

DISC Personality Profile

Instructions:

1. Choose the setting in which your responses will be made: Work, home, church, social, etc.
2. Carefully read the four phrases in each box below. Circle the number adjacent to the phrase **MOST** descriptive of you in the setting you have chosen. (The number is irrelevant at this point.)
3. Circle the number adjacent to the phrase that is **LEAST** descriptive of you in the setting you have chosen. (The number is irrelevant at this point.)
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.

	Most	Least		Most	Least
Trusting, Enthusiastic Tolerant, Respectful Courageous, Adventurous Agreeable, Accommodating	2 4 5 3	2 4 1 3	Affectionate, Tender Simple, Compliant Determined, Wants results Content, Gratified	2 5 1 3	5 4 1 5
Innovative, Visionary Reserved, Reticent Sociable, Congenial Peacemaker, Negotiator	1 4 5 3	1 5 2 3	Unafraid, Independent Reserved, Cautious restraint Carefree, Lacks caution Kind, Cordial	1 4 2 3	1 4 2 5
Precise, Accurate Focused, Goal-oriented Team player, Accommodating Encourage others, Stimulating	5 1 5 2	4 5 3 2	Conscientious, Plans for future Recognition, Seeks advancement Venturesome, Audacious Dependable, Good listener	4 1 2 3	5 1 2 3
Sensitive, Becomes frustrated Stand up to opposition, right Complacent, keeps feelings inside Tell my side of the story, want to be heard	4 1 3 5	4 1 3 2	Rules make it boring, Restless Challenges the rules, Daring Rules make it safe, Security Rules make it fair, Justice	2 5 3 4	2 1 3 5
Seeks balance, Calm Talkative, Charismatic Orderly, Follows the rules Fast paced, High spirited	3 2 5 1	3 5 4 1	Likes awards, Accomplishments Enjoys social, Group gatherings Continues education, Cultured Wants to be safe, Unthreatened	1 2 5 3	1 5 4 3
Systematic, Time management Anxious, Hurried Dependable, Persistent Emotional, Impulsive	4 1 3 2	5 1 3 2	Cautious, Calculating Consistent, Thorough Outgoing, Enthusiastic Take charge, Direct approach	4 5 5 1	5 3 2 1
Detached, Too careful Unrealistic, Overcommitted Complacent, Resist change Blunt, Overbearing	5 2 3 5	4 2 5 1	Excitable, Cheerful Supporter, Advocate Methodical, Exact Competitive, Argumentative	2 3 5 1	2 5 4 1
A good analyzer A good listener A good encourager A good delegator	4 3 2 1	4 3 2 1	I will get the facts I will follow through I will lead them I will persuade them	4 3 1 2	5 3 5 2
Forceful, Driven Optimistic, Charismatic Cooperative, Let's do it together Accuracy counts, Precise	1 5 5 4	1 2 3 4	Loyal, Reflective Likes a challenge, Pioneering Analytical, Tactful Popular, Persuasive	3 1 5 2	3 1 4 2
Will wait to buy, Patient Will buy on impulse, Decisive Will spend on what I want, selfish Will do without, Self-controlled	3 1 2 5	3 1 5 4	Agreeable, Approachable Animated, Exuberant Dauntless, Bold Orderly, Adaptive	3 5 1 4	3 2 1 4
Rigid, Wants things exact Avoids monotony, Bored by routine Seeks change, Goes for it Congenial, Acts of kindness	4 5 1 3	4 2 1 5	Authoritative, Influencer Enjoys attention, New opportunities Avoids conflict, Relaxed Goes by the book, Diplomatic	5 2 3 5	1 5 3 4
Impulsive, Emotional Calculating, Overload w/details Demanding, Domineering Non-confrontational, Predictable	2 4 1 5	2 5 1 3	Creative, Unique Bottom line organizer, Results oriented Trustworthy, Authentic High standards, Looks to benchmarks	2 1 5 4	2 5 3 5

Scoring the DISC Personality Profile

Step 1

Count the number of times you circled each number (5, 4, 3, 2, 1) in the **Most** column. Record the totals in the corresponding boxes in the row labeled **M** below.

Step 2

Count the number of times you circled each number (5, 4, 3, 2, 1) in the **Least** column. Record the totals in the corresponding boxes in the row labeled **L** below.

	1	2	3	4	5
M					
	D	I	S	C	----
L					
	1	2	3	4	5

Step 3

Use the numbers from the row labeled **M** to complete **Graph 1** and the numbers from the row labeled **L** to complete **Graph 2**.

Step 4

Circle the number from each box (D, I, S, C) above in the corresponding column on the graphs.

“M”
Graph 1
“This is expected of me”

	D	I	S	C
20	17	19	15	
16		12	9	
15	10	11	8	
14	9		7	
13	8	10		
12				
11	7	9	6	
10		8		
9		6	7	5
8		5	6	
7		4	5	4
6		4		
5		3	3	3
4				2
3		2	2	
2			1	
1		1		1
0	0			0

“L”
Graph 2
“This is me”

	D	I	S	C
0	0	0	0	0
1		1	2	1
2				2
3		2	3	3
4		3	4	4
5		4	5	5
6		5	6	6
7		6	7	7
8		7	8	8
9		8	9	9
10			10	
11		9		
12		10	10	
13		11	11	
14		12		
15		13	12	
16		14	13	
17		15	14	
18		16	15	
19		17	16	
20		18	17	
21		19	18	

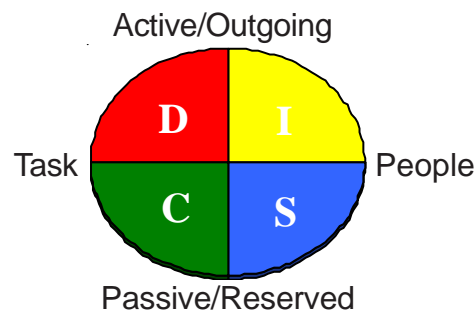
Personality Interpretation

Active/Task-Oriented

“D”-- Dominating, directing, driving, demanding, determined, decisive, doing.

Active/People-Oriented

“I”-- Inspiring, influency, inducing, impressing, interactive, interested in people



Passive/Task-Oriented

“C”-- Cautious, competent, calculating, compliant, careful, contemplative

Passive/People-Oriented

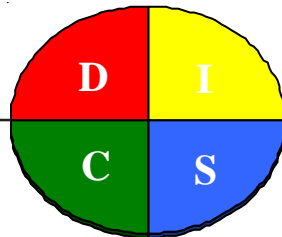
“S”-- Steady, stable, shy, security-oriented, servant, submissive, specialist

Extrovertive

Outgoing

Optimistic

Involved



Introvertive

Reserved

Realistic

Withdrawn

People vs. Task Orientation

Task Oriented

People Oriented

Plans

Caring

Programs

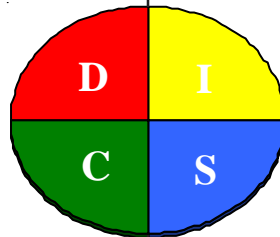
Sharing

Projects

Relationships

Process

Emotion



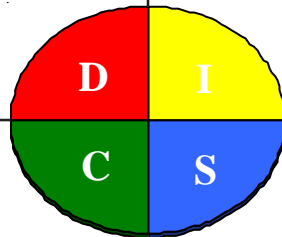
General Characteristics

D

Determined
Driving
Ambitious
Pioneering
Strong-willed
Competitive
Decisive
Responsible
Skeptical
Logical
Independent

I

Sociable
Optimistic
Talkative
Polished
Enthusiastic
Persuasive
Warm
Poised
Trusting
Popular
Verbal
Independent



C

Conservative
Calculating
Low-keyed
Stable
Dependable
Cautious
Traditional
Neat
Systematic
Accurate
Tactful
Diplomatic

S

Conservative
Loyal
Cooperative
Predictable
Deliberate
Reflective
Passive
Patient
Possessive
Systematic
Resistant to change
Steady

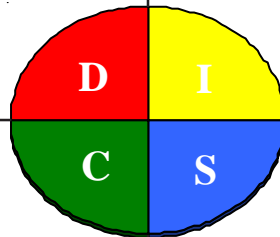
Strengths

D

Bottom-line organizer
Places high value on time
Challenges the status quo
Innovative
Problem solver
Risk-taker
Self-starter; takes initiative
Makes quick, correct decisions

I

Creative problem solver
Great encourager
Motivates others to achieve
Positive sense of humor
Negotiates conflict; peacemaker
"People person"
Good salesperson
Great story-telling abilities



C

Perspective: "The anchor of reality"
Conscientious and even-tempered
Thorough in all activities
Defines situations
Gathers, analyzes, and tests information
Creative thinker
Ability to organize
Sets long-range goals

S

Reliable and dependable
Loyal team worker
Respects authority
Good listener; patient and empathetic
Understanding; friendly
Team player
Good people skills
Balance

Limitations

D

Oversteps authority
Argumentative
Dislikes the "routine"
Self-absorbed
Hard to admit he/she is wrong
Reluctant to delegate
Too bossy; insensitive

I

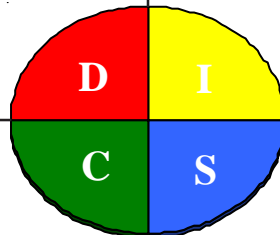
More concerned with popularity than tangible results
Inattentive to detail
Short attention span
Overuses gestures and facial expressions
Too gullible and naïve
Impulsive; exaggerates

C

Need to have clear boundaries
Bound by procedures and policies
Gets bogged down in details
Prefer not to verbalize feelings
Will give in rather than argue
Remembers negatives; suspicious of others
Easily depressed

S

Resistant to change
Loyal team worker
Sensitive to criticism and confrontation
Difficulty establishing priorities
Difficulty making quick decisions
Lacks decisiveness, enthusiasm, energy
May sacrifice results for harmony



Biblical Advice

D

Be gentle, not bossy

Wisdom from above is . . . gentle, James 3:17

Control your feelings and actions

Be angry and sin not, Eph. 4:26

Focus on one thing at a time

This ONE thing I do, Phil. 3:13

Have a servant's attitude

By love, serve one another, Gal. 5:13

I

Be humble, avoid pride

Humble yourself in the SIGHT of God, James 3:17

Control your speech

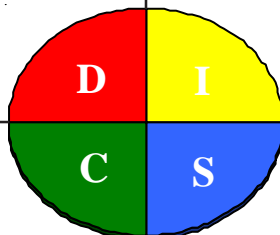
Be quick to hear, slow to speak, James 1:19

Be more organized

Do all things decently and in order, 1 Cor. 14:40

Be patient

The fruit of the Spirit is . . . longsuffering, Gal. 5:23



C

Be more positive

Whatsoever things are lovely, of good report ... think on these things, Phil. 4:8

Avoid a bitter and critical spirit

Let all bitterness be put away from you, Eph. 4:1

Be joyful

The fruit of the Spirit is . . . joy, Gal. 5:22

Don't worry

Fret not, Psalm 37:1

S

Be bold and strong

Only be strong and very courageous, Joshua 1:6

Be confident and fearless

God has not given you the spirit of fear, 2 Tim. 1:7

Be more enthusiastic

Whatsoever you do, do it HEARTILY as unto the Lord, Col. 3:23

Combining Personality with Administration/Ruling Gift

D

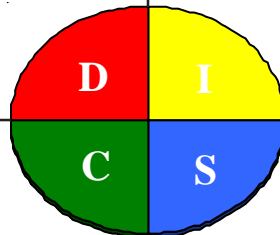
“D” Personality with Administration/Ruling

Demanding type Christians with the gift of Administration are strong leaders. They like to tell others what to do. They often see what needs to be done and delegate the work to others. They can be too bossy. “D”-Administrators tend to see the big picture, but lack warmth to get others to help without pressure. They can intimidate and offend if not careful. Often concerned more about tasks than people, they need to be sensitive and loving. “D”-Administrators can be gifted leaders who press forward to do great things for God.

