

MEMBERSHIP & MINISTRY PROFILE

*Combining Spiritual Gifts with the
A DISC Personality Types Profile*

Info User

First name:
Last name:
Phone:
Company:
City:
State/Province:
Country:
Postal Code:
Street Address:

For Your Review

7 Combination Expanded

Introduction of the 4 DISC Personality Types of Behavior

The terms "personality" and "temperament" are synonymous to most people. When we use these terms, we are referring to the predictable patterns of thoughts, feelings, and behaviors. There are many theories about personality types. The DISC Model is simple to understand, easy to remember, and practical to apply.

Understanding our active or passive roles (extroverts and introverts) helps us identify our specific temperament styles. By combining these two different categories of influences, along with our task and people-orientations, we end up with four specific types.

Everyone has a predictable pattern of behavior because of his or her specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. To help you understand why you often feel, think, and act the way you do, review this entire repost.

Our personalities should never become an excuse for poor behavior. The attitude of many is: "That's just the way I am, but we should not blame others for their personalities."

Each temperament style and personality determines a model of behavior style. Of temperaments, we use the DISC model:

For Review

Learn how we use or abuse our personalities. We understand the four quadrant DISC profile. To simplify the four types, the following are the four quadrants:

"D" - active / task-oriented

"I" - active / people-oriented

"S" - passive / people-oriented

"C" - passive / task-oriented

Once you burn these four quadrants in your mind you can begin to easily identify the different personality types. It will also help you become more effective in your work and home. Each personality has its strengths and weaknesses. Conflict or harmony in relationships and job performance are the result of how we use or abuse our personalities in response to life's situations.

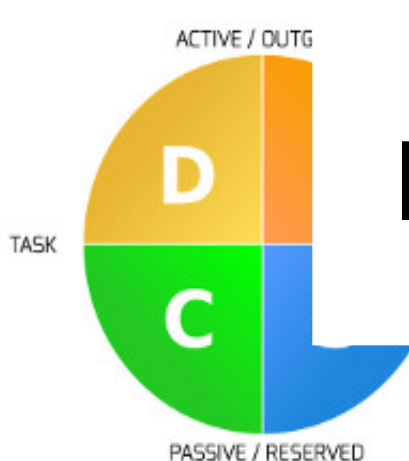
Keep in mind that 85% of people tend to be composites of DISC; therefore, most people will be blends and combinations of the evident characteristics in the four personalities. There are numerous variations of this model. Speakers, writers, and trainers have added their own titles to make the model more simpler or personal, but this four vector explanation of basic human behavior has become very popular. The DISC personality profile (paper instrument) was originally designed by Dr. John Geier and has been validated by the Kaplan Report and Winchester Report.

The DISC profile and Model of Human Behavior stands out as one of the most reliable and practical available today.

You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. To help you understand why you often feel, think and act the way you do, review the "Interpretation" page after the Graph 1 and 2 personalized pages in this report. Study the "Pie of DISC Human Behavior" (four quadrant) graphic and page that summarizes the Four Temperament Model of Human Behavior, plus review this entire report for maximum learning.

Interpretation

You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. They help you understand why you often feel, think, and act the way you do. The following graph summarizes the Four Temperament Model of Human Behavior.



For Review

Active/Task-oriented "D"

Dominating, Directing, Demanding, Determined, Decisive, Doing

Active/People-oriented "I"

Inspiring, Influencing, Inducing, Impressing, Interactive, Interested in people

Passive/People-oriented "S"

Steady, Stable, Shy, Security-oriented, Servant, Submissive, Specialist

Passive/Task-oriented "C"

Cautious, Competent, Calculating, Compliant, Careful, Contemplative.

"D" Type Behavior

Basic Motivation: Challenge & Control

Desires: Freedom from Control - Authority - Varied Activities - Difficult Assignments - Opportunities for Advancement - Choices rather than ultimatums

Respond Best To Leader Who: Provides direct answers Sticks to task - Gets to the point - Provides pressure - Allows freedom for personal accomplishments

Needs to Learn: You need people - Relaxation is not a crime - Some controls are needed - Everyone has a boss - Self-control is most important - To focus on finishing well is important - Sensitivity to people's feelings is wise

"I" Type Behavior

Basic Motivation: Recognition

Desires: Prestige - Friendships
Opportunities to motivate

Respond Best To Leader Who: Provides recognition of abilities

Needs to Learn: Time management is important - Too much optimism can be dangerous - Being responsible is more important than being popular - Listening better will improve one's influence

"S" Type Behavior

Basic Motivation: Stability & Support

Desires: Area of Specialization - Identification with a group Established work patterns - Security of situation - Consistent and familiar environment(s)

Responds Best To Leader Who: Is relaxed and friendly - Allows time to adjust to changes - Allows to work at own pace - Gives personal support

Needs To Learn: Change provides opportunity - Friendship isn't everything - Discipline is good - Boldness and taking risks is sometimes necessary

"C" Type Behavior

Basic Motivation: Quality & Correctness

For Review

Provides challenges - Opportunities to help others -

Provides social involvement - Provides

Desires: Clearly defined tasks - Details - Limited risks - Tasks that require precision and planning - Time to think

Responds Best To Leader Who: Provides reassurance Spells out detailed operating procedures - Provides resources to do task correctly - Listens to suggestions

Needs to Learn: Total support is not always possible - Thorough explanation is not everything - Deadlines must be met - More optimism will lead to greater success

Behavioral Blends

These are the Behavioral Blends that are specific to you. Read through the report to see other personalized information. At the bottom of each page is a link to pages with general information.

This is expected of me: **C**

This is me: **COMPETENT**

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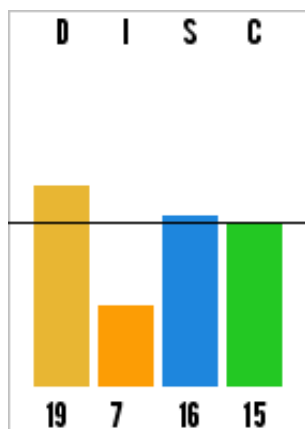
For Review

Preface: This section is de
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nments.

Review the following insights with a specific person in mind, or find the type that describes your specific Graph 1 personality type.

Your Personality Type on Graph 1: "This is expected of me!"



Description

As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be sometimes surprise people sweet, sensitive, compassionate, forcefulness you might think people expect you because of your aggressive constantly sit still and move forward. You also like to plan and prepare more

For Review

You tend to be more passive, but you can be active and decisive, but you have to balance any abrasiveness or become a crowd pleaser. You seem to not consider yourself as reserved is a part of you that doesn't like to be in charge while cautiously moving forward need more assurance. You tend to communicate it well to the masses.

How Others See You

You are often seen as a blend of strength, sensitivity, and serious thinking. You don't tend to be viewed as a "glory hog" who needs a lot of attention. You think people want you to be humble, but self-assured with a well of knowledge. You are recognized as one who can be challenging, but reasonable and thorough. You think others feel you have a lot of answers to difficult questions because you like to research and investigate more than most. You are often seen studying or organizing others to accomplish tasks well.

Your Feelings and Thinking

You tend to feel like you can do just about anything you put your mind to. You think people want you to be confident and courageous, but you sometimes doubt yourself because of your need for security and more information. You aren't really extroverted, plus you don't seem to desire opportunities to speak to large crowds. You would rather work through small groups and individuals as a personal support to them. You tend to think positively about your ability to do great things, but you also struggle at times because of your subconscious passivity and occasional negative thinking.

