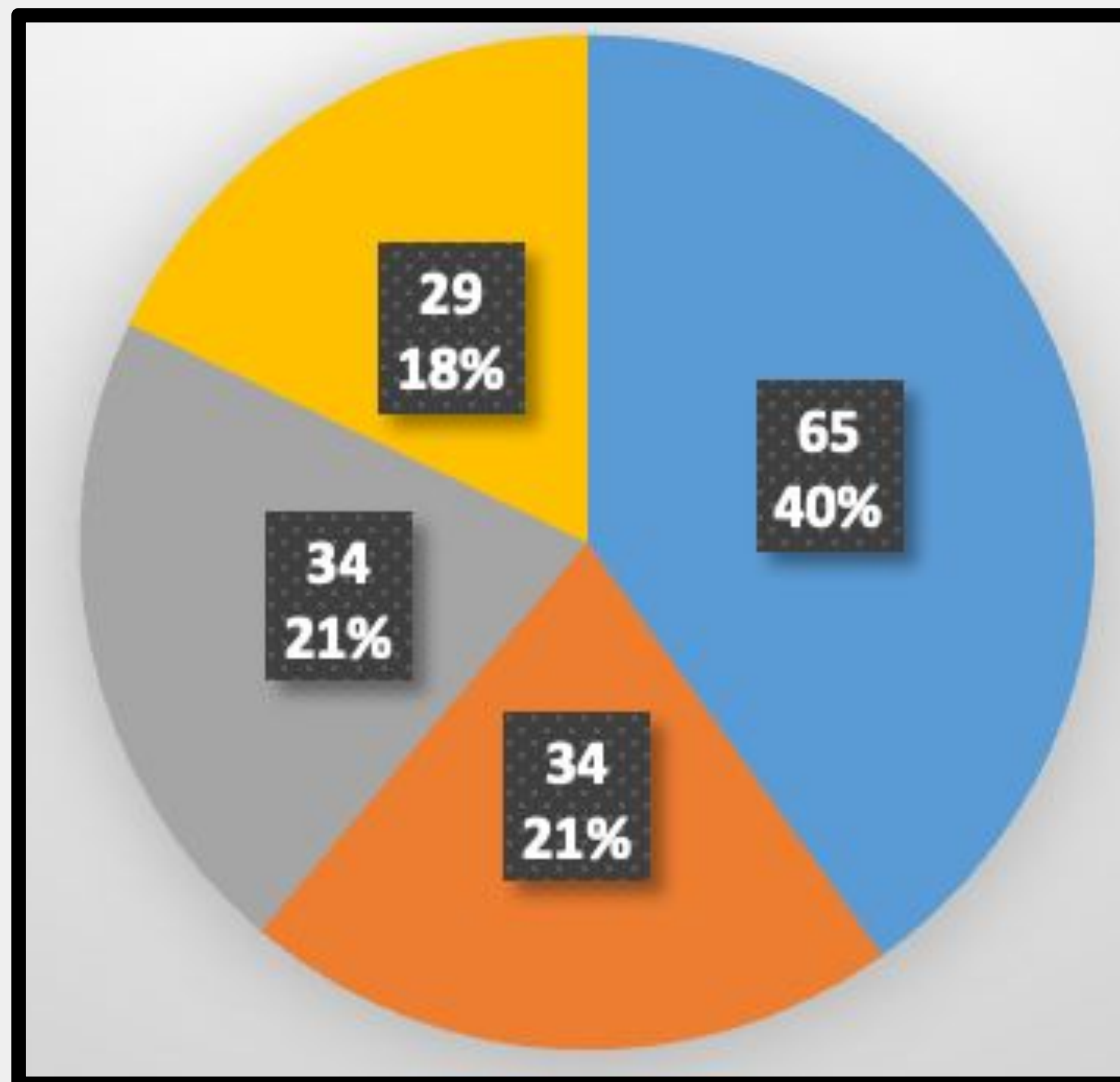


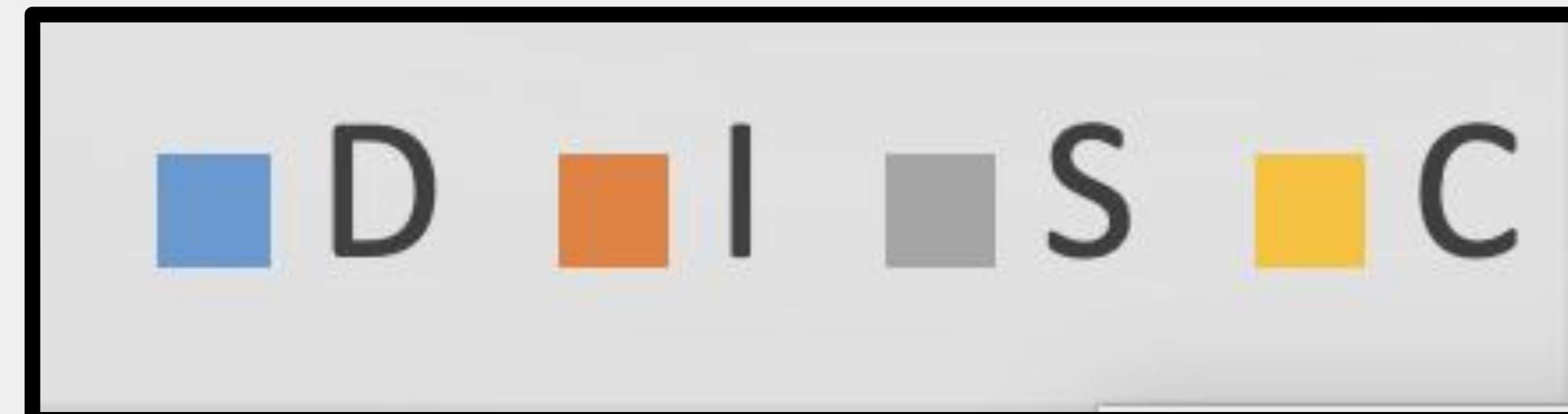
Cal Poly CM (N=162)