I

“I” Personality with Administration/Ruling

Influencing type Christians with the gift of Administration are optimistic leaders. Their positive enthusiasm encourages others to get involved. They can be overly excited. They tend to talk people into doing things they don't want to do. They impress others with their friendliness and verbal skills. “I”-Administrators need to guard against manipulating. They should serve by example. They often take on more than they can handle, disappointing those who expect a lot from them. However, they can accomplish much through people.



C

“C” Personality with Administration/Ruling

Cautious type Christians with the gift of Administration are competent task-masters. They see a need and organize others to meet that need. They enjoy doing things completely right the first time. They tend to be picky. They can increase effectiveness with more warmth and team participation. Working through people and creating an enthusiastic atmosphere can be helpful. They should avoid being critical of what others do. “C”-Administrators are best able to get groups to do the right things.

S

“S” Personality with Administration/Ruling

Submissive type Christians with the gift of Administration are concerned about getting tasks done in steady and stable ways. They need to be more assertive and aggressive. “S”-Administrators can be too sacrificing. They are faithful in whatever they do, but need to inspire others to help. They can be quiet leaders, challenging others by example. They tend to be shy. Sometimes they surprise others with their serious concern to accomplish tasks. “S”-Administrators are achievers who like to work through small groups.

Combining Personality with Apostleship/Pioneering Gift

D

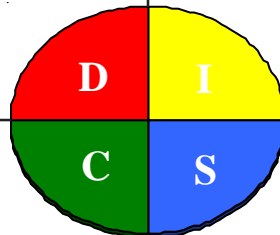
“D” Personality with Apostleship/Pioneering

Christians who are driven to start new churches often have the gift of Apostleship. They like impossible challenges. “D” type Apostles today are determined and demanding. They don’t let obstacles get in their way. They plod through the thick and thin of birthing something from nothing. They are determined to organize new ministries, especially among different cultural and ethnic groups. They are active, task-oriented individuals who demonstrate tremendous confidence and authority.

I

“I” Personality with Apostleship/Pioneering

Christians who constantly use their influence and enthusiasm to start new churches often have the Gift of Apostleship/Pioneering. They tend to be inspiring and energetic about reaching other groups, especially those of other cultures. Those with “I” type personalities and the gift of Apostleship are active, people-oriented individuals. They tend to step out into uncharted regions in order to start new ministries. They make great impressions while using their authority, but should guard their excitement.



C

“C” Personality with Apostleship/Pioneering

Typically cautious and calculating Christians who are committed to starting new churches often have the gift of Apostleship/Pioneering. They tend to be overly careful and research things to death, but their plans and programs are just what new churches need. They don’t mind standing alone. They are passive, task-oriented individuals. They are stimulated by the need for organization. They enjoy putting people and programs together to start ministries, often to different types of cultures and groups.

S

“S” Personality with Apostleship/Pioneering

Steady and stable type Christians who are uncharacteristically passionate about starting new ministries may have the gift of Apostleship/Pioneering. They are slow and shy, but determined about their ideas. They are consistent and don’t give up easily. They don’t have to always be up front, but are compassionate and sensitive about reaching out to other groups. Those with “S” type personalities and the gift of Apostleship have a quiet, but a strong vision and authority about starting new churches.

Combining Personality with Discernment Gift

D

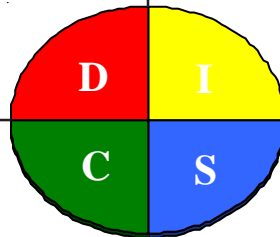
“D” Personality with Discernment

Active, task-oriented Christians with unusual discernment about right and wrong are “D” type personalities with the gift of Discernment. They tend to be pushy and controlling with their discernment. They have great insights, but often use it in a demanding and driving way. They enjoy using their discernment to confront or challenge others to obey God’s Word. They need to be more sensitive and compassionate concerning what they feel about a particular problem.

I

“I” Personality with Discernment

Christians who constantly inspire and influence others through their discernment of right and wrong are often “I” type personalities with the gift of Discernment. They seem to flaunt their discernment and sometimes come across as boastful. Those who use their intuitive senses to encourage and lift up others often have active, people-oriented personalities. They have a great impact on people. They are enthusiastic and get very excited when they can use what they discern about things to help others.



C

“C” Personality with Discernment

Compliant and calculating people with unusual intuition often have “C” type personalities with the gift of Discernment. They tend to be picky and often “too” right for most people to appreciate. However, they make a great resource when it comes to making practical decisions. This combination is best at choosing the right direction, but needs to be more sensitive to how their discernment might affect others. With more inspiring and optimistic attitudes, this combination is powerful and respected.

S

“S” Personality with Discernment

Passive, people-oriented Christians with great intuition often have “S” type personalities with the gift of Discernment. They are not pushy or controlling. They are often very quiet and wait for opportunities to share what they discern about a problem. They especially love to share how the Word of God applies to a particular situation. They are often very shy. They don’t like to make others uncomfortable, but can be a tremendous friend and source of encouragement and direction.

Combining Personality with Encouraging/Exhorting Gift

D

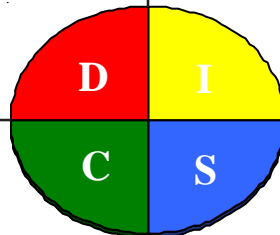
“D” Personality with Encouraging/Exhorting

Decisive type Christians with the gift of Encouraging are persistent exhorters. They tend to dominate conversations with practical steps-of-action. They like to share advice. “D”-Exhorters are driven to control the situation in order to encourage. They need to be more flexible and sensitive. People can’t always do or feel what “D”-Exhorters want. They tend to have a plan for every problem. Often impatient, they can be too pushy. Letting others share their ideas, while determined to encourage others, makes them extremely effective.

I

“I” Personality with Encouraging/Exhorting

Inspiring type Christians with the gift of Encouraging make enthusiastic exhorters. They impress others with their advice, but they can be too optimistic. They often create high expectations and need to be more realistic. “I”-Exhorters should guard against using their verbal skills to manipulate others. They may try to influence others to do more than humanly possible. They should listen more and speak less. Interested in others, they often induce positive responses. “I”-Exhorters communicate encouragement best.



C

“C” Personality with Encouraging/Exhorting

Calculating type Christians with the gift of Encouraging are precise exhorters. They often know just what to say. Their practical steps-of-action tend to be concise. They make competent counselors with specific insights, but they can be too hard on people. “C”-Exhorters can see what needs to be done, but fail at communicating love. They should be more sensitive to the failures of others. Having patience and kindness will increase effectiveness. They should not be so critical. “C”-Exhorters make great problem-solvers.

S

“S” Personality with Encouraging/Exhorting

Sensitive type Christians with the gift of Encouraging are sweet exhorters. They share simple and slow steps-of-action to help others. They often wait for others to ask for advice. They are not pushy. They love to stabilize bad situations with practical ideas. “S”-Exhorters can be too shy. They may wait instead of aggressively confronting an issue. They need to be more assertive. Their concern for others often makes them too nice. They may need to show “tough love.” “S”-Exhorters are security-oriented encouragers.

Combining Personality with Evangelism Gift

D

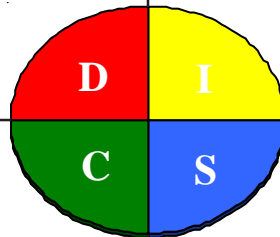
“D” Personality with Evangelism

Dynamic and demanding type Christians with the gift of Evangelism can be extremely effective. They are self-starters with a sense of urgency. But their driving concern to win souls can make them too pushy. “D”-Evangelists should be more gentle and patient. Determined to get the job done, they often feel like everyone should be involved in evangelism. Direct with their presentations, they like sermons that explain the gospel and offer invitations to trust Christ. “D”- Evangelists are dedicated to *“making Him known.”*

I

“I” Personality with Evangelism

Influencing type Christians with the gift of Evangelism are most enthusiastic about soul winning. They are also very contagious — cheerleaders for Christ. Interested in people, they are “natural-born” witnesses. “I”-Evangelists make sharing the gospel look easy. Because of their strong desire to impress, they may care equally about what people think of them and leading others to Christ. They must constantly remember God gave them gifts to shine for Him, not self. “I”-Evangelists can win many souls to Christ.



C

“C” Personality with Evangelism

Cautious and compliant type Christians with the gift of Evangelism are the most thorough witnesses. They like to go point-by-point, convincing people to understand every detail. They try to have an answer for every question, but can overwhelm with too many facts. “C”-Evangelists are often more concerned with the task, rather than the person in need. As competent individuals, they need to be more flexible and friendly. “C”-Evangelists can turn doubt into a fascinating opportunity for Christ.

S

“S” Personality with Evangelism

Sweet and soft type Christians with the gift of Evangelism are the most gentle witnesses. They steadily share the gospel. They don't like to force issues and tend to be too nice. Scoffers often waste “S”-Evangelists' time. Knowing they will go the extra mile, some people take advantage. These stable types want to avoid confrontation and prefer “friendship evangelism.” But their motivation to win souls often overcomes their natural reluctance to speak out. “S”-Evangelists enjoy bringing people to Jesus without a lot of fanfare.

Combining Personality with Faith Gift

D

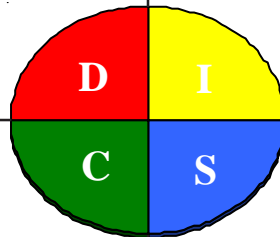
“D” Personality with Faith

Active, task-oriented Christians who constantly demonstrate an unusual amount of dependence upon God often have the gift of Faith. They tend to be more demanding than most people. They often challenge others to have more faith. They are stimulated by the Word of God to increase their faith. They are very driven and decisive and don't take a long time to make up their minds. They like to move forward in faith once the decision has been made. They tend to have great faith when things look hopeless.

I

“I” Personality with Faith

Christians who get most excited about believing God often have the gift of Faith. They are extremely enthusiastic and inspire others to increase their faith. They are very expressive and talk a lot about the joy of trusting the Lord for everything. “I” type personalities with the gift of Faith are sometimes too optimistic and rush in where angels fear to tread. They need to be more cautious and guard their faith from making miscalculated decisions. But they make great encouragers in difficult times.



C

“C” Personality with Faith

This is a unique combination because of the differences between the “C”'s cautious and concerned behavior and the gift of Faith's motivation to trust God no matter what. “C” type personalities with the gift of Faith have a dichotomy of being able to trust God, while researching all the options. They prefer more information before making their final decisions, but have an unusual amount of faith, even when all the facts are not clear. They prefer in-depth research, but stand strong on the promises of God.

S

“S” Personality with Faith

Passive, people-oriented Christians who seem to trust God when everyone else has given up often have the gift of Faith. They are more quiet and shy, but have an internal source of strength. “S” type Christians with the gift of Faith are not expressive or loud about their faith. They have a steadiness and stability that makes them highly respected and sought out when it comes to increasing a group's faith. They are not pushy or bossy, but are firm and strong when it comes to believing God's Word.

Combining Personality with Giving Gift

D

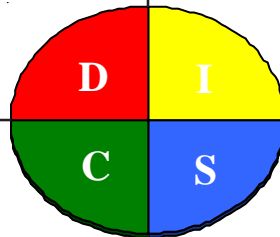
“D” Personality with Giving

Domineering type Christians with the gift of Giving are serious about financial matters. They can be very successful in business. They also have the “gift of getting.” They tend to use money to control others. Demanding about how finances are used, they can be extremely picky with budgets. They seldom give to the wheel that squeaks the loudest. They are either unbending or influencing when it comes to financial decisions. They either discourage or encourage others with their money and/or advice. They can make great financial counselors.

I

“I” Personality with Giving

Impressing type Christians with the gift of Giving are enthusiastic about stewardship. They like to encourage everyone to be givers. They make great promoters, but can kill projects because of financial concerns. “I”-Givers are more optimistic than others. They can be too positive. Their faith is evident in giving, but they can become prideful. They like to tell everyone how to give more. When discouraged, they may use their verbal skills and financial credibility to influence others. “I”-Givers are most excited when it involves finances.