Vision and Passion

Your vision is widespread as well as focused. You tend to see the big picture and details that need to be considered. You think people expect you to be committed to accomplishments and excellence with a tender heart. You seem to flip back and forth when it comes to a secure and stable environment. On one hand you don't need anyone to make you feel comfortable and on the other hand you don't like people to be disappointed in you. You sometimes don't care what others think; then there are times you can be very sensitive. You don't tend to be verbal or talk a lot, but you can communicate well in small groups. You also often like to be by yourself thinking and planning

Leadership Style

Your leadership style is more of a mixture of active and passive behavior. You tend to be aggressive and reserved. You think people expect you to be demanding, directing, sensitive, soft and cautious. You seem to have many good traits, but sometimes lack enthusiasm and excitement when speaking to crowds. You aren't a charismatic leader with great communication skills or public persona. You influence others well and demonstrate since you lead more by example and personal

Follower Style

You tend to be a good follower. You let others tell them what to do. You don't like to give commands. You are often a good listener. You are competent. You like to follow. You guard your aggressiveness through your cautiousness. You tend to plan and prepare a lot so you will be wiser and able to follow your leaders in a sure and steady fashion.

Responds Best To

You respond best to those who have a plan, plus you take things slowly and methodically. You don't get real excited by energetic and upbeat presentations. You prefer challenging, steady, and outlined programs, as opposed to hyper and empty appeals. You don't respond well to those who tend to be careless or sloppy. You like things organized and effective. You are a great team player and you don't care who gets the credit as long as you don't get the blame.

Conflict Management

You prefer dealing with conflicts straight on, but you tend to approach them gingerly and analytically. You think people expect you to see both sides fairly and then make a decision one way or the other. You don't care that much about being popular. You just want to make the correct decision. You tend to gather information and research more than others so you can come to the wisest conclusions. You aren't afraid of conflicts, but you tend to be unsure of making decisions

For Review

competent preparation, but you seem to lack the enthusiasm to exhibit all that you have going for you. Be more excited and take advantage of speaking to large groups whenever possible to share your dreams, warmth, and wise counsel. You will complete many tasks, comfort even more people, and improve your results.

DISCLAIMER: These insights are broad descriptions of your specific personality type. They are NOT intended to be 100% accurate. This is simply a brief overview.

Having completed your Uniquely You Personality Questionnaire, be sure to view these descriptions from a Graph 1: "This is expected of me" perspective. If both graphs are the same, your understanding of them will be easier. If both graphs are different, keep the appropriate perspective in mind and interpret the descriptions accordingly.

People seem to respond and behave from different perspectives and drives. This profile is purely subjective, based on the DISC Model of Human Behavior Science, and applies to your more guarded, masked, or controlled behavior, especially in public. Review the insights with your specific personality type in mind, but do not conclude that you are always characterized by these descriptions.

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For Review

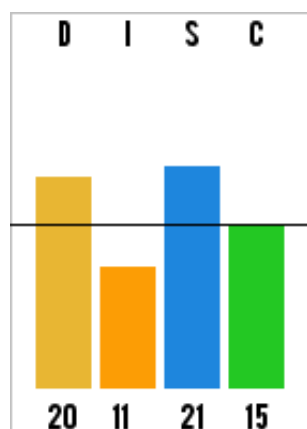
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Preface: This section is designed to describe specific personality types from a private perspective - when individuals are either in their home environments or in settings among friends and relatives. People tend to have different motivations in public - at home or away from work than they have in public - at work or among casual friends or strangers.

Review the following insights with a specific person in mind, or find the type that describes your specific Graph 2 personality type.

Your Personality Type on Graph 2: "This is me!"



Description

As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be a bit of a know-it-all. You tend to be passive, but you sometimes surprise people when you are active and decisive, but your ways seem to balance any abrasiveness or forcefulness. You tend to be talkative or a crowd pleaser. You seem to think people are intimidated by you. You often don't consider yourself reserved because of your quietness. There is a part of you that doesn't like to constantly sit still, but you like to move forward. You are often seen as a leader. You tend to plan and prepare for the future. You tend to communicate it well to the masses.

For Review

How Others See You

You are often seen as a blend of strength, sensitivity, and serious thinking. You don't tend to be viewed as a "glory hog" that needs a lot of attention. You think people want you to be humble, but you are self-assured with a wealth of knowledge. You are recognized as one who can be challenging, but also reasonable and investigative. You think others feel that you have a lot of answers to difficult questions because you like to research and contemplate more than most. You are often seen as someone who is studying or organizing others to accomplish tasks well.

Your Feelings and Thinking

You tend to feel like you can do just about anything to which you put your mind. You think people want you to be confident and courageous, but you sometimes doubt yourself because of your need for security and information. You aren't extroverted, and you don't seem to desire opportunities to speak to large crowds. You prefer to work through small groups and individuals as a personal support to them. You tend to think positively about your ability to do great things, but you also sometimes struggle because of your subconscious passivity and occasional negative thinking.

Vision and Passion

Your vision is widespread and focused. You tend to see the big picture, as well as the details. You think people expect you to be committed to accomplishments and excellence with a tender heart. You seem to flip back and forth when it comes to seeking a secure and stable environment. On one hand, you don't need anyone to make you feel comfortable. On the other hand, you don't like people to be disappointed in you. You sometimes don't care what others think; then there are times you can be very sensitive. You don't tend to be very verbal, but you can communicate well in small groups. You also often like to think and plan by yourself.

Leadership Style

Your leadership style is more of a mixture of active and passive behavior. You tend to be aggressive and reserved. You think people expect you to be demanding and directing, as well as sensitive, soft and cautious. You seem to have many good traits, but you can lack enthusiasm and excitement when speaking to crowds. You don't seem to be a charismatic leader with great communication skills or a public persona. You are better when speaking informally or casually.

You influence others with your care. You lead more from behind than do all the work for you.

For those who need your tender loving care, you are well positioned to publicly motivating others to

For Review

Follower Style

You tend to be a good follower. You would rather have you following submissively than be risk-taking, but often you prepare extensively so that you will be wise and able to follow your leaders in a sure and steady fashion.

You tend to be in charge. You think people are one of the best when it comes to following the rules. You can be very cautiousness. You tend to plan and

Responds Best To

You respond best to those who have a plan, take their time, and are slow and methodical. You don't become very excited by energetic and upbeat presentations. You prefer challenging, steady, and outlined programs, as opposed to empty appeals. You don't respond well to those who tend to be careless or sloppy. You like things to be organized and effective. You are a great team player, and you don't care who gets the credit as long as you don't get the blame.

Conflict Management

You prefer dealing with conflicts directly, but you tend to approach them gingerly and analytically. You think people expect you to see both sides fairly, and then make a decision one way or the other. You don't care much about being popular. You just want to make the correct decision. You tend to gather information and research more than others so you can come to the wisest conclusions. You aren't afraid of conflicts, but you tend to be unsure of making decisions too

quickly or too slowly.

Strengths and Uniquenesses

You are strongest when it comes to being sure of yourself publicly. Sometimes you can be insecure because you may be unsure of yourself privately. You tend to be outwardly confident, but inwardly timid. Your uniqueness, or what others may call your weakness, is your public speaking and inspiration. You don't tend to be openly enthusiastic or outgoing. You sometimes don't seem to be friendly, except when in small groups or with individuals. You don't tend to stand out in a crowd or seek to be heard.

Overuses and Abuses

You tend to overuse your dominance and competence. Sometimes you are too easygoing and people try to take advantage of you. They soon discover that you can be stubborn and defiant when people try to get you to do things wrong. You think people don't want you to be concerned about being popular or friendly to everyone. You tend to be cordial and kind, but you don't need to be in the limelight or receive attention. You sometimes turn around and are scared. You sometimes tend to be too hard on others, and you tend to overanalyze and prepare.

Guard Against & Watch

Don't hesitate to speak up. You have great substance and ideas. Be sensitive when you speak to ensure the job gets done. You prefer working with small groups and individuals. You sometimes lack confidence in public speaking, and force yourself to inspire and influence the masses. Don't let your quiet and sometimes humble attitude hold you back from communicating with conviction, warmth, and information.

For Review

You have many opportunities, even though you often have the ability to be both challenging and encouraging. You would rather work behind the scenes than be the center of attention. You are people-oriented, but not with individuals. Overcome your disinterest in public speaking, and force yourself to inspire and influence the masses. Don't let your quiet and sometimes humble attitude hold you back from communicating with conviction, warmth, and information.