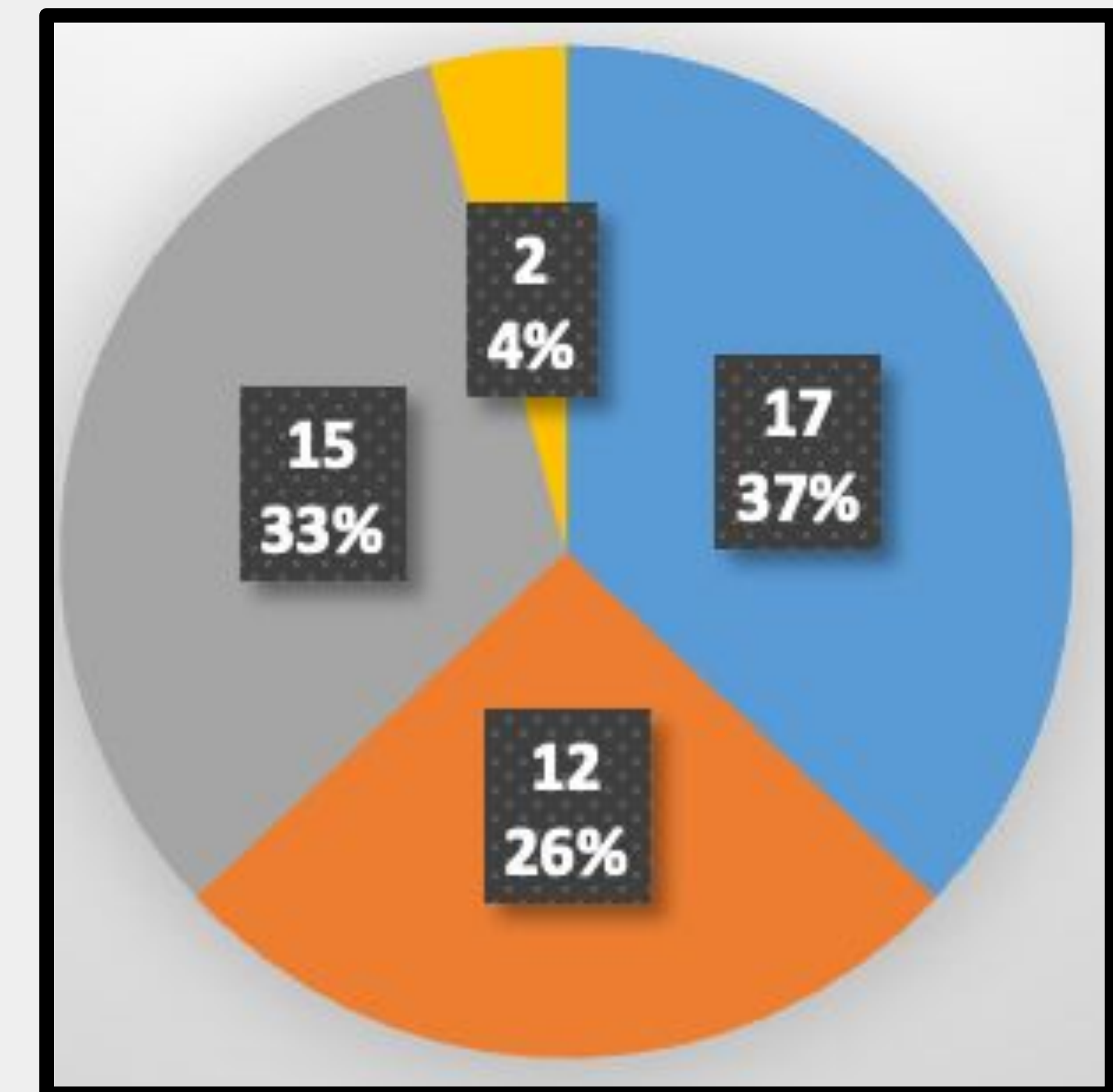
DISC Analysis of Cal Poly CM Students and Industry Professionals

Kai Gunaratna

Survey Collection



CM Industry (N=46)



D = Dominance

- Goal Oriented Individuals
- Driven by Competition and Winning

I = Influence

- Outgoing, Enthusiastic, Persuasive

S = Steadiness

- Patient, Even-Tempered, Calm

C = Compliance

- Logical, Cautious, Systematic

This research paper analyzes why the type D personality, as defined by the DISC personality assessment, was the most common personality type in the Cal Poly Commercial Construction class of winter 2022. This is curious as type D is the rarest personality type. Additional DISC data from Cal Poly Construction Management students and construction management industry professionals was collected via survey, and confirmed that type D is the most common personality type among Cal Poly CM students *and*, most likely, CM industry professionals. A notable finding was that type C is exceedingly rare in the construction industry.

Within CPCM, D is twice as likely

Industry: 65% say their trait is most important

Industry: C appears very rare