C

“C” Personality with Giving

Compliant type Christians with the gift of Giving are cautious. They move conservatively. They seldom make quick financial decisions and don't like pressure. Vision and growth are often stifled because of pessimism. “C”-Givers seldom make investment mistakes, but may miss great opportunities. They need to be more positive. People often think they are critical. They should be more friendly. Respected by others, they should use their competence to help, rather than find fault. They can be valuable in financial planning.

S

“S” Personality with Giving

Security-oriented Christians with the gift of Giving are not risk takers. They are submissive (willing) givers. They may lack the vision necessary to take on challenging projects. Sensitive to individual needs, they help others behind the scenes. They are private about giving. “S”-Givers can be too helpful. They need to guard their sincere desire to serve with a stronger determination to do what is right. People may tend to take advantage of them. They tend to be the most sacrificing. “S”-Givers are stable financial planners who avoid financial disasters.

Combining Personality with Hospitality Gift

D

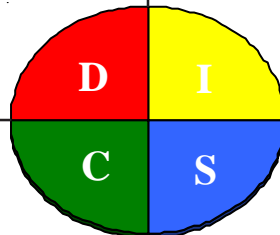
“D” Personality with Hospitality

Christians who are demanding, but always volunteering their homes for meetings or for those needing a place to stay often have the gift of Hospitality. They are active, task-oriented individuals who are driven and determined to make their home a blessing to others. They tend to be controlling, but willing to be taken advantage of when it comes to hospitality. They love to plan meetings and entertain people in their homes, but they are always in charge.

I

“I” Personality with Hospitality

Enthusiastic and excited Christians who love to invite others to their homes often have the gift of Hospitality. They are “social butterflies.” They love to entertain and welcome people in their homes. “I” type personalities with the gift of Hospitality openly and often express their interest in having groups or individuals over any time or for any reason. They need to be more organized and plan better. This combination can be very difficult on other family members. But their gracious hospitality is always encouraging to those who visit with them.



C

“C” Personality with Hospitality

Cautious and calculating type Christians who love to open their homes to others often have the gift of Hospitality. They tend to have neat homes and impress others with their cleanliness. “C” type Christians with the gift of Hospitality like to have all the details worked out before opening their homes. They love to entertain others, even at the last minute, but always want it to be done orderly. They are thinkers and analyzers — passive, task-oriented individuals who love to have others in their homes.

S

“S” Personality with Hospitality

Christians who are more quite and shy, but always ready and willing to have groups or individuals in their homes often have the gift of Hospitality. They are not expressive or outgoing, but optimistic about the opportunity to help others through opening their homes to them. “S” type personalities with the gift of Hospitality often sacrifice themselves for the sake of making others feel comfortable in their homes. They have a real servant’s heart, but often have trouble saying, “no” to others.

Combining Personality with Knowledge Gift

D

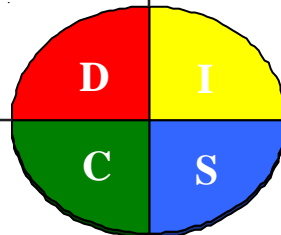
“D” Personality with Knowledge

Christians who are decisive and direct with quick answers to a wide range of questions often have the gift of Knowledge. They don't hesitate to share what they know from the Bible and other subjects. They are confident and demanding. “D” type personalities with the gift of Knowledge are active and task-oriented with what they know. They tend to be results-oriented, using their knowledge to accomplish tasks and more toward fulfilling a goal or impossible challenge.

I

“I” Personality with Knowledge

Inspiring and impressive type Christians who have a lot of Bible and various other subject knowledge often have the gift of Knowledge. They tend to be very expressive — sometimes talk too much. They tend to have a scripture verse and answer for everything. “I” type personalities often talk a lot, but those with the gift of Knowledge seem to have unusual knowledge over and above most other people. They are very upbeat and encouraging with their information.



C

“C” Personality with Knowledge

Christians who tend to be very careful and compliant, but exhibit tremendous Bible knowledge and are informative about various other subjects, often have “C” type personalities with the gift of Knowledge. They love to research and understand why things are so. They love to use their knowledge of the Bible to explain things. They tend to be a little too deep for most people, but are a great resource. They often need to lighten up and learn how to be more people-oriented.

S

“S” Personality with Knowledge

Sweet, soft, and sensitive type believers who seem to have an unusual amount of information about so many things often have the gift of Knowledge. They are slow to share, but when asked, have an answer for just about everything. They are more shy than outgoing. They usually don't volunteer their knowledge, but are ready once asked. “S” type personalities with the gift of Knowledge are faithful and loyal. They don't like hurting others and want to always help others with their knowledge.

Combining Personality with Leadership Gift

D

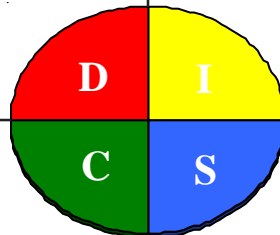
“D” Personality with Leadership

Active, task-oriented Christians who like to take charge and direct groups to accomplish difficult tasks often have “D” type personalities with the gift of Leadership. They don’t take “no” for an answer. They tend to plan and push forward, challenging others to follow. They don’t like sitting still and waiting for things to happen. They like to make things happen. They tend to motivate and mobilize people for accomplishing the task at hand. They like long range planning with specific short term goals that involve lots of people moving forward together.

I

“I” Personality with Leadership

Christians with a lot of energy and enthusiasm, who constantly rise to the top in leading others, often have “I” type personalities with the gift of Leadership. They love to impress and inspire others to follow. They are not confrontational. They use their tremendous people skills to create exciting climates for growth. They love to be upfront, and they have great verbal skills. They struggle between what people think of them and moving forward. They often come across as proud or egotistical, but are best at leading groups through their optimistic attitudes.



C

“C” Personality with Leadership

Calculating and critical thinking type Christians, who demonstrate the unusual ability to motivate others often have “C” type personalities with the gift of Leadership. They go by-the-book, researching and careful to not do anything wrong. Their influence on others to follow is often cautious and conservative. They don’t make quick or careless decisions. They plan their work and work their plan to get others involved in moving ahead. Their leadership style is analytical and organized.

S

“S” Personality with Leadership

Christians who seem to be shy, but demonstrate tremendous abilities in influencing others to follow often have “S” type personalities with the gift of Leadership. Their “S” servant type behavior seems unlikely to challenge others to follow, but they make tremendous “quiet leaders.” They tend to be soft spoken and easy going. They don’t like to offend anyone and work very hard at keeping everyone happy. But their sensitive leadership skills cause them to be very effective at getting groups to move out in unity.

Combining Personality with Mercy Gift

D

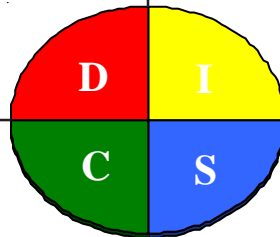
“D” Personality with Mercy

Determined type Christians with the gift of showing Mercy are rare, but dedicated to helping others feel better. Their domineering ways tend to conflict with their desire to sympathize with others. They can be decisive, while merciful and kind. “D”-showing Mercy types are unique individuals who tend to demand that everyone display a caring spirit. Their driving personalities can be misunderstood as insensitive, while showing Mercy is their motivation. They should guard their dominance with loving hearts. They press the need to care.

I

“I” Personality with Mercy

Inspiring type Christians with the gift of Mercy influence others to care more. They use verbal skills to generate excitement for the cause of demonstrating love. Interested in people, they induce strong feelings of concern, but can be too emotional. “I”-showing Mercy types can over-do their influence. Some people may think their concern is all show. They like to impress others with their kindness. They need to calm down and be more humble. When it comes to evident sensitivity, “I”-showing Mercy types are tops.



C

“C” Personality with Mercy

Compliant type Christians with the gift of Mercy are extremely concerned about others. They see needs no one else sees. and they tend to know exactly what to say. They are careful not to miss opportunities to help, but can be critical of those who don't get involved. “C”-showers of Mercy may try to analyze why people hurt. Their conservative care is often appreciated. They need to be optimistic because enthusiasm and inspiration are often lacking. “C”-showers of Mercy are competent individuals who care about the sufferings of others.

S

“S” Personality with Mercy

Sensitive type Christians with the gift of showing Mercy are most loving. They are sweet servants always ready to help, and they specialize in times of suffering. “S”-showing Mercy types may be so concerned that they miss opportunities to teach lessons. They can also be fooled by insincere cries for help. They may need to be more assertive with those who use their pain as excuses. They should be more demanding. They may need to share truth, rather than always listening. When people hurt, “S”-showing Mercy types shine.

Combining Personality with Pastor/Shepherd Gift

D

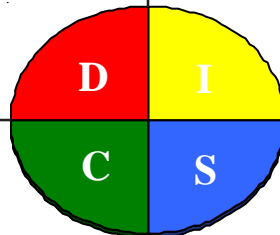
“D” Personality with Pastor/Shepherd

Demanding type Christians with the gift of Pastor/Shepherd tend to be ministry driven. Seeing the big picture, they are compelled to lead others. Their domineering ways can be misunderstood as dictatorial. They may be genuinely dedicated to shepherding others, but have strong feelings about what things should be done. Slowly working through people will make them more effective. Often taking charge, they seem to control others. Their concern for the flock is evident. “D”-Pastor/Shepherds make great visionaries.

I

“I” Personality with Pastor/Shepherd

Inspiring type Christians with the gift of Pastor/Shepherd are impressive. Their influence makes people enjoy working and worshiping. They can be extremely successful and must guard against pride. People look up to “I”-Pastor/Shepherds. Able to persuade, they need to be more cautious of what they promote. They love to minister and encourage others to do so. Often concerned more about what others think, they need to guard against using people to build their ministries. They can be best at using their ministry to build people.



C

“C” Personality with Pastor/Shepherd

Conscientious type Christians with the gift of Pastor/Shepherd are methodical and strive for correctness. They like to go by-the-book and don't like to take risks and venture away from what they know works. They may need to be more open to innovation. Purity in the group is important to “C”-Pastor/Shepherds. Enthusiasm will encourage more to minister. Often conservative, they tend to be picky. Detailed assignments for everyone can often be overdone. “C”-Pastor/Shepherds are competent church leaders.

S

“S” Personality with Pastor/Shepherd

Submissive type Christians with the gift of Pastor / Shepherd are selfless servants. They enjoy building relationships that result in ministries. They shepherd by example, not demand, but they can be too nice. Often more caring than confrontational, they may need to be more assertive. Concerned about the ministry, they should be more enthusiastic. Shyness often hinders their leadership. People appreciate their interest in ministry, but some may want them to be more decisive. “S”-Pastor/Shepherds make gentle leaders.

Combining Personality with Prophecy/Perceiving Gift

D

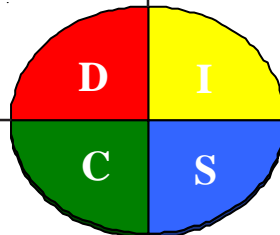
“D” Personality with Prophecy/Perceiving

Demanding type Christians with the gift of Prophecy/Perceiving are fearless concerning truth. Determined to preserve purity, they tend to dominate others. As protectors of righteousness, they proclaim truth without concern for what anyone thinks. They often feel like they have the divine right to be pushy. “D”-Prophets/Perceivers are so driving that they often offend others. They need to be more gentle rather than always striving to expose error. They should be more sensitive to the feelings of others. “D”-Prophets/Perceivers are the most effective declarers of truth.

I

“I” Personality with Prophecy/Perceiving

Influencing type Christians with the gift of Prophecy/Perceiving make great communicators of truth. They articulate correctness with persuasion, but tend to over-use enthusiasm and emotions to convince others. Able to induce action or reaction, they need to guard against verbal abuse. Proclaiming truth, “I”-Prophets/Perceivers should season their speech with sugar. Because they make great impressions, they must remember Who they represent, not what they defend. “I”-Prophets/Perceivers are inspiring protectors of the faith.