Relating Style

You seem to relate in several different ways. You think people want you to be more passive, but you also can exhibit active and aggressive behavior. On one hand, you relate well with individuals in a quiet and slow way. However, you can also challenge large crowds with your dreams and research. You also tend to be sensitive and kind, especially when working with small groups and individuals. You seem to relate well in several different dimensions. You don't try too hard to make a good impression while speaking to large groups or publicly influencing others to promote your causes.

Conclusion

You stand out in many good ways, but you don't seek to be the center of attention. This is not bad, but may hinder your effectiveness. You may need to work on your friendliness and charisma.

People respect that your strong convictions are combined with your sensitive spirit. They also respect your competent preparation. Nevertheless, you seem to lack the enthusiasm to exhibit all that you have going for you. Be more excited. Whenever possible, take advantage of speaking to large groups so that you can share your dreams, warmth, and wise counsel. You will be able to complete more tasks, comfort even more people, and improve your results.

DISCLAIMER: These insights are broad descriptions of your specific personality type. They are NOT intended to be 100% accurate. This is simply a brief overview.

Having completed your Uniquely You Personality Questionnaire, be sure to view these descriptions from a Graph 2: "This is me" perspective. If both graphs are the same, your understanding of them will be easier. If both graphs are different, keep the appropriate perspective in mind and interpret the descriptions accordingly.

People seem to respond and behave from different perspectives and drives. This profile is purely subjective, based on the DISC Model of Human Behavior Science, and applies to your more unguarded, unmasked, and accentuate type of behavior, especially among close friends or relatives. Review the information with a discerning eye in mind, but do not conclude that you are always charac

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For Review

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When Both Graphs Are Generally The Same

Your Uniquely You Personality Profile contains basic insights on how you tend to think, feel, and act from a DISC temperament type's perspective. When both your Graphs 1 and 2 are generally the same, the profile is easier to understand than if Graphs 1 and 2 are different. Similar graphs simply mean that you tend to be consistent in public and in private. How you respond at work or publicly is generally the same as how you think, feel, and act at home among friends and relatives. Having similar graphs is common, but has specific challenges when it comes to being flexible or adapting to others.

Similar graphs suggest that you are comfortable with your overall behavior. You tend to respond the same in most situations. People find you easy to read and understand. This also may mean that you are not very flexible, or that you perhaps need to loosen up and adapt to challenge differently. Having similar graphs is both a strength and a weakness when dealing with others. You relate on a consistent basis, but may need to respond differently than how you normally might think or feel.

Additionally, you may be revealing you feel that people expect you to behave in the same way

among fellow employees and associates at work, or publicly outside your more personal and familiar environments (Graph 1), as you behave at home under pressure among your closest friends and relatives or in more familiar environments (Graph 2). Keep in mind that Graph 1 is your behavior “expected of you” when you have your guard up and mask on (usually at work or in less familiar environments) guard, or take your mask off in more familiar environments

When both graphs are similar configurations in your behavior that you are satisfied with your guard, or take your mask off in more familiar environments

Understanding and adjusting to these insights can be very productive and wise. Review and study your two graphs, keeping in mind the similarities and differences. Then, learn how to control your motivations, rather than letting them control you.

For Review

at your hair down, drop your guard, or take your mask off in more familiar environments

ations and feelings. Having very productive. It may be a sign of, or it can mean that you are not

Case Study or Example of an Immature or Out-Of-Control “D/S/C” Type

Here’s an example of “D / S / C” or “D / C / S” or “S / D / C” or “S / C / D” or “C / D / S” or “C / S / D” types who seem very passive, but out of control they can be extremely aggressive. They tend to be more task-oriented than people-oriented. They focus more on completing tasks.

They prefer to be relational with individuals rather than crowds. They would rather be behind the scenes with small groups than up front in large groups. They are more introverted, than extroverted.

When these types are immature, their driving and demanding demeanor makes them lose control of their responses. They tend to not do well with anger management. They often become surprisingly forceful. They don’t tend to be emotional, but they can be very stubborn.

On one hand they seem to be very kind and sensitive, while analytical and contemplative. On the other hand, they can come across as demanding and determined. They naturally don’t seem very friendly or outgoing. They are not very entertaining.

When speaking publicly, they seem to be very knowledgeable of their subjects. They have some confidence and competence. They seem to have a triple-edged sword, and competence.

Their greatest challenge is to be very knowledgeable of their subjects. They tend to lack the confidence and undisciplined they seem to have. They tend to lack the confidence and undisciplined they seem to have.

For Review

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others. They tend to lack the confidence and undisciplined they seem to have.

They would greatly improve their effectiveness if they would guard their aggressiveness under pressure, and be livelier, socially expressive, avoid withdrawing from crowds, and not worry or fret so much. They have a lot going for them, but sometimes trip over their own strengths.

These types are behaviorally pulled in many different directions. They make great friends on an individual basis, but can be a little bossy and critical. They are not known for their outgoing and bubbly personality. When pressured and out of control, they can be very difficult.

People find them hard to understand, because they tend to be distant and moody. They can be very kind and caring at times. When stress attacks them and they don’t guard their personalities, they can become dull and distant.

When in control of their feelings, thoughts, and actions, they make great workers, mates, parents, and friends.

Case Study or Example of an Mature or In-Control “C / S / D” Type

Here’s an example of a “D / S / C” or “D / C / S” or “S / D / C” or “S / C / D” or “C / D / S” or “C / S / D” types who seem very passive, but out of control they can be extremely aggressive. They tend to be more task-oriented than people-oriented. They focus more on completing tasks.

/ S / D” type who has learned to control his personality, rather than crumbling under the weight of life’s pressures. Most people struggle with stress, but only those who adapt, rather than attack or outright surrender to their feelings, often succeed in life.

This person has a tendency to be passive because he is naturally submissive and cautious. His unusual innate driving and determined tendencies sometimes override his withdrawn and reserved ways. He often surprises others with strong indications that he wants to be in charge.

He doesn’t seek attention, nor does he desire to be recognized. He seriously enjoys getting projects done through hard work and careful planning; He likes to enjoy the companionship of individuals more than the energy of a crowd. He does not seek attention or approval.

He tends to be more laid back, but also has the drive and determination to tackle difficult tasks. He enjoys working on projects, especially with a good friend who appreciates his preciseness and quality control.

This person is probably mature because he has learned to smooth his rough edges over time. He has taken charge of his life, but not at the expense of his determination. He prefers to be in charge, but not at the expense of his determination. He would also rather work behind the scenes improving things than being in the spotlight. This person shows his maturity by his balance of being passive, plus he demonstrates slowness.

He can also be task oriented and can investigate and evaluate things opposed to large gatherings.

For Review

work on challenging projects where he can work or relate with small groups as

He can get lost in a crowd, because he doesn’t seek to be seen or recognized. He has disciplined his ego and doesn’t dominate discussions. He seldom interrupts in conversations and seems to always say the right things.

He isn’t foolish or silly. He sometimes comes across as unfriendly, but once you get to know him, he can be a dear friend. His maturity is best seen under pressure/ While others who are like him may explode with anger, he knows how to keep his cool. When others are sarcastic and critical, he is more positive and kind.

He can be a successful leader who lives by example.

Graph 1: "This is expected of me"

"This is expected of me" is your response to how you think people expect you to behave. It's your normal guarded and masked behavior.

Description: As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be direct, submissive, and competent. You tend to be more passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet, sensitive, compliant, and conscientious feelings seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself as reserved because of your aggressive and assertive tendencies. There is a part of you that doesn't like to constantly sit still and wait for things to happen. You like to be in charge while cautiously moving forward. You also like helping those who may be hesitant or need more assurance. You tend to plan and prepare more than others, but you don't always communicate it well to the masses.