C

“C” Personality with Prophecy/Perceiving

Calculating type Christians with the gift of Prophecy/Perceiving are cautious and competent. They tend to be conscientious, but they can be too critical of those who compromise truth. Often convincing, they tend to be confrontational. Their concern for compliance often makes them unbending. “C” Prophets/Perceivers are insightful, but can be insensitive to what others feel. They would increase effectiveness with greater interest in others, rather than always being right. As protectors of truth, “C”-Prophets/Perceivers are able to see and share correctness.

S

“S” Personality with Prophecy/Perceiving

Sensitive type Christians with the gift of Prophecy/Perceiving are shy, but serious about truth. They seem to be soft, but their concern makes them persuaders. Motivated to proclaim truth, they tend to be gentle, but strong. “S”-Prophets/Perceivers seem to struggle between their concern for individuals and standing for correctness. This balance makes them surprisingly effective. People are often impressed when their shyness turns into firmness. They need to be careful about extremes. “S”-Prophets/Perceivers are like sleeping giants when it comes to truth.

Combining Personality with Serving/Ministry/Helps Gift

D

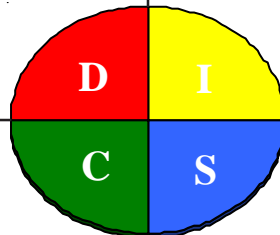
“D” Personality with Serving/Ministry/Helps

Driving type Christians with the gift of Serving/Ministry/Helps stay busy for Christ. They tend to work hard behind the scenes, doing whatever needs to be done. They can be impatient with those who don't help. Determined to minister, they tend to dominate and intimidate others to also serve. “D”-Servants are task-oriented individuals working tirelessly. They may need to slow down, relax and delegate. They can become demanding and offensive. “D”-Servants are dedicated to ministering and helping others. They are self-sacrificing doers of the Word.

I

“I” Personality with Serving/Ministry/Helps

Inspiring type Christians with the gift of Serving/Ministry/Helps are excited about serving. Their impressive enthusiasm makes others want to get involved, but they can be too persuasive and impatient. “I”-Servants are extremely effective in inducing action. They tend to over-sell and manipulate. Influencing others, they should guard their verbal skills when the job needs to get done. “I”-Servants tend to work longer than necessary, because they talk too much. Creating an exciting atmosphere of service is their specialty.



C

“C” Personality with Serving/Ministry/Helps

Competent type Christians with the gift of Serving/Ministry/Helps are detail-oriented. They don't like loose ends. If anything needs to be done right, they are perfect for the job. “C”-Servants tend to be difficult to work with. They can be too picky. They need to be friendlier and cooperative. Often feeling like they are the only ones who ever do anything, they need to appreciate others more. Positive attitudes and enthusiasm are recommended but difficult for “C”-Servants. They can be the hardest working and compliant servants.

S

“S” Personality with Serving/Ministry/Helps

Steady type Christians with the gift of Serving/Ministry/Helps are every church's dream — the backbone of ministry. If anything needs to get done, they faithfully serve without recognition. They are not bossy, but should be more assertive. People sometimes take advantage of “S”-Servants. They should be more aggressive in seeking help. Because they are always sensitive to the feelings of others, people seek them out. But sometimes they solve problems for those who may need to feel the pressure of their irresponsibility. “S”-Servants are the most stable servants.

Combining Personality with Teaching Gift

D

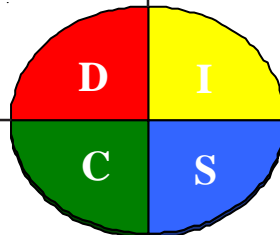
“D” Personality with Teaching

Demanding type Christians with the gift of Teaching are dedicated students and driving instructors. They like challenging research in order to convince others. They tend to be too forceful. “D”-Teachers make strong disciplinarians. Often domineering, they need to be more gentle with their insights. Digging deep while getting to the point can be frustrating. They should balance dedication to teaching with more people-orientation. “D”-Teachers can get the job done when it comes to explaining why something is true.

I

“I” Personality with Teaching

Inspiring type Christians with the gift of Teaching are most interesting. They tell the best stories and use clear illustrations. Their verbal skills create fascinating studies, but they tend to have lengthy classes. “I”-Teachers need to be more time-conscious. They may also stretch the text to make a point. Concerned about what others think, they often make good impressions. They can become prideful because of their tremendous ability to communicate. “I”-Teachers are some of the most interesting instructors.



C

“C” Personality with Teaching

Compliant type Christians with the gift of Teaching are controlled by the quest for truth. They make great researchers. Determined to discover in-depth truth, they can over-do their lessons and become too factual. People seem to find “C”-Teachers competent, but boring. They can lack enthusiasm and warmth. They should focus more on practical application. As critical thinkers, “C”-Teachers can sound sarcastic. When sensitive, excited and patient, “C”-Teachers make great instructors.

S

“S” Personality with Teaching

Stable type Christians with the gift of Teaching are systematic researchers. They like to teach steadily, step-by-step. Their simple but insightful instruction often lacks excitement. They need to be more animated. “S”-Teachers make faithful and loyal friends, but often resist conflict. They should strive to be more interested in results than in relationships and revelation. Concerned about harmony and accuracy, they can be too sweet and slow to share why something is true. You can count on “S”-Teachers for thorough explanations.

Combining Personality with Wisdom Gift

D

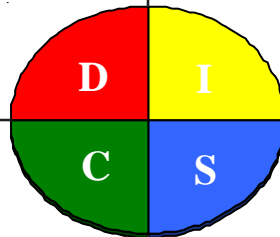
“D” Personality with Wisdom

Active/task-oriented Christians who demonstrate unusually good judgement often have “D” type personalities with the gift of Wisdom. They tend to be more direct and demanding with their wisdom. They often openly challenge others if they believe a decision is unwise. They have a great respect and trust in the Word of God. They need to be more loving and kind, but their decision making is often very accurate. They tend to be more confronting, not waiting for people to come to them. They make great counselors when people want straight forward and honest answers.

I

“I” Personality with Wisdom

Christians who get excited about sharing their insights and concerns of right and wrong often have “I” type personalities with the gift of Wisdom. They tend to be very expressive, talk a lot, and often demonstrate extremely good judgement. Unlike other “I” type personalities, who tend to talk a lot about nothing, those with the gift of Wisdom show great depth of thought. They need to guard their verbal skills and learn to listen more, but when they do share, their wisdom is often surprising. They have a unique combination of articulating wisdom without sounding foolish.



C

“C” Personality with Wisdom

Cautious and slow decision-makers who also have great judgement, are often “C” type personalities with the gift of Wisdom. They tend to be extremely analytical and sensitive to right and wrong. They are not very outgoing or expressive. They prefer to research and dig into the Bible in order to discover in-depth truth. They share their wealth of wisdom in detail with those who ask. They don’t tend to volunteer their wisdom and often come across as uncaring. They should increase their enthusiasm and interest in people. They often have a lot of wisdom, but little “personality.”

S

“S” Personality with Wisdom

Passive/people-oriented Christians with the unusual ability to make wise decisions often have “S” type personalities with the gift of Wisdom. They are not hard and strong about most things, but do have unique insights when it comes to right and wrong. They are often sought out by others because of their loyal and faithful way of dealing with problems. They are more quiet than most people, but when they do share their wisdom, people are often amazed. They tend to be humble and need to speak out more. But they often demonstrate wisdom that few people ever imagine.

Communication

D

Speaks freely

Good at initiating communication

Good at debating

Can be sarcastic

Often not good at listening

I

Enthusiastic

Stimulating

Can inspire others

Prone to exaggeration

Often not good at listening

C

Hesitates to talk until he has thought out precisely what to say

Usually a good listener

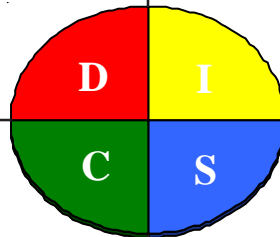
S

Quiet

Seldom initiates conversation

Can use wit and humor

Usually a good listener



Motivated By...

D

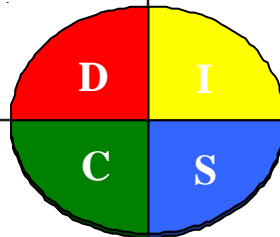
I

Action and Challenge

- New challenges and problems to solve
- Power and authority to take risks and make decisions
- Freedom from routine and mundane tasks
- Changing environments in which to work and play
- Results, challenge, action
- Favorite magazine "Money"

Recognition and Approval

- Flattery, praise, popularity, and acceptance
- A friendly environment
- Freedom from many rules and regulations
- Other people available to handle details
- Recognition, approval, visibility
- Favorite magazine "People"



C

S

Protection and Security

- Standards and high quality
- Limited social interaction
- Detailed tasks
- Logical organization of information
- Being right, quality
- Favorite magazine "Consumer Reports"

Relationships and Appreciation

- Recognition for loyalty and dependability
- Safety and security
- No sudden changes in procedure or lifestyle
- Activities they can start and finish
- Relationships, appreciation, security
- Favorite magazine "Parents"

Leadership Style as a Leader

D

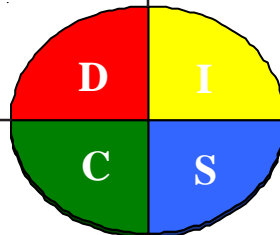
“D” styles tend to take a hierarchal or “autocratic” approach with other people.

- Take control and be-in-charge type
- Don't like being told what to do
- Can be too pushy and forceful
- Need to control direct and demanding approach to management
- Need to slow down, be gentle and not as demanding

I

“I” styles take a “democratic” approach and facilitate communication and initiative by others.

- Inspiring and enthusiastic
- Love to lead and influence others
- Naturally great presenters; tend to talk too much
- Need to listen more and not be so sensitive to rejection
- Love crowds, but need to be interested in individuals



C

“C” styles usually leads with a “bureaucratic” approach, delegating authority to others as long as others follow proper procedures.

- Competent and compliant
- Go by the book and want everything just right
- Thorough, detail-oriented
- Too informative and answer questions people are not asking
- When optimistic, they are extremely influential
- Should focus on potentials more than concentrating on problems

S

“S” styles tend to take a “participatory” approach with an emphasis on delegation, listening, and support.

- Sweet, steady, and stable leaders
- Friendly and loyal , but tend to be too nice
- Need to be more aggressive and assertive
- Overly sensitive to their shortcomings
- Need more confidence; hate to take risk
- Miss opportunities because of caution
- Reliable, relaxed and reserved

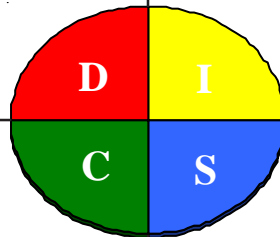
Leadership Style as a Follower

D

- Respect strong leaders
- Want to be part of a winning team
- Follow with power and authority in mind
- Wonder, "Will this action make me more respected and/or get the job done?"
- Need choices, rather than "get in or get out" ultimatums
- Need opportunities to do their own thing

I

- Follow with their heart
- Tend to be impulsive followers
- Want opportunities that will make them look good
- Talk a lot; they make good first impressions
- High egos and ability to persuade often turns them into the leaders in order to rise to the top
- Sometimes you don't know who is leading whom



C

- "Consumer Report" type followers
- Analyze each decision
- Love research and development
- Quality oriented followers
- Don't like quick or costly decisions
- Picky and precise, they follow with their minds, not their hearts
- Seldom respond positively at first
- Want time to think about their decisions
- Once convinced, they follow best

S

- Do not make quick decisions
- Like leaders who are understanding and gentle
- Want to establish a relationship with a leader who will be around for a long time
- Concerned about service and stability
- Sensible and slow judgment is their trademark
- Like familiar and low-key environments

Responds Best to a Leader Who...

D

- Provides direct answers
- Sticks to tasks
- Gets to the point
- Provides pressure
- Allows freedom to personal accomplishments

I

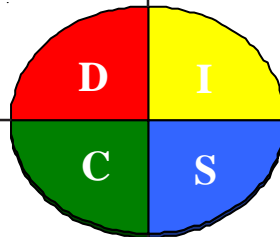
- Is fair and also a friend
- Provides social involvement
- Provides recognition of abilities
- Offers rewards for risk-taking

C

- Provides reassurance
- Spells out detailed operating procedures
- Provides resources to do the task correctly
- Listens to suggestions

S

- Is relaxed and friendly
- Allows time to adjust to change
- Allows to work at own pace
- Gives personal support



Emotional Needs

D

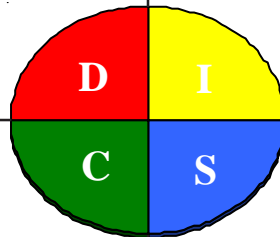
I

Challenge and accomplishment

Wants to be shown appreciation for their
quantity of work.

Attention and approval

Wants to be shown appreciation for who they are
as a person.



C

S

Order and sensitivity

Wants to be shown appreciation for their
quality of the work.

Respect and feelings of self-worth

Wants to be shown appreciation by
being included on the team.

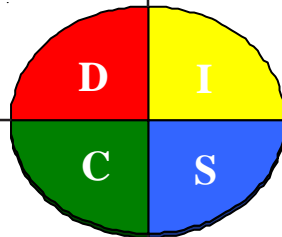
Greatest Fear

D

- Being taken advantage of
- Being manipulated
- Losing Control

I

- Rejection
- Being unpopular
- Being bored



C

- Criticism
- Being wrong
- Being misunderstood
- Compromising standards

S

- Loss of security
- Sudden changes
- Confrontation

Ideal Environment

D

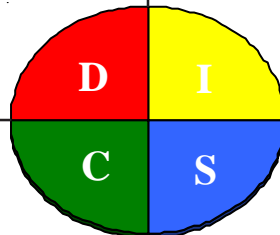
“D” styles tend to shape their environment by overcoming opposition to accomplish results. They prefer being in control and getting results.

- Innovative focus on the future
- Like non-routine, challenging tasks and activities
- Prefer projects that produce tangible results
- Want freedom from controls, supervision & details
- Personal evaluation based on results, not methods

I

“I” styles emphasize shaping the environment by bringing others into alliance to accomplish results. They prefer a focus on relationships over tasks.

- Want practical procedures
- Prefer few conflicts and arguments
- Enjoy freedom from controls and details
- Want a forum to express ideas
- Like group activities in any environment



C

“C” styles are driven by quality control and usually prefer structure and order. They like working with groups or alone with an emphasis on quality products and service.

- Enjoy tasks and projects that can be followed through to completion
- Like specialized or technical tasks
- Prefer practical work procedures and routines
- Strive for few conflicts and arguments
- Desire instructions and reassurance that one is being what is expected

S

“S” styles emphasize cooperating with others to carry out a task. They prefer being a part of a team rather than working alone.

- Enjoy a team atmosphere
- Want practical procedures and systems
- Need stability and predictability
- Like tasks that can be completed one at a time
- Strive for few conflicts and arguments

Time Management

D

Focus is on now.

Efficient use of time, likes to get to the point.

I

Focus is on the future.

Tends to rush to the next exciting thing.

C

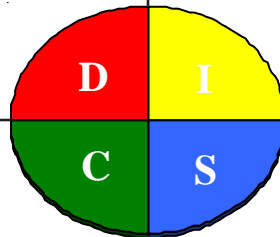
Focus is on the past.

Works more slowly to ensure accuracy.

S

Focus is on the present.

Likes to spend time in personal interaction, sometimes to the detriment of the task.



Areas for Growth

D

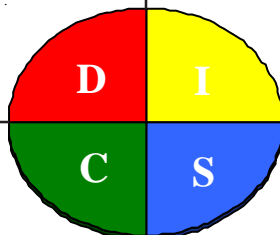
Personal Growth Areas

- Strive to be an “active” listener.
- Be attentive to other team members’ ideas until everyone reaches a consensus.
- Be less controlling and domineering.
- Develop a greater appreciation for the opinions, feelings, and desires of others.
- Put more energy into personal relationships.
- Show your support for other team members.
- Take time to explain the “whys” of your statements and proposals.
- Be friendlier and more approachable.

I

Personal Growth Areas

- Weigh the pros and cons before making a decision; be less impulsive.
- Be more results oriented.
- Exercise control over your actions, words, and emotions.
- Focus more on details and facts.
- Remember to slow down your pace for other team members.
- Talk less; listen more.
- Consider and evaluate ideas from other team members.
- Concentrate on following through with tasks.



C

Personal Growth Areas

- Concentrate on doing the right things, not just doing things right.
- Be less critical of others’ ideas and methods.
- Respond more quickly to accomplish team goals.
- Strive to build relationships with other team members.
- Be more decisive.
- Focus less on facts and more on people.
- Take risks along with other team members.

S

Personal Growth Areas

- Be more open to change.
- Be more direct in your interactions.
- Focus on overall goals of the team rather than specific procedures.
- Deal with confrontation constructively.
- Develop more flexibility.
- Increase pace to accomplish goals.
- Show more initiative.
- Work at expressing thoughts, opinions, and feelings.

Sensitivity to Others

D

Because of a high concentration on tasks and goals, "D"s have a tendency to be insensitive to the feelings of others.

I

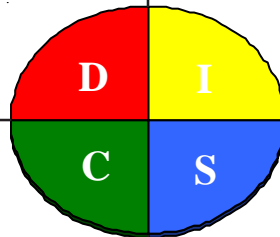
"I"s are sensitive to the feelings of others and want everybody to be happy and enjoy life.

C

Because they are task-oriented and take a logical approach to feelings, "C"s have a limited supply of sympathy to offer others.

S

"S"s are very conscious of feelings and make every effort to avoid hurting another person even if that means making personal sacrifices.



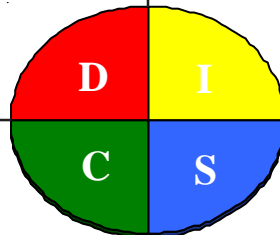
Relational Characteristics

D

- Exerts sound leadership
- Establishes goals
- Motivates family to action
- Knows the right answer
- Organizes household
- Has little need for friends
- Will work for group activity
- Excels in emergencies
- Tends to overdominate
- Too busy for family
- Impatient with poor performance
- Won't let children relax
- Tends to use people
- Too independent
- Can't say "I'm sorry"
- May be right, but unpopular
- Possessive

I

- Is liked by children's friends
- Turns disaster into humor
- Is the circus-master
- Makes friends easily
- Thrives on compliments
- Envied by others
- Likes spontaneous activities
- Keeps home in a frenzy
- Disorganized and forgetful
- Doesn't listen to the whole story
- Needs to be center stage
- Dominates conversations
- Answers for others
- Fickle
- Makes excuses



C

- Sets high standards
- Wants everything done right
- Picks up after children
- Sacrifices his/her own will
- Encourages scholarship and talent
- Makes friends cautiously
- Content to stay in background
- Avoids causing attentions
- Unrealistic goals
- Too meticulous
- Becomes a martyr and sulks
- Lives through others
- Socially insecure
- Critical and unforgiving
- Hold back affection
- Antagonistic and vengeful

S

- Makes a good parent
- Is not in a hurry
- Can take the good with the bad
- Doesn't get upset easily
- Pleasant and enjoyable
- Good listener
- Dry sense of humor
- Has several close friends
- Undisciplined and unchangeable
- Doesn't organize the home
- Takes life too easy
- Dampens enthusiasm
- Stays uninvolved
- Indifferent to plans
- Judges others
- Sarcastic and teasing

Discipleship Styles

D

As Discipler

"D" disciple-makers are demanding and determined. They don't like indecisive or unresponsive disciples and can be too pushy. They don't like people who are not disciplined. "D" disciplers need to allow disciples grow at their own paces and should guard against antagonizing or intimidating disciples. "D" disciplers are strong leaders. They tend to challenge, take charge and call for commitments. "D" disciplers are also active and task-oriented.

As Disciplee

"D" disciples respond to strong and serious leaders, but don't like to be controlled. Instead of challenging "D"s to "get in or get out," they should be given difficult assignments. "D"s need choices, plus graceful ways to get out of impossible situations. Show "D" disciples that controlling their personalities will make them more successful.

"D"s Discipling

"D"s: Get to the point; challenge; give choices; clarify chain of command; don't give ultimatums; don't force issues; show meekness — power under control.

"I"s: Relax; have more fun; be enthusiastic and complimentary; listen more; don't be controlling; praise and encourage results.

"S"s: Be kind and sensitive; build confidence; teach boldness and assertiveness; be patient, but persistent; don't belittle; constantly reaffirm.

"C"s: Answer questions; give homework; avoid being negative; give opportunities to evaluate; expect objections; give practical steps of action.

I

As Discipler

"I"s tend to be the most exciting disciplers. They are inspiring influencers, but can promise more than they can provide. They need to guard what they say and prepare more. "I" disciplers have great verbal skills and use words as master craftsmen. They should avoid overly emotional responses and should not rely on their natural ability to promote and persuade. Prayer and patience are also powerful.

As Disciplee

"I" disciples are excited and inspired. They like enthusiastic opportunities. Expressive and impulsive, "I" disciples prefer opportunities to influence others. They enjoy involvement with larger groups. They are also outgoing and optimistic. "I"s need to be more quiet and studious. They prefer group activities, but need to have quiet times for personal prayer and Bible study. Recognition and approval encourages "I" disciples to be more consistent.

"I"s Discipling

"D"s: Build respect; be strong; don't waste time; don't talk too much; give clear direction; challenge; model spiritual discipline.

"I"s: Take turns talking; praise more than seeking to be praised; be careful what you promise; listen well; be punctual and conscientious.

"S"s: Don't control conversations; give opportunity to express self; give time to adjust; take small steps of action; encourage boldness.

"C"s: Be prepared; don't expect instant positive responses; give time to evaluate; don't exaggerate; be accurate

C

As Discipler

"C" disciplers are competent and contemplative. They can be the most picky disciplers. They may drive disciples crazy with details and come across as unbending. They need to be more tolerant and understanding. "C" disciplers can be critical and correct-oriented. They need to relax and shouldn't overburden disciples with too much homework. They should avoid a critical spirit and be positive and joyful with disciples

As Disciplee

"C" disciples are the most studious and systematic followers. They don't like incompetent leaders and are best influenced by logic. Clarity and structure appeals to them. Encourage "C" disciples to respond more positively. Give them time to think and evaluate each step of the way. "C" disciples tend to be contemplative and conscientious, so answer their questions and explain the "whys."

"C"s Discipling

"D"s: Be positive and optimistic; don't overdo explanations and teaching; allow them opportunities to be on their own; don't try to control; don't criticize; create dreams.

"I"s: Be expressive; don't be picky; let them talk, but you should control conversations; don't give too many study assignments; be upbeat and happy.

"S"s: Be sweet and sensitive; don't be fault-finding; don't be too hard on them; recognize the little things they do well; give lots of praise; reassure, but stretch.

"C"s: Be methodical, but don't get bogged down in the details; set optimistic goals; encourage risk-taking; teach the big picture; be more results-oriented.

S

As Discipler

"S" disciplers dislike confrontation. They often apologize for causing possible inconveniences. "S" disciplers are the most gentle and accommodating, but they tend to be taken advantage of. They need to be stronger with those who intimidate them, and should be more aggressive and assertive. "S"s are calm, consistent, and self-sacrificing. They need to be more deliberate and determined.

As Disciplee

"S" disciples withdraw when confronted with difficult challenges. Their objections will range from "let me think about it" to "I'm not ready to decide yet." Soft answers and relaxed attitudes help "S"s feel better. "S" disciples desire long range relationship. They are not in a hurry to make decisions and are security-oriented. They need to be more aggressive. "S" disciples make faithful witnesses and loyal followers.