C/S/D - COMPETENT

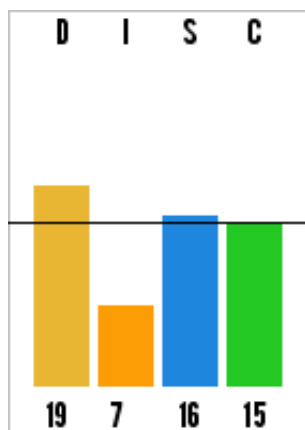
Discovering your beha

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For Review

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Controlling your behavioral blends



- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

Graph 2: "This is me"

"This is me" is your response to how you feel and think under pressure - how you really feel and think inside. It's your normal unguarded and unmasked behavior.

Description: As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet and sensitive, as well as compliant and conscientious ways seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself reserved because of your soft and contemplative tendencies. There is a part of you that doesn't like to constantly sit still and wait for things to happen. You like to be in charge while cautiously moving forward. You also like helping those who may be hesitant or need more assurance. You tend to plan and prepare more than others, but you don't always communicate it well to the masses.

C/S/D - COMPETENT

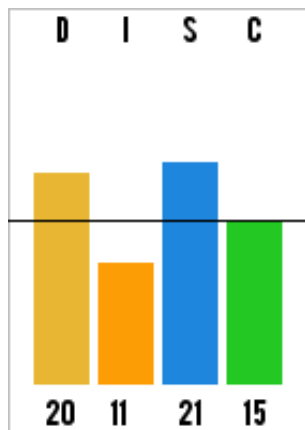
Discovering your blend

"C/S/D's" are a combination of direct, sensitive, and competent oriented, but care about people. They prefer to get the job done. They tend to be more reserved. They really care for people. They are enthusiastic. Natural leaders.

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ed types. They are more task-oriented. They don't like to speak in front of crowds. They prefer small groups, as opposed to large groups. They are sensitive as being insensitive, "C/S/D" types tend to be more positive and less negative and less critical.

Controlling your behavioral blends



- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

Your DISC Insights

a tends to be more:

Demanding / Asserting
Law-abiding / Conscientious
Loyal / True Blue
Peaceful / Calm
Careful / Cautious
Risk-taking / Courageous
Hyper / Energetic
Brave / Adventurous
Persistent / Restless / Relentless
Shy / Mild
Admirable / Elegant
Ambitious / Goes for it
Challenging / Motivating
Perceptive / Sees clearly
Pondering / Wondering
Sweet / Tender / Com
Generous / Giving
Industrious / Hard work
Driving / Determined
Direct / To the point
Courteous / Polite
Inventive / Imaginative
Organized / Orderly
Helpful / Assisting

a tends to be less:

Outgoing / Active
Gentle / Soft / Humble
Calculating / Analytical
Convinced / Cocky
Obedient / Submissive
Pleasing / Good-natured
Perfectionist / Precise
Enthusiastic / Influencing
Right / Correct
Competent / Does Right
Winner / Competitive
Deep / Intense
Accurate / Exact
Animated / Expressive
/ Convincing
Masked / Protective
Researching
Happy
Impressing
Reactive
Ending
/ Enjoys company
Spirited
/ Straight-forward

For Review

a's "D" Tendencies seem to be:

Demanding, Asserting, Risk-taking, Courageous, Brave, Adventurous, Persistent, Restless, Relentless, Ambitious, Goes for it, Challenging, Motivating, Industrious, Hard working, Driving, Determined, Direct, To the point

a's "I" Tendencies seem to be:

Hyper, Energetic, Admirable, Elegant

a's "S" Tendencies seem to be:

Loyal, True Blue, Peaceful, Calm, Sweet, Tender, Compassionate, Generous, Giving, Courteous, Polite, Helpful, Assisting

a's "C" Tendencies seem to be:

Law-abiding, Conscientious, Careful, Cautious, Pondering, Wondering, Organized, Orderly

a's "D" Tendencies are not very:

Convinced, Cocky, Winner, Competitive, Bottom line, Straight-forward

a's "I" Tendencies are not very:

Outgoing, Active, Enthusiastic, Influencing, Animated, Expressive, Smiling, Happy, Dynamic, Impressing, Exciting, Spirited

a's "S" Tendencies are

Gentle, Soft, Humble, P

a's "C" Tendencies are

Calculating, Analytical, I
Researching, Original, C

For Review

joys company

Competent, Does Right, Preparing,

SG Report

Spiritual Gifts

The Bible confirms that you were "wonderfully" made (Psalms 139:14). God's plan and purpose was to create a person that is Uniquely You. He gifted you to glorify Him with specific influences - naturally and supernaturally. As a Christian, you have a Godgiven personality and spiritual gifts that motivate you.

Discovering how God created you can be exciting and enlightening. Knowing and exercising your motivation is vital to spiritual victory. The following information is designed to help you understand why you do what you do. Hopefully, this will result in personal growth, avoiding as well as resolving conflicts, and fulfilling ministry.

You should constantly examine yourself to sharpen your focus on God's will and on serving Him. You can also learn why you feel, think and act the way you do. Self assessment and discovery should always lead to obedience and a deeper walk with the Lord.

The path of every sear
3:10). This instrument
you into an effective se

Be patient and determ
concerned about their
personality type" .. afte
Gift and Behavioural B

For Review

knowing God better (Philippians
and your motivation, while maturing

st. Since most people are more
th a general review of your
I that is the users Primary Spiritual

These are the spiritual gifts that are specific to you. Read through the report to see other personalized information. At the bottom of each page is a link to pages with general information. This is a summary of the spiritual gifts and Behavioral Blends that are specific to you. Read through the report to see additional details and explanations of your results.

Primary Spiritual Gifts

- Administration / Ruling (41/60)
- Giving (40/60)
- Encouraging / Exhorting (38/60)

Good Fit Op

- Deacor
- Disciple
- Elders
- Media
- Men's \

For Review

Note: The ministries listed on your report are broad scope relating to how you responded on your ministry questionnaire or because of your personality and / or spiritual gift's types. Focus on the 2 or 3 ministries that appeal to you and pray God will give you wisdom as to how you can serve Him through those ministries.

Your Primary Spiritual Gifts Descriptions

Spiritual Gifts are supernatural motivations given to every believer. Everyone doesn't receive the same gift. Just as many parts of the human body work together as one, so Spiritual Gifts are given to the Body of Christ to serve as one.

Their purpose is to encourage and mature Christians for more effective ministry. These gifts are featured based upon their functional and practical use.

Administration / Ruling

The Gift of Administration / Ruling is seen in those who either like to organize or delegate to others. Compelled by a strong sense of duty, they like to find things for people to do. Unlike the Gift of Ministry, the Gift of Administration / Ruling focuses on team participation. They see the big picture and work to keep everyone on track. Not always personally organized, they prefer delegating tasks. They simply like to evaluate what needs to be done, then design systems or give responsibilities to those gifted to forge forward as a group.

In a word: Initiator

Overuse: Expects too

Goal: Lead by example

Scripture: Rom. 12:8;

For Review

Giving

Givers tend to be serious. The Gift of Giving also involves the 'gift of getting.' Givers are sensitive to how money is spent and saved. Those with the Gift of Giving don't always give to the wheel that squeaks the loudest, but to the wheel that truly needs the most grease. Givers have unique financial insights. They serve especially well on boards responsible for maintaining budgets. They tend to be conscientious and conservative. The Gift of Giving may not be always evident, but a genuine interest in wise stewardship will be.