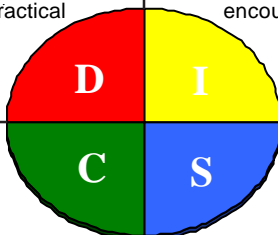
"S"s Discipling

"D"s: Demand respect and establish authority; be strong enough to confront and correct; be assertive and aggressive; don't be too nice or weak willed.

"I"s: Be exciting and enthusiastic; give lots of recognition and approval; be more expressive; don't just listen all the time, lead with confidence.

"S"s: Encourage risk-taking; model assertiveness & boldness; communicate optimism; demonstrate strength; be decisive & patient.

"C"s: Appeal to logic; be positive and reassuring; don't be intimidated; give practical reasons for action; initiate responses; don't withdraw; be more demanding.



Relating Styles

D

When relating to “D”s

Be strong, but willing to bend. “D”s will challenge and intimidate. Be to the point. Remind them that you’re a team.

When relating to “I”s

Be enthusiastic and complimentary. “S”s will talk and exaggerate a lot. Listen and don’t try to control the conversation or prove your point.

When relating to “S”s

Don’t be forceful or speak down. Be sweet. “S”s will judge how you respond. Be sensitive and kind. Appreciate the person’s concerns.

When relating to “C”s

Be prepared and specific. Don’t use generalities. “C”s want explanation, not debate. “C”s can also be strong if you don’t know what you’re talking about.

I

When relating to “D”s

Be serious. Don’t be silly or informal because “D”s are not interested in funny stories. Don’t waste time. Demonstrate your plan to solve the problem.

When relating to “I”s

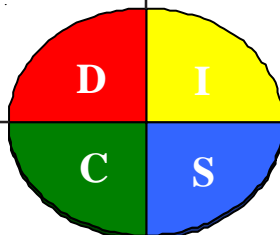
Be a good listener. Don’t talk much. Compliment “I”s and emphasize the good and positive. Smile and agree as much as possible.

When relating to “S”s

Be sensitive. Let “S”s share their feelings. Don’t interrupt and let the person finish completely. Stay calm and reinforce your sensitivity.

When relating to “C”s

Be factual and don’t try to “snow” a “C”. Ask for suggestions and be open and respectful. Give details concerning problems. Be precise and methodical.



C

When relating to “D”s

Be relaxed. Don’t be defensive. Get to the “bottom line” and don’t bore the person with lots of facts. Agree on solution based on both perspectives. Be positive.

When relating to “I”s

Be patient and let the person talk. Ask pointed questions that make the person think. Get them to talk through to the solutions. Stay on track.

When relating to “S”s

Be loving. Show sincere care for the person. Make them feel you really enjoy what you do. Don’t complain. Be optimistic and sure of your plan.

When relating to “C”s

Be precise and accurate. Meet forceful demands with clear answers. Be sure of your facts, but be open to suggestions.

S

When relating to “D”s

Be confident and sure of self. “D”s may be forceful. Show strength. Challenge the person, but not too hard. Don’t give in if you’re right.

When relating to “I”s

Be interested in what the person says. Don’t just listen. Share your thoughts and concerns. Ask them to review what was settled.

When relating to “S”s

Be kind, but don’t overdo it. Be strong if necessary. Don’t hold back, but be sensitive. Encourage the person to be strong concerning problems.

When relating to “C”s

Be prepared for stress and have your proof ready. The person will pressure you with logic or reason. Be open to what is said. Take the good, leave the bad.

Receptivity Styles

D

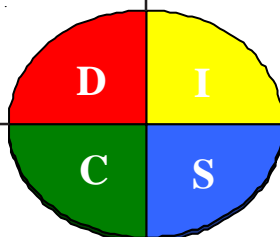
"D"s want to control conversations. They like to be in charge and to decide when to decide. They debate with power and authority. They need choices rather than ultimatums.

- **Sources of irritations:** *Weakness, indecisiveness, laziness, Lack of – discipline, plan, purpose, direction, authority, control and challenge*
- **Under pressure:** *Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy*
- **Needs to:** *Back-off, seek peace, relax, think before reacting, control self, Be – patient, loving, friendly, loyal, kind, sensitive*

I

"I"s listen with their heart. They tend to be impulsive and seek opportunities that make them look good. "I"s talk a lot and are often poor listeners. They often respond enthusiastically or resist dramatically. They are not calm and quiet.

- **Source of irritations:** *Disinterest, slowness, pessimism, details, time restraints, structure, lack of enthusiasm*
- **Under pressure:** *Become hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish*
- **Needs to:** *Listen, count the cost, control emotions, Be – humble, strong, disciplined, punctual, careful with words*



C

"C"s are "Consumer Report" people. They research and calculate before deciding. They are "hard sells" who enjoy intellectual debate. Picky and precise, they listen with their minds and not their heart. They need time to think through decisions.

- **Source of irritation:** *Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith*
- **Under pressure:** *Become moody, critical, contemplative, negative, worrisome*
- **Needs to:** *Loosen up, communicate, Be – joyful, positive, tolerant, compromising, open, trusting, enthusiastic*

S

"S"s don't make quick decisions. They want to establish relationships. They desire simplicity and stability with a sensible and slow pace. They like familiar and low-key presentations. They listen best to friends rather than total strangers.

- **Source of irritations:** *Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness*
- **Under pressure:** *Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizes, sucker*
- **Needs to:** *Be – strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing*

Learning Styles

D

Kinesthetic Learner

Wants to FEEL in control of learning. Desires strong, emotion-packed presentation, as opposed to sensitive or silly presentations. Responds best to authority who makes him/her relate personally to the learning.

Visual Learner

Wants to SEE progress and results. Responds best to action-packed visuals. Learns best when lessons are animated or shown, as opposed to written or spoken. Desires more hands-on, group learning by example.

Auditory Learner

LISTENS best to challenges and straightforward communication. Wants to hear bottom-line and summarized facts. Doesn't like to listen to long drawn-out stories. Responds best to serious and hard-hitting points. Pays most attention when lessons are direct and demanding.

I

Kinesthetic Learner

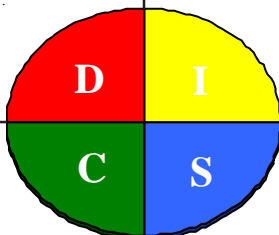
Wants to FEEL part of the lesson. Desires an emotional tie with the presenter and point of the lesson. Learns best in a group where his/her feelings can be expressed. Needs heartfelt communication.

Visual Learner

Wants to SEE the lesson through drama or roll-play. Desires to participate by acting out or visualizing the lesson. Learns best when able to picture him/herself in the lesson. Looks for images that explain the lesson.

Auditory Learner

LISTENS best to exciting and enthusiastic communication. Desires to hear expressions and word-pictures that make lessons come alive. Needs to hear influencing and impressive learning that communicates optimism. Hears the lesson best through humorous stories.



C

Kinesthetic Learner

Wants to FEEL the lesson is clear and understandable. Learns best when communicated through rational and emotional means. Desires balance between facts and feelings. Wants to learn through heartfelt, yet intellectual presentations. Needs to feel the lesson is logical.

Visual Learner

Wants to SEE the lesson, as opposed to just hearing about it. Desires visualization of the facts. Learns best when presented with investigated lessons. Needs to have pictures and charts drawn that explain the lesson.

Auditory Learner

LISTENS best to clear and precise words. Desires to hear lessons that explain why, what, when, and how. Wants to hear competent and accurate communication. Is not as interested in the drama, but in hearing the facts. Learns best with thorough explanation.

S

Kinesthetic Learner

Wants to FEEL comfortable and secure as he or she learns. Responds best to status-quo type learning, without surprises or challenges. Desires that everyone is learning harmoniously and together as a family. Needs to feel the lesson in a personal and private way.

Visual Learner

Wants to SEE the lesson lived-out through the life of the presenter. Learns best by visualizing the lesson as part of a small group, rather than having to be up front presenting. Desires steady and stable visual environments.

Auditory Learner

LISTENS best to sweet and soft presentations. Doesn't like strong or fast-paced communication. Responds best to supportive and security-oriented words. Desires to hear lessons in a small groups. Wants to hear words that make the lesson kind, nice, and caring.

Outreach Styles

D

Trying to win "D"

Be strong, but willing to bend. The lost person will challenge and intimidate. Get to the point. Remind the person that trusting Christ is their greatest challenge.

Trying to win "I"

Be enthusiastic and complimentary. The lost person will talk and exaggerate a lot. Listen and don't try to control the conversation or steamroll the person.

Trying to win "S"

Be sweet. Don't be forceful or speak down. The lost person will judge how you respond. Be sensitive and kind. Appreciate the person's relational concerns.

Trying to win "C"

Be prepared and specific. Don't use generalities. The lost person wants explanation, not shallowness. The person will resist if he or she doesn't know what you're talking about.

I

Trying to win "D"

Be serious rather than silly or informal. The lost person is not interested in funny stories. Don't waste time. Express the power of God to solve his or her problems.

Trying to win "I"

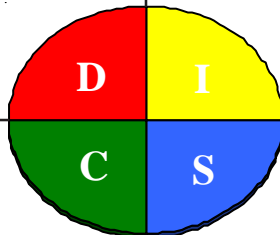
Be a good listener. Don't talk much. Compliment the lost person. Emphasize the good and positive. Smile and agree as much as possible.

Trying to win "S"

Be sensitive and stay calm. Let the lost person share his or her feelings. Don't interrupt. Reinforce security in Christ and show warmth and sensitivity.

Trying to win "C"

Be factual, precise, and methodical. Don't "snow" the lost person. Ask exploratory questions. Be open and respectful and give details.



C

Trying to win "D"

Be relaxed. Don't be defensive. Get to the "bottom line" and don't bore the lost person with a lot of facts. Agree on solution based on other perspectives. Be positive.

Trying to win "I"

Be patient and let the lost person talk. Be enthusiastic about the abundant life in Christ. Get the person to talk through to the solution. Stay on track.

Trying to win "S"

Be loving and show sincere care for the lost person. Make the person feel you really enjoy what you do. Don't complain. Be optimistic and sure of your plan.

Trying to win "C"

Be precise and accurate. Meet forceful demands with clear answers. Be sure of your facts and be open to suggestions.

S

Trying to win "D"

Be confident and sure of yourself. The lost person may be forceful. Be strong and bold. Challenge the person, but not too hard. Don't show timidity.

Trying to win "I"

Be interested in what the lost person says. Don't just listen. Share your thoughts and concerns. Tell the person how exciting it is to trust Christ. Be enthusiastic.

Trying to win "S"

Be kind, but don't overdo it. Be strong, if necessary. Don't hold back, but be sensitive. Encourage the lost person to respond now.

Trying to win "C"

Be ready for questions. The lost person will pressure you with logic. Don't condemn his or her doubts. Give concrete answers.

Parents Handling Pressure and Stress

D

“D” Parent Under Pressure

Become determined, decisive, driving, disciplinarian, serious, challenging

“D” Parent Sources of Irritation

Silliness, insecurity, over caution

Lack of – initiative, competitiveness, aggressiveness, assertiveness, confidence

“D” Parent Needs To

Think before acting and meet demands with clear answers. Be loyal, pay attention to details and stimulate others through charm and friendliness.

I

“I” Parent Under Pressure

Becomes wordy, (Talks to much), Silly, Manipulative, Restless, Seeks attention

“I” Parent Sources of Irritation

Dullness, deadness, status quo, predictability, restrictive communication, quietness, lack of encouragement, pessimism, negativism

“I” Parent Needs To

Listen, count the cost, and control emotions. Be humble, strong, disciplined, punctual, careful with words and conscientious.

C

“C” Parent Under Pressure

Becomes picky, critical, unsociable, sets high standards, worries, questions, digs deeper

“C” Parent Sources of Irritation

Incomplete reports, careless mistakes, thoughtless work, illogical responses, inaccurate facts, unclear answers, foolishness

“C” Parent Needs to

Improve people-skills and be enthusiastic, positive, caring, sensitive, and decisive. They need to allow others to learn by their mistakes.

S

“S” Parent Under Pressure

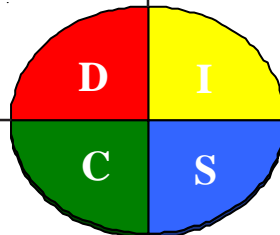
Become silent, loyal, nervous, shy, takes blame, does whatever necessary to please

“S” Parent Sources of Irritation

Aggression, undependable people, impatience, insincerity, inconsistency, competition, having to look good, pressure to speak out

“S” Parent Needs to

Be spontaneous, active, mobile, demanding, and determined. Verbalize feelings, take risks, inspire, and be confrontational.



Parent Response to Conflict

D

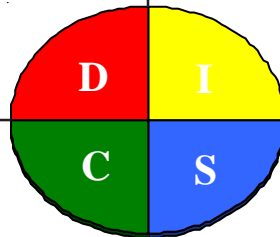
Natural Response: Want to attack

Biblical Response: Restore with love

I

Natural Response: Want to expose others

Biblical Response: Talk to God, not others



C

Natural Response: Want to criticize

Biblical Response: Examine own self first

S

Natural Response: Want to support or submit

Biblical Response: Care enough to confront

Parenting Habits

D

“D” parents are authority prone and want to run the home like boot camp. They regularly give out orders and can be hard disciplinarians.

I

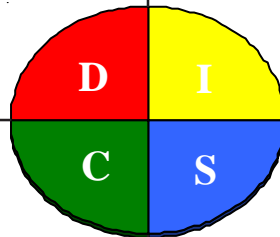
“I” parents are very spontaneous, tender-hearted, and loud, but can lack much follow-through in discipline. Women can be screamers.

C

“C” parents are perfectionists and can have unrealistic expectations for their children. They discipline fairly, but praise sparingly.

S

“S” parents are good parents if they learn to be assertive and confrontational when necessary. They are usually very patient and loving.



Children and Parents

D

The High "D" Child

- From early age they look for jobs to do to win the praise of their parents.
- They have the highest energy level of all temperaments.
- If you keep them busy they will be your helpers, if you don't they will get into trouble.
- They are born leaders with an innate drive to control situations & people.
- They are opinionated, competitive, and want to be part of decision-making in the family.

Parents should

- Affirm them for their achievements.
- Be their cheerleader.
- Teach the value of honesty over manipulation or winning at all cost.
- Teach them to value the opinion of others, even if they don't agree.
- Teach them that true leaders aren't bossy or pushy with others.
- Allow them to participate in family decisions.

I

The High "I" Child

- This is the happy-go-lucky, life of the party, who loves fun and people.
- With the bubble & bounce comes forgetfulness & one who is easily distracted from responsibilities by anything fun or interesting.
- They dislike routine, boring people, criticism, details, or lofty goals.
- They need constant approval and praise.
- They love affection, hugs, kisses, and desperately want acceptance.
- They can easily "charm" others into doing things their way.
- As a teen they will be popular & involved in many activities.

Parents should

- Teach discipline without wiping out their joyful spirit.
- Make home a fun place, give them plenty of attention, compliment them often.
- Not try to force them into being like anyone but themselves.

C

The High "C" Child

- They are serious from the start and don't like to be jollied up.
- They desire order and organization.
- They are sensitive and easily hurt.
- They tend to have feelings of insecurity & often withdraw to be alone.
- They need quiet appreciation for their abilities.
- They need a quiet place they can call their own.

Parents should

- Sit down in a peaceful atmosphere and discuss their inner thoughts.
- Handle them with patience and sensitivity to get them involved with family activities.
- If possible, give them a bedroom of their own.
- Not tell them to "cheer up," or "lighten up."

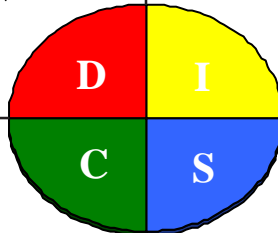
S

The High "S" Child

- This is the easiest child of all to raise.
- By nature they want to please others & not cause trouble for anyone.
- They can be "picked on" by more aggressive siblings or children.
- They are easily intimidated, but don't like to complain.
- They often have a dry, low-key sense of humor.
- They can fall through the cracks in the family because they don't demand attention like others do.
- They tend to be single-interest type people.

Parents should

- Be sure to pay attention to this quiet child so their self-worth won't be harmed.
- Help this low motivated person find direction.
- Help expose them to new opportunities to discover their interests.



Step Parenting Styles

D

"D" Step-Child

Gain child's respect and trust before trying to control him/her. Child will naturally challenge. Give choices, not commands.

"I" Step-Child

Praise child for successes. Don't try to make child more serious. Motivate child through positive reinforcement and encourage child more than challenge.

"S" Step-Child

First become the child's close friend. Be patient with child's slow responses. Don't demand aggressiveness. Be sensitive and patient.

"C" Step-Child

Expect child to question and doubt. Don't criticize. Be logical and explain thoroughly. Create positive atmosphere. Let the child think.

I

"D" Step-Child

Control your emotions. Child will test your feelings. Show child you can be serious, but don't lecture him/her. Give child opportunity to speak.

"I" Step-Child

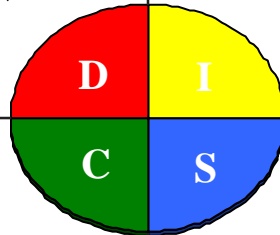
Don't compete for attention. Let child share his/her feelings and don't interrupt. Teach child how to respond calmly when under pressure.

"S" Step-Child

Don't force child to be more outgoing. Spend time with child on an individual basis. Give child time to adjust and accept you.

"C" Step-Child

Be patient with child's questions. Appeal to the child's logic. Give child detailed instructions. Don't expect child to always be optimistic.



C

"D" Step-Child

Don't push child to do everything perfectly. Get to the point when explaining things. Don't be rigid. Look for the good in what is done.

"I" Step-Child

Go out of your way to be positive and encouraging. Overlook much of child's disorganization. Praise child. Don't be sarcastic. Be cheerful and excited.

"S" Step-Child

Be kind and sweet. Don't try to correct everything. The child wants to please, but needs to trust you first. Build loving relationships.

"C" Step-Child

Child is just like you and will judge everything you do. Show child how competent, yet caring you can be. Don't over-analyze. Stimulate child's thinking.

S

"D" Step-Child

Establish early your authority. Child will try to dominate you. Show strength and decisiveness. Determine the limits and stick to them.

"I" Step-Child

Be excited about child's accomplishments. Show enthusiasm. Don't try to calm the child. Be more expressive and active with the child.

"S" Step-Child

Child is much like you. He/she will take time to know. Take it slow and steady. Build a security-oriented environment.

"C" Step-Child

Be consistent with your approach. Explain the "why" questions. Teach child to be more positive and outgoing by your example.

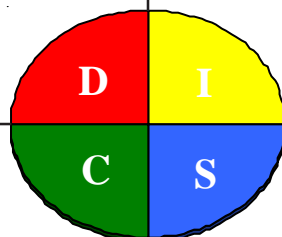
Dating

D

“D”s tend to be demanding and decisive in relationships. They like to dominate and often determine what to do and where to go. They can be too “bossy,” but are confident and aggressive, often succeeding where others fail. “D”s make great leaders, but under pressure, they can become unbending and forceful. They must constantly remember to be more gentle and kind when things don’t go their way.

I

“I”s are inspiring and influencing types. They constantly talk and express feelings. Emotional and enthusiastic, they are full of fun and spontaneity. They often say things that are silly, but can talk their way out of most everything. “I”s need to listen better. They love attention, but should learn how to share the limelight. They must always remember that others have feelings too. “I”s are the most friendly, but sensitive personality type.



C

“C”s are cautious and calculating. They seem to be “moody” when they are quiet and contemplative. They don’t like having to make quick decisions and prefer to investigate the options before deciding. “C”s tend to be opinionated, but what they say is often insightful. They can become too realistic and miss out on exciting opportunities. “C”s need to “let their hair down” more often and enjoy life, rather than just endure it.

S

“S”s prefer steady and stable environments and don’t like surprises. They make the best friends and most loyal partners, but are also often let others take advantage of them. “S”s seem to go along with whatever others want. They need to be more assertive and expressive. Normally gentle and kind, they must practice “tough love” – being lovingly strong with difficult people. “S”s should also be more decisive and demanding.

Teacher-Student Conflicts

D

In Conflict with “D” Student

Be strong, but willing to bend. The student may challenge and intimidate. Get to the point. Show your goal and plan to help the student.

In Conflict “I” Student

Be enthusiastic and complementary. The student will talk and exaggerate a lot. Control the conversation but allow him/her to express him/herself.

In Conflict with “S” Student

Be sweet. Don't be forceful or speak down. The student will judge how you respond. Be sensitive and kind. Appreciate the student's concerns.

In Conflict with “C” Student

Be prepared. Don't use generalities. Be specific. The student wants explanations, not hype. The student can be stubborn, if he/she senses you are incompetent.

I

In Conflict with “D” Student

Be serious. Don't be silly or informal. The student is more interested in action than in funny stories.

In Conflict with “I” Student

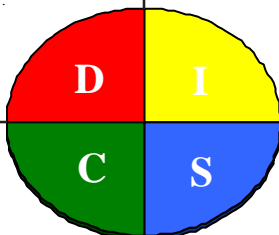
Be a good listener and don't talk too much. Compliment the student. Emphasize the good and positive. Smile and be enthusiastic.

In Conflict with “S” Student

Be sensitive. Let the student share his/her concerns. Don't interrupt, but let the student finish completely. Stay calm and reinforce your sensitivity.

In Conflict with “C” Student

Be factual. Don't try to “snow” the student. Ask for suggestions. Be open and respectful. Give details concerning the problem and be precise and methodical.



C

In Conflict with “D” Student

Be relaxed. Don't be defensive. Get to the “bottom line” and don't bore student with a lot of facts. Design solutions based on both perspectives. Be positive.

In Conflict with “I” Student

Be patient. Let the student talk and ask pointed questions that makes the student think. Get the student to talk through to the solution. Stay on track.

In Conflict with “S” Student

Be loving and show sincere care for the student. Make the student feel you really enjoy what you do. Don't complain. Be optimistic and sure of your plan.

In Conflict with “C” Student

Be precise and accurate. Meet forceful demands with clear answers. Be sure of your facts. Be open to suggestions because the student may be right.

S

In Conflict with “D” Student

Be confident and sure of yourself. The student may be forceful. Show strength and challenge the student. Don't give-in if you know you're right.

In Conflict with “I” Student

Be interested in what the student says. Don't just listen. Share your thoughts and concerns. Ask the student to review what he/she hears.

In Conflict with “S” Student

Be kind, but don't overdo it. Be strong, if necessary. Don't hold back, but be sensitive. Encourage the student to be stronger concerning the problems.

In Conflict with “C” Student

Be ready for stress. Give concrete answers. The student will pressure you with logic and reasons. Be open to what is said. Be cautiously optimistic.

Team Building

D

When relating to "D"s...

Support their goals and objectives

- Keep your relationship businesslike
- Argue facts, not personal feelings, when you disagree
- Recognize their ideas- not themselves personally
- Provide alternative actions with brief supporting analyses to influence decisions
- Be efficient, well-organized, & get to the point

Above all: Be efficient and competent

I

When relating to "I"s...

Support their opinions, ideas, and dreams

- Be enthusiastic, but do not hurry the discussion
- Try not to argue (you seldom can win)
- Agree on the specifics of any agreement
- Summarize in writing who, what, when, where
- Use testimonials & incentives to affect decisions

Above all: Be interested in them

C

When relating to "C"s...