In a word: Steward

Overuse: The power of money

Goal: Sincere stewardship, not financial harassment

Scripture: Rom. 12:6,8b; Acts 4:32-35; 2 Cor. 9:7-8

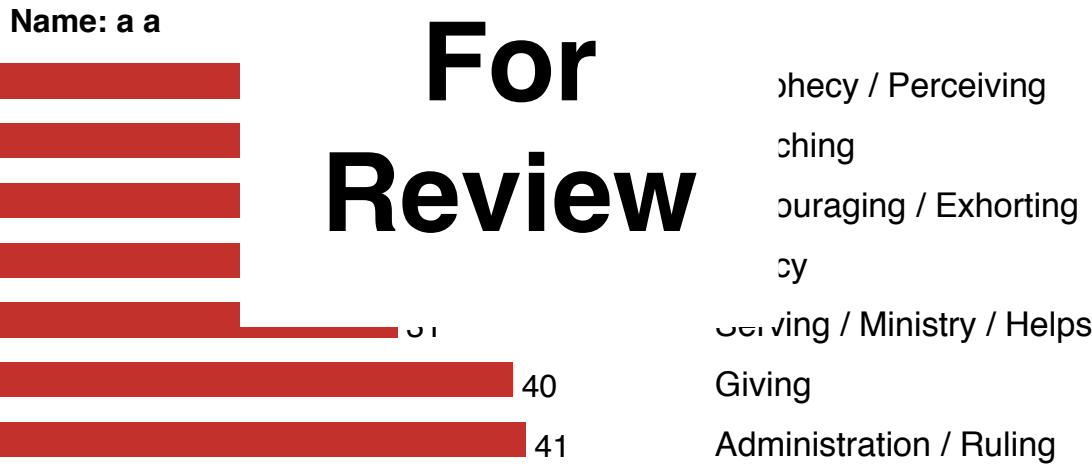
Encouraging / Exhorting

Christians with the Gift of Encouraging find themselves exhorting others. They are compelled to give advice. As counselors, they seem to often have steps of action. While Prophets declare truth and Teachers clarify truth, Encouragers / Exhorters like to tell you what to do with truth. They bless others with a strong sense of concern. Often looking to encourage others, they are sought out as counselors. People find Encouragers friendly, understanding and practical. They enjoy using their communication skills to share specific insights.

In a word: Encourager

Overuse: Talks too much
Goal: Apply truth, don't create expectations
Scripture: Rom. 12:6,8; Acts 11:23-24; Heb. 10:24-25

The graph o



Involvements / Spiritual Gifts

One of the best ways to grow as a Christian is to get involved. Identifying your natural and spiritual motivation will help. Many believers desire personal growth, but seldom find a rewarding ministry.

Administration / Ruling

Abilities: Organizing or delegating tasks.

Opportunities: Group Leader, Office, Personnel.

Warning: Avoid thinking everyone will get involved.

Reward: Seeing people work together to accomplish difficult tasks.

Prayer: Dear God, Help me to be tolerant to those who don't respond like I think they should.

Giving

Abilities: Using stewardship

Opportunities: Financial

Warning: Don't use money

Reward: Knowing you are recognized.

Prayer: Dear God, Use me

For Review

ministry without any personal

the ministry and others.

Encouraging / Exhorting

Abilities: Have practical steps of action.

Opportunities: Counseling, Crisis Center, Evangelism.

Warning: Choose words wisely.

Reward: Seeing people respond to your advice and helping them through problems.

Prayer: Dear God, Use me to say what you would have me to say, not what I feel at the moment.

Fitly Joined Together

The following are just short lists of potential ministries. Your past and present experiences should also enter into your search for a good fit. Consider your spiritual gifts, personality type, interests, passions and experiences in making your choices. Add to the lists any ministries you think would also fit that gift. Once you have chosen 3 - 5 opportunities for ministry, be sure to notify your pastor, a spiritual leader, or ministry coordinator. Then get involved as soon as possible.

The following are opportunities for ministry in relationship to your Spiritual Gifts. With your gifts in mind, look at all the ministries available. You should also consider many other gifts not included. You may also have various passions and interests that would cause you to fit well in a specific ministry not listed. If you are already involved in a ministry that doesn't seem to match, don't think you shouldn't be involved. Remember Moses!

Administration / Ruling

Accounting
Construction
Discipleship
Foods
Library
Maintenance
Men's Women's Minist
Personnel
Printing

For Review

Clerical
Deacons / Deaconesses
Finances
Kitchen
Mailings
Media
Newsletter
Prayer
Records

Giving

Accounting
Clerical
Construction
Deacons / Deaconesses
Electrical
Floral Arrange.
Grounds
Library
Maintenance
Men's Women's Ministries

Benevolence
Coaching
Curriculum
Discipleship
EMT
Foods
Housing Visitors
Long Range Planning
Meals
Missions

Bookstore
Computer
Decorating
Elders
Finances
Graphic Arts
Kitchen
Mailings
Media
Musician

Encouraging / Exhorting

Altar Counselor
Big Brothers / Sisters
College/Career
Counseling
Drama
Evangelism
Media
Nurse
Receptionist
Tape Ministry

Adult Choir
Choir
Communication
Deacons / Deaconesses
Elders
High School
Men's Women's Ministries
Prayer
Scripture Reader
Teaching

Band
Coaching
Concerts
Discipleship
Encouragement
Jr. High
Newsletter
Printing
Single Parents
Trustees

The most effective Leader is the blended Servant Leader. These type individuals learn how to adapt and become "all things to all men." They understand that everyone is often motivated by their specific personality types, drives, passions, and wills in order to achieve their goals. They use their gifts to encourage, motivate, and improve/perfect (2 Cor. 12:9-10) their "unique" personality type is not a difference. God doesn't

Blended Servant Leader
motivate others more w
to follow on a higher pl
personality type is not
difference. God doesn't

For Review

drives, passions, and wills in order to
ational Leaders who raise people up
Your giftedness and "DISC"
ith God and others that makes the
ys qualifies the called!

How to handle conflicts

One of THE greatest hindrances to spiritual growth is conflict. Excited Christians, desiring to serve God, are often discouraged because of misunderstandings and clashes with other Christians.

This section is designed to help you discover why Christians often do what they do under pressure. It may explain clashes. The problem is can be overused and a your feelings, to contro mind. Read each section consider how you may

For Review

ripture is clear on how to handle air motivations. Even Spiritual Gifts become the worst. Allow God, not nation with your Behavioral Blends in pecific personality type. Also ot and cold buttons."

To improve your effective behavior!

ever use it as an excuse for poor

Remember: Most problems today are not technical, they're relational, personality conflicts and clashes with others.

Top Spiritual Gift's Conflicts

Gift of Administration / Ruling

Under Pressure: Becomes moody, critical, contemplative, negative, worrisome.

Sources of Irritation: Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.

Needs to: Loosen up, communicate, be joyful, positive, tolerant, compromising, open, trusting, enthusiastic.

Gift of Giving

Under Pressure: Becomes picky, judgmental, sensitive, intense, manipulative, vulnerable.

Sources of Irritation: Waste, stinginess, insensitivity; lack of discipline, willpower, direction, determination, lack of stewardship, control, challenge, concern.

Needs to: Be more flexible. patient. risky. understanding. forgiving, not taken advantage of.

Gift of Encouraging

Under Pressure: Becomes selfish.

Sources of Irritation: Doubt, structure, lack of

Needs to: Listen, counsel carefully with words, con

For Review

is, emotional, irrational, silly, wordy,

ails, time restraints, antagonism,

e, strong, disciplined, punctual,

Combining Personalities with Spiritual Gifts

Discovering your personality and Spiritual Gifts should result in maturity and involvement in the Body of Christ. Grow for it!

The unique feature of these combinations is to understand how your specific personality type relates to your spiritual gifts. There are dichotomies - unique blends and combinations. No one has a bad composite blend. Many combinations are more common than others, but there is no wrong or abnormal combination.

There are uncommon blends
"D" type personality. Most
gives certain people this
strength" or a "velvet cover
mistakes and does what

A Christian with a "D" type
head off and then apologize
Prophecy is also like the
Jeremiah is a good example of this dichotomy combination.

For Review

is, the Gift of Showing Mercy and a
" personalities. But God sometimes
dfellow" or "oxymoron", like "gentle
< or mesh, but God makes no

Mercy is the kind that will bite your
' type personality and the Gift of
I then cry about it. The Prophet

It doesn't matter what your composite blends of spiritual gifts and personality are. What really matters is, are you aware of how your different motivations affect you and do you allow the Holy Spirit to control the different influences that motivate you? Don't let your natural and supernatural motivations control you. Let God control your motivations!

S Type Personalities With Gift of 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

S Type Personalities

Security oriented type Christians (willing) givers. They may not consider individual needs, they help. They can be too helpful. They want to do what is right. They are Givers are stable financial

For Review

risk takers. They are submissive and challenging projects. Sensitive to private about giving. "S" Givers serve with a stronger determination to be the most sacrificing. "S" Administrators.

S Type Personalities With Gift of 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.

Appendix

Table Of Contents

This Table of Contents is for the generic pages of your *Combining 7 Spiritual Gifts and 4 DISC Personality Online Report*. Be sure to first review your online report to learn all the personal information generated from your questionnaires.

<i>Introduction</i>	A-2
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<i>Historical Background</i>	A-5
<i>Interpretation...</i>	A-6
<i>How To Read Graphs</i>	A-7
<i>Understanding the Graphs</i>	A-8
<i>Discovering Behavioral Blends</i>	A-9 - 10
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<i>Involvement / Spiritual Gifts Perspective</i>	A-18
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Introduction

Personalizing your faith is vital to spiritual growth. Making your faith more personal involves developing your relationships with others and God's local church. Every Christian should be "plugged-in" to the Body of Christ. Being committed to a local church, whether officially or not, is so important to victorious Christian living. Once you decide where you are going to worship, you should then decide where you are going to work for the Lord. Every member should also minister to others! God make you to get and give His blessings

The Bible confirms that you were "wonderfully" made (Psalm 139:14). God's plan and purpose was to create a person that is Uniquely You. He gifted you to glorify Him with specific influences - naturally and supernaturally. As a Christian, you have a God-given purpose to motivate you.

Discovering how and exercising our report is designed to will result in personal ministry.

For Review

g and enlightening. Knowing story. The information in this do what you do. Hopefully, this resolving conflict, and fulfilling

You should constantly on your focus on God's will and on serving Him. You think and act the way you do. Self assessment and discovery should always lead to obedience and a deeper walk with the Lord.

The path of every search must pass beyond yourself toward knowing God better (Phillipians 3:10). This instrument is simply provided to help you understand your motivation, while maturing you into an effective servant of Christ.

Be patient and determined to get all you can from this report.

7 Spiritual Gifts Descriptions

Prophecy / Proclaiming / Perceiving

Prophets today are not exactly like prophets of old. Old Testament Prophets spoke the literal Word of God. Today people with the Gift of Prophecy seem to have the same seriousness and straight forward attitude toward truth. They like to share truth, regardless of what anyone thinks. Prophets today are motivated to confront anyone with what they believe is right. When controlled by the Holy Spirit, the Gift of Prophecy / Perceiving / Proclaiming is a powerful tool to reprove, rebuke and exhort others. Prophets often find themselves pointing the way, declaring specific truth or standing up for something significant.

In a word: Bold
Overuse: Fighter

Goal: Declare truth, don't divide Christians.
Scripture: Eph. 4:7,11; 1 Cor. 14:1,3; 2 Pet 1:19-21

Teaching

Christians with the Gift of Teaching prefer explaining why things are true. While the prophet declares truth, the teacher explains the reasons why it is true. Interested in research, those with the Gift of Teaching like to dig into seemingly insignificant details. They enjoy presenting what they discover. Often negligent of the needs of others, they press toward a deeper understanding. They love to study. Searching patiently and persistently, they may miss the obvious. They stretch the limits of learning, setting high standards of education.

In a word: In-depth
Overuse: Digs too deep

Goal: Reveal truth, don't exhaust it.
Scripture: Rom. 12:6,7b; Col. 3:16; Jam. 3:1; 2; 2 Tim. 2:2

Encouraging / Exhorting

Christians with the Gift of Encouraging / Exhorting find themselves lifting others up. They are compelled to give advice. As counselors, they seem to often have steps of action. While Prophets declare truth and Teachers clarify truth, Encouragers like to tell you what to do with truth. They bless others with a strong sense of concern. Often looking to encourage others, they are sought out as counselors. People find Encouragers friendly, understanding and practical. They enjoy using their communication

In a word: Uplifter
Overuse: Overly

Goal: Apply truth, comfort
Scripture: Rom. 12:6,8;

Showing Mercy

Christians with the Gift of Showing Mercy demonstrates genuine sensitivity to suffering. They are compelled to help people reduce pain. They are concerned more with the person, than the reason for the suffering. Focusing on the feelings of those who hurt, Showers of Mercy desire to minister by "being there" when people really need them. Sympathizing and/or empathizing are their specialties. While more about why, what, when or how, those with the Gift of Showing Mercy are interested in "who" needs tender loving care.

In a word: Caring
Overuse: Too sensitive
insights, not foolish responses.
Scripture: Rom. 12:6,8d; Matt. 5:7

Serving / Ministry

When you think of Christ scenes, you think of those with the Gift of Serving / Ministry. They are interested in blessing others to help others. Motivated by a "someone has to do it." Caring themselves doing what no one else would do. They are whatever called for. Flexible, they adapt to many challenges. They simply enjoy helping others and meeting needs. Often truly selfless, those with this gift like to be involved.

In a word: Selfless

Overuse: Takes on too much

Goal: Be a servant, not a martyr.
Scripture: 1 Cor. 12:28; Act. 6:1-3; Rom. 16:1-2

Those with the Gift of Giving are usually concerned about financial matters. Giving involves the "gift of getting." Givers are not spent and saved. Those with the Gift of Giving are like the wheel that squeaks the loudest, but needs the most grease. Givers have unique skills and serve especially well on boards responsible for maintaining budgets. They tend to be conscientious and conservative. The Gift of Giving may not be always evident, but a genuine interest in wise stewardship will be.

In a word: Steward

Overuse: The power of money

Goal: Sincere stewardship, not financial harassment.
Scripture: Rom. 12:6, 8b; Acts 4:32-35; 2 Cor. 9:7-8

Administration / Ruling

The Gift of Administration / Ruling is seen in those who either like to organize or delegate to others. Compelled by a strong sense of duty, they like to find things for people to do. Unlike the Gift of Ministry, the Gift of Administration / Ruling focuses on team participation. They see the big picture and work to keep everyone on track. Not always personally organized, they prefer delegating tasks. They simply like to evaluate what needs to be done, then design systems or give responsibilities to those who can get the job done. They are gifted to forge forward as a group.

In a word: Initiator

Overuse: Expects too much

Goal: Lead by example, not manipulation.
Scripture: 1 Cor. 12:28; Acts 6:1-7

Important — NOW WHAT?

Once you have identified your specific personality profile and spiritual gifts, the following information is designed to help you avoid and resolve conflicts, while getting involved in ministry.

One of the most practical things you can do to grow as a Christian is to find a ministry to serve the Lord. The problem is involvement often results in misunderstandings and offenses. Everyone responds to conflicts according to their motivations — the predictable patterns of behavior and spiritual interests.

Prayerfully review the following pages with the insights of who you are and how God can use you. Remember, God wants to bless in ways you never dreamed possible. Be open to any opportunity to serve the Lord.

For Review /

Spiritual Gifts are supernatural motivations given to every believer. Everyone doesn't receive the same gift. Just as many parts of the human body work together as one, so Spiritual Gifts are given to the Body of Christ to serve as one.

Their purpose is to encourage and mature Christians for more effective ministry. There are at least seven motivational gifts in operation today. The gifts are featured based upon their functional and practical use.

NOTES

Historical Background

The *Four Temperament Model of Human Behavior* is attributed to Hippocrates, the father of modern medicine. His scientific research and brilliant observations are universally accepted. Contrary to what critics claim, the Four Temperaments did not hatch from archaic pagan greek philosophy, but rather the scientific process that made Hippocrates the respected physician of his day.

The DISC Model of Human Behavior was first introduced by William Marston in 1928 through his book, *The Emotions Of Normal People*. Marston took Hippocrates' Greek titles and assigned simple and single D, I, S, and C letters to each. Though there are now many titles to various models, they all have roots from the same basic four temperaments discovered 400 B.C.

Dr. John Geier, Chairman of the Human Behavior Science Department at the University of Minnesota designed the first paper assessment that identified a person's DISC personality type in 1977.