Support their organized, thoughtful approach

- Demonstrate with actions rather than words
- Be precise, systematic, exact, & organized
- List the advantages & disadvantages of any plan
- Provide solid, tangible, factual evidence
- Provide guarantees that actions cannot backfire

Above all: Be thorough and well-prepared

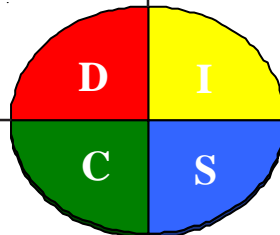
S

When relating to "S"s...

Support their feelings by showing personal interest

- Assume they will take everything personally
- Discuss personal feelings when you disagree
- Be pleasant, allow them time to trust you
- Move along in an informal, slow manner
- Assure them that actions will involve minimal risk

Above all: Be warm and sincere



Value to the Team

D

"D"s are good at...

- ... Overcoming obstacles
- ... Seeing the big picture
- ... Pushing the group ahead
- ... Accepting challenges without fear
- ... Maintaining focus on goals
- ... Getting results
- ... Providing leadership
- ... Handling several jobs at the same time

While Analyzing Information

"D"s may ignore potential risks and not weigh the pros and cons. They may not consider others' opinions. "D"s offer innovative and progressive systems and ideas.

Positive Characteristics While Working in Teams

"D"s are autocratic managers who are great in a crisis. They welcome challenges without fear and are able to overcome obstacles. "D"s are innovative in getting results. They can see the big picture and maintain focus on goals. "D"s can handle multiple projects and function well with heavy workloads. They provide direction and leadership and push the group toward decisions. "D"s are willing to speak out and accept risks. They are also generally optimistic, self-reliant, specific, and direct.

I

"I"s are good at...

- ... Speaking persuasively
- ... Responding well to surprises
- ... Expressing ideas
- ... Accepting new people
- ... Creating enthusiasm
- ... Working well with others
- ... Having a sense of humor
- ... Keeping a positive attitude

While Analyzing Information

"D"s may lose concentration, interrupt, and miss important facts and details. They are also creative in problem solving.

Positive Characteristics While Working in Teams

"I"s are participative managers who motivate the team and influence and inspire. They are instinctive communicators and create an atmosphere of well being. "I"s are spontaneous and agreeable, and they respond well to the unexpected. They express their ideas well and make good spokespersons. "I"s accomplish goals through people and work well with others. They will offer their opinions and can be persuasive. "I"s are enthusiastic and have a positive attitude and a good sense of humor. They are also very good in brainstorming sessions.

C

"C"s are good at...

- ... Working systematically
- ... Being conscientious
- ... Maintaining their focus
- ... Analyzing obstacles
- ... Striving for logical results
- ... Organizing material
- ... Thinking logically
- ... Evaluating situations

While Analyzing Information

"C"s may become overly cautious and conservative. They may get too bogged down in the details and avoid or postpone decisions, especially if they perceive a risk. "C"s are able to be effective troubleshooters.

Positive Characteristics While Working in Teams

"C"s are "do it yourself" managers who create and maintain systems. They are instinctive organizers and strive for a logical, consistent environment. "C"s evaluate the team's progress, ask important questions, and maintain focus on tasks. They think logically and work systematically. "C"s offer conservative approaches and emphasize quality. They are conscientious, diplomatic, and will strive for consensus. They will also share risks and responsibilities.

S

"S"s are good at...

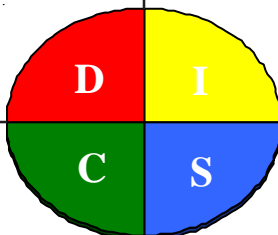
- ... Showing sincerity
- ... Being even-tempered
- ... Emphasizing loyalty
- ... Building relationships
- ... Seeing an easier way to do things
- ... Providing dependability
- ... Being a team player
- ... Making others feel accepted

While Analyzing Information

"S"s may be openly agreeable, but inwardly unyielding. They may internalize their concerns and doubts and hesitate to share feedback during presentation. "S"s will slow down the action and provide valuable support for team goals.

Positive Characteristics While Working in Teams

"S"s are participative managers who accomplish goals through personal relationships. They are instinctive relaters and make others feel like they belong. "S"s buy into team goals and identify strongly with the team. They provide stability and specialized skills and consider the elements of a total project. "S"s are sincere, practical, realistic, dependable, loyal, and even-tempered. They are focused and intuitive about people and relationships. "S"s show patience with others and strive to build relationships.



Diet and Exercise

D

Attitude to Adopt

Guard your strong optimism and count the cost more.

Dieting

"D"s are often too busy to take the time to diet and are easily sidetracked by "more important" things. Once committed, they are determined and disciplined. "D"s tend to start strong, but lack follow-through. They need accountability and regimentation and do best when challenged.

Exercising

"D"s want independence and power to work alone. They are motivated by challenge and the need to be strong. "D"s are serious and determined, but often fall short of their potential. They do best as a leader or example.

I

Attitude to Adopt

Great attitude, but be more realistic and cautious.

Dieting

"I"s are often extremely conscious of how they look. They want to impress others, but compensate for overeating by being the life of the party. Eating and socializing are important to "I"s, but should be done in moderation. "I"s need to discipline their lack of control and their desire to feel good by overeating.

Exercising

Initially enthusiastic, "I"s often lack follow-through. They love to exercise with a group and are at their best when they are able to influence others. "I"s need to stick with it, even when it's not fun any more.

C

Attitude

More serious type, but avoid being too "pushy".

Dieting

"C"s are very conscious of weight. They often worry about being overweight, but are likely to act on it. "C"s can get easily discouraged and give up too soon. They need to be more optimistic about possibilities and begin dieting immediately. They shouldn't spend too much time researching every diet plan.

Exercising

"C"s are very calculating and studious. They want the best plan and can be too serious and regimented. "C"s need to relax and have more fun. They can be too hard on themselves. "C"s are often best at knowing what to do, but have a poor attitude about doing it.

S

Attitude to Adopt

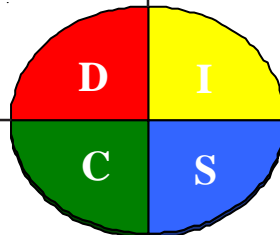
Very easygoing, but needs to be more confident.

Dieting

"S"s can be consistent and yet, unmotivated. They are often insecure with dieting and slow getting started. "S"s can be influenced by a close friend, but need to be more self-motivated. They do best once routine and sure of method of dieting is established.

Exercising

"S"s don't need a lot of hype. They are content to work alone, but do best with a friend. "S"s don't push the limits as much as they should, but are good at the long haul. They are steady and regimented, but need to control interruptions.



Balancing Your Health

D

Your active/task oriented lifestyle makes you a determined doer and driver type. You tend to eat to live, not live to eat. You are often “too busy” to take better care of yourself.

Think it over

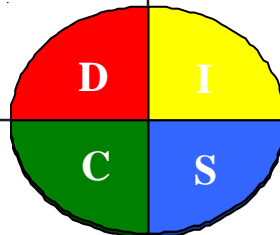
- Control your motivation to be constantly busy.
- Determine to take care of your health and fitness.
- Discipline your time and energy so that you exercise and eat well.
- Guard against being constantly on the go.
- Schedule time to “stop and smell the roses.”
- Don't let your need to stay busy keep you from rest.

I

Your active/people-oriented lifestyle causes you to constantly be on the go. You're prone to eat on the run. You enjoy meal time best when it becomes a social event.

Think it over

- Let your motivation to impress and inspire others influence how you eat.
- Discipline cravings by reminding yourself how poor overeating will make you look.
- Keep nutritional low-fat energy snacks available for when you become hungry.
- Resist fast foods.
- Avoid grocery shopping when you're hungry.



C

Your passive/task-oriented lifestyle makes you more calculating and competent. You can be “picky” about what you eat, but can become defeated by discouragement and give in to your cravings.

Think it over

- Control your emotions and don't let difficulties cause you to give-up on eating well.
- Let your analytical thinking decide what is best to eat and how to exercise.
- Get excited about looking good and feeling better.
- Don't accept the status quo, if change is necessary.
- Challenge yourself through wise reasoning to take better care of your body.
- Don't think that preserving your mind is more important than taking care of your body.

S

Your passive/people-oriented lifestyle makes you a submissive, sensitive, and soft spoken type person. You tend to be more consistent with your diet, whether it be a good or bad diet. You don't like change.

Think it over

- Be careful you don't get into the rut of eating the same unhealthy foods all the time.
- Avoid your reluctance to change.
- Don't let other people decide what you should eat.
- Be different when others want greasy fast foods.
- Be assertive and order or cook healthy foods.
- Develop a healthy diet and exercise program that you will stick to no matter what your friends do.

Laugh at Yourself... We do!

D

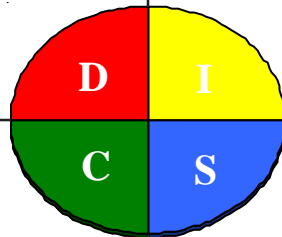
I

You know your "D" is too high when...

You know your "I" is too high when...

... you are walking around a lake & decide to walk across it for a change of pace.

... you try to impress your garbage collector by placing odor devices in your garbage cans.



C

S

You know your "C" is too high when...

You know your "S" is too high when...

... you run out of gas on purpose to find out exactly how far your car can go on a gallon of gas.

... you listen for 30 minutes to a snow plow salesman & you live in Florida.

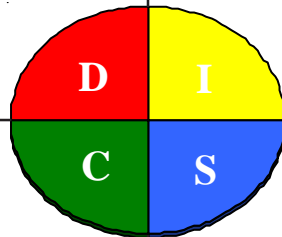
Bumper Stickers

D

I

“Just do it!”

“Are we having fun yet?”



C

S

“If it is worth doing, it is worth doing right!”

“Don’t sweat the small stuff!”

Overview

D

Bible Character: Paul

Motivation: Action, challenge

Song: "I Did It My Way"

Animal: Bull

Phone: Short and to the point

Stress: Dictatorial, critical

Dress: Businesslike, functional

Office: Busy, piles of work, awards

I

Bible Character: Peter

Motivation: Recognition, approval

Song: "Celebration Time"

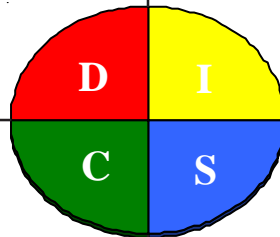
Animal: Chimp

Phone: Conversational and playful

Stress: Sarcastic, superficial

Dress: Fashionable, stylish

Office: Disorganized, awards, friendly



C

Bible Character: Thomas

Motivation: Being right, quality

Song: "The Gambler"

Animal: Owl

Phone: Businesslike and precise

Stress: Withdrawn, headstrong

Dress: Formal, conservative

Office: Neat, organized, photos

S

Bible Character: John

Motivation: Relationships, appreciation

Song: "Feelings"

Animal: Koala

Phone: Warm and Pleasant

Stress: Submissive and indecisive

Dress: Casual, conforming

Office: Family photos, relaxed

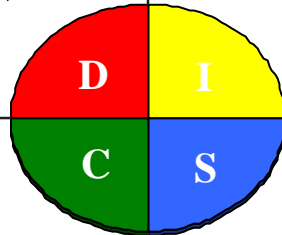
Restaurant Habits

D

I

“D”s eat fast, often talk while chewing their food, and seldom vary their order.

“I”s eat everything in sight, enjoy talking, and are the last to look at the menu.



C

S

“C”s are picky eaters and take a long time to decide what to order, but when the food arrives they savor every bite.

Deliberate eaters, “S”s are typically the last ones to finish eating, and this usually helps them control their weight.

Shopping Habits

D

...are not fond of shopping, especially men. When they need something, they go, get what they want and leave.

I

...are not price conscious, but buy by visual satisfaction. They are drawn to color and marketing.

C

...are deliberate and decisive shoppers who compare prices and quality very carefully. They often carry coupons when shopping.

S

... enjoy shopping, especially women. They shop long, slow, and are frugal. Often return shopping because they didn't get enough the first trip.