After studying with Dr. John Geier, a Psychologist at Dalhousie University, their-kind combination of the DISC Model is now in print in several respected and popular organizations.

For Review

Dr. John Geier and Dr. Frank Wichern, Staff at Carbonell designed the first-of-its-kind. With over 1 million profiles available, our Resources are one of the most popular for personal use, and faith-based organizations.

Understanding the DISC Model helps you understand why people do what they do, their responses, and the best or worst behavior in any situation.

Human behavior often explains why there is a difference between right and wrong.

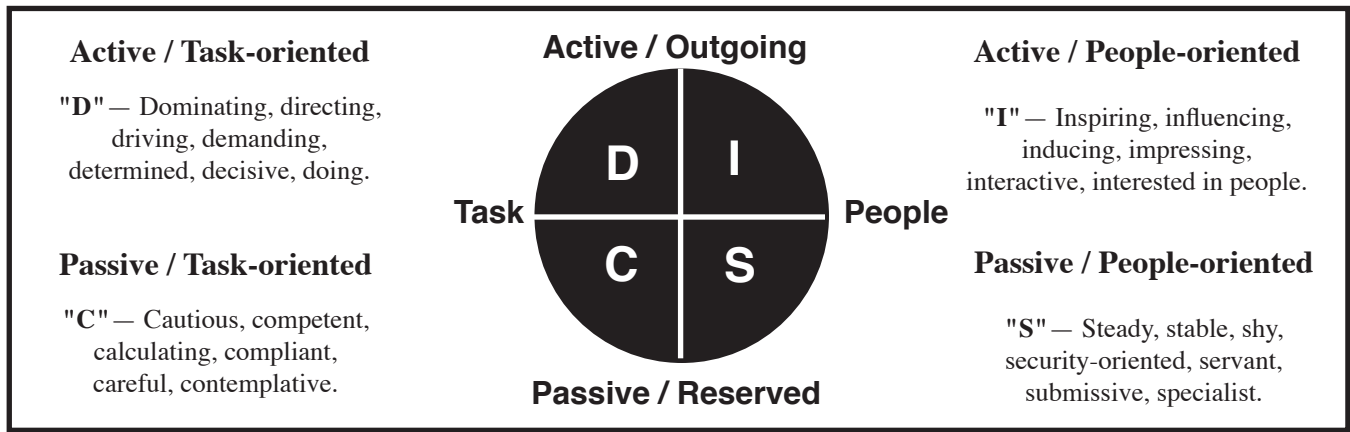
The profile is not a psychological analysis. It is not designed to deal with serious emotional problems. It can help with simple insights into basic human behavior motivations. For more in-depth needs, we recommend you seek "professional" counseling.

To receive maximum effectiveness, be sure to study your entire report. There are so many insights to learn!

Interpretation . . .

You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your

unique personality. To help you understand why you often feel, think, and act the way you do, the following graphic summarizes the Four Temperament Model of Human Behavior.



"D" BEHAVIOR / Biblical Examples: Paul & Sarah *(Active / Task-oriented)*

Descriptions: *Dominant, Direct,*

Basic Motivation: Challenge and

Desires: • Freedom from control •

• Difficult assignments • Opportunity

• Choices, rather than ultimatums

Responds Best To Leader Who

• Sticks to task • Gets to the point •

• Freedom for personal accomplishments

Needs To Learn: • You need people

• Some controls are needed • Every

thing is most important • To focus on finish

• Sensitivity to people's feelings is v

Biblical Advice: BE GENTLE /

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.*

For Review

"I" BEHAVIOR / Biblical Examples: Peter & Ruth *(Active / People-oriented)* Known as "Sanguine"

Descriptions: *Inspiring, Influencing, Impress*

Basic Motivation: Recognition and Approval

Desires: • Prestige • Friendly relationships • Freedom from

opportunities to help others • Opportunities to motivate

others to verbalize ideas

Is Best To Leader Who: • Is fair and also a friend

• social involvement • Provides recognition of abilities

• rewards for risk-taking

Needs To Learn: • Time must be managed • Deadlines are

• Too much optimism can be dangerous • Being respon

sible is more important than being popular • Listening better will

increase one's influence.

Advice: 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" BEHAVIOR / Biblical Examples: Thomas & Esther *(Passive / Task-oriented)* Known as "Melancholy"

Descriptions: *Competent, Compliant, Cautious, Calculating*

Basic Motivation: Quality and Correctness

Desires: • Clearly defined tasks • Details • Limited risks

• Assignments that require precision and planning • Time to think

Responds Best To Leader Who: • Provides reassurance

• Spells out detailed operating procedures • Provides resources to do

task correctly • Listens to suggestions

Needs To Learn: • Total support is not always possible

• Thorough explanation is not everything • Deadlines must be met

• More optimism will lead to greater success

Biblical Advice: 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. 4:31 • BE JOYFUL—The fruit of the

Spirit is . . . joy, Gal. 5:22 • DON'T WORRY—Fret not,

Psa. 37:1.

"S" BEHAVIOR / Biblical Examples: Moses & Hannah *(Passive / People-oriented)* Known as "Phlegmatic"

Descriptions: *Submissive, Steady, Stable, Security-oriented*

Basic Motivation: Stability and Support

Desires: • An area of specialization • Identification with a group

• Established work patterns • Security of situation • Consistent

familiar environment

Responds Best To Leader Who: • Is relaxed and friendly

• Allows time to adjust to changes • Allows to work at own pace

• Gives personal support

Needs To Learn: • Change provides opportunity • Friendship

isn't everything • Discipline is good • Boldness and taking risks is

sometimes necessary

Biblical Advice: BE BOLD AND STRONG—*Only be strong*

and very courageous, Joshua 1:6 • BE CONFIDENT AND FEAR-

LESS—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.

How To Read The DISC Graphs

Each graph describes a personality in a different way.
Look at each graph and find the highest plotting point.

Notice in **Example A**, the highest point is “C.” The next highest point is “S.” This profile is a “C/S” type personality.

“C/S”s are cautious and steady. They like to do one thing at a time and do it right the first time. They also like stable and secure-oriented surroundings. They don’t like to take risks or cause trouble.

“C/S”s need to be more outgoing and positive. Their **Behavioral Blend** is “*Competent Specialist*.”

To help you read the graphs, also notice the lowest plotting points. The example shows “I” as the lowest point. It simply means that this person doesn’t enjoy inspiring or interacting with people, while he or she tends to be more shy and calculating about things.

This person is more reserved than outgoing. He or she likes people on an individual basis. The low “I” is not bad. It only indicates a low interest in enthusiastic

Example B show person is more active t people. They like to c sit still or work on one

Notice the “S” and person is not so conce calculating actions. Lo

For Review

This
iring
ke to

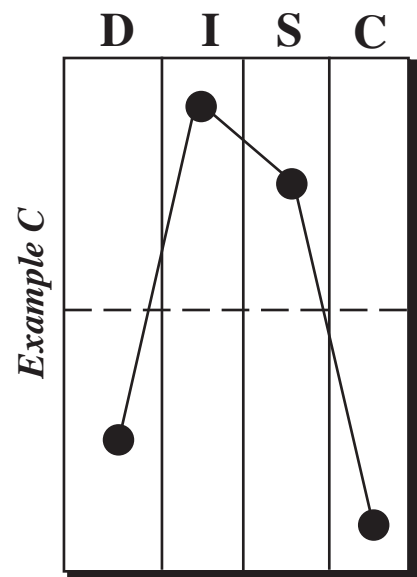
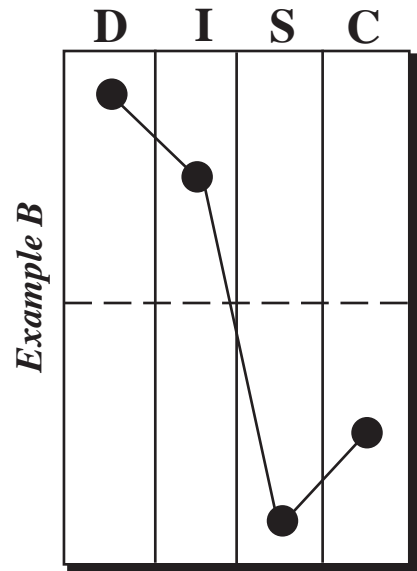
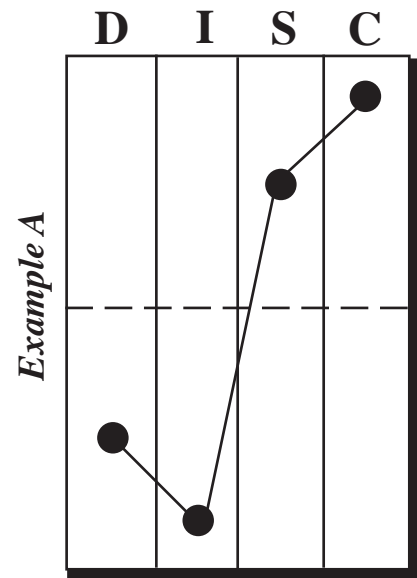
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ypes.

Example C is an “I/S” type personality. “I/S”s love people. They are active/outgoing in their “I” and passive/reserved in their “S”. They don’t like tasks. They need lots of recognition and a stable environment. Their “D” and “C” are low, meaning they are not assertive/dominant or logical/contemplative types.

Your profile may be different. It really doesn’t matter what your personality is. The important thing is that you control your personality, rather than allowing your personality to control you.

Remember, there is no bad personality. We need to accept the way we and others naturally respond as unique traits. Everyone doesn’t think, feel or act the same way. Once we understand these differences we will be more comfortable and effective with ourselves and others.

To learn more, be sure to study the **Behavioral Blends**.



Understanding The Two Graphs

Two graphs are identified for each person. They will help you understand how each person feels, thinks and acts. There is no bad profile. Each graph simply identifies a specific way the person looks at life.

GRAPH 1: “*This is expected of me*” is the response to how the person feels and thinks people expect him or her to behave. The person is telling you, “*This is how I feel you want me to be*” or “*I think you want me to act like this.*”

People understand early in life that there are acceptable and unacceptable actions. Everyone is influenced by these thoughts and feelings.

GRAPH 2: “*This is me*” is the person’s response to how he or she feels and thinks under pressure—how the person really feels and thinks inside. The person is revealing how he or she will naturally respond to what is expected of him or her.

Everyone is born with a unique personality. Our environment, family, and peers, plus our own experiences, shape our personalities into predictable patterns.

If **GRAPHS 1 and 2** are plotted correctly, a person’s personality will be easily identifiable. A person may be struggling with what is expected of him or her and how he or she responds.

Everyone may be very consistent with what is expected and the real him or her. Having two different graphs is not a problem and is normal for many people.

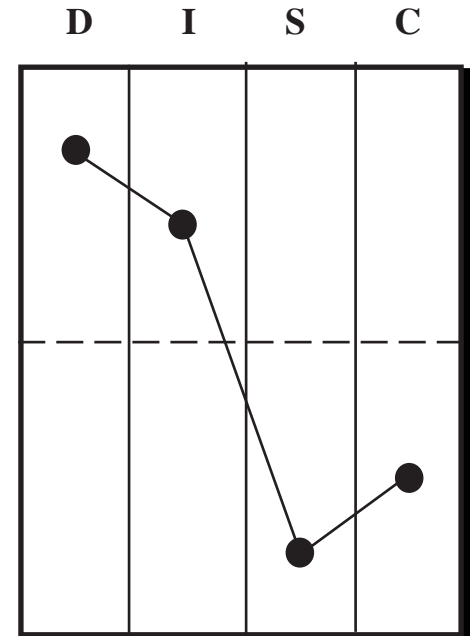
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected of him or her.

To understand how to read the two graphs, focus on each plotting point under the **DISC** columns.

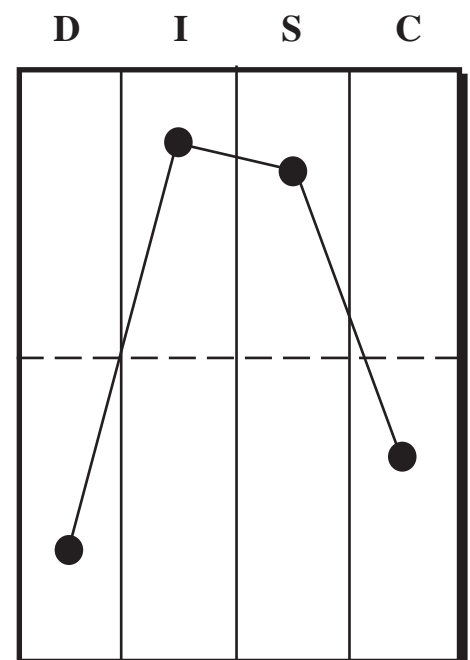
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

The higher the plotting point, the more that **DISC** letter describes the person’s behavior. Study this entire report to understand how to apply what you learn about yourself and others.

Example of Graph 1



Example of Graph 2



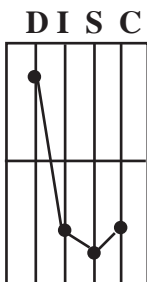
DISCOVERING YOUR BEHAVIORAL BLEND

There are four basic personality types known as **D, I, S, and C** behavior. Everyone is a blend or combination of these four temperaments. No type is better than the other. No one has a bad personality. The most important factor is what you do with your personality. Don't let your personality control you; instead learn how to control your personality.

To help you discover more about your specific behavioral style, there are 21 **Behavioral Blends**. One or two **Behavioral Blends** will best describe you. Few people are pure **D, I, S, or C** types. Most everyone is a combination of the four types. Remember, it doesn't matter what personality you have, as much as what you do with it. (Continue instructions next page.)

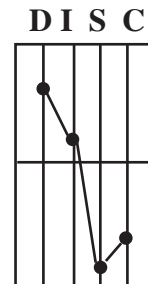
D: DETERMINED DOERS

"D"s are dominant and demanding. They win at all costs. They do not care as much about what people think as they care about getting the job done. Their insensitivity to feelings makes them too strong. They are great at developing things, but they need to improve their ability to do things correctly. Their strong will should be disciplined to prepare and think more accurately about what they are doing. They are motivated by serious challenges to accomplish tasks.



D/I: DRIVING INFLUENCERS

"D/I"s are bottom line people. They are much like Dynamic Influencers. They are a little more determined and less inspirational, but they are strong doers and able to induce others to follow. They need to be more cautious and careful, as well as more steady and stable. They get involved in a lot of projects at the same time. They need to focus on one thing at a time and slow down. They are motivated by opportunities to accomplish great tasks through a lot of people.



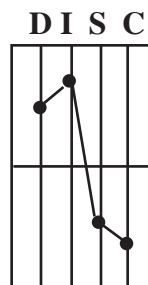
I: INSPIRATIONAL INFLUENCERS

"I"s are impressive people. They are extremely active and excited individuals. Approval is important to them. They can have lots of friends if they do not overdo their need for attention. They can be sensitive and emotional. They need to be more interested in other people. They need to listen. They do not like research unless it looks good. They often do things to please. They are entertainers. They need to control their emotions. They think more logically. They often outshine others. They are motivated by recognition.



I/D: INSPIRATIONAL DOERS

"I/D"s are super salespeople. They love large groups. They are impressive and can easily influence people to do things. They need a lot of recognition. They exaggerate and often talk too much. They jump into things without thinking them through. They need to be more cautious and still. They should also be more steady and stable. They are motivated by exciting challenges. They need to do difficult things. If not careful, they can be over the top to please the crowd and get themselves into the process. They make inspiring lead-minded individuals.



S: STEADY SPECIALISTS

"S"s are stable and shy types. They do things the safe way. They enjoy pleasing people and can do the same job. Secure, non-threatening behavior is important to them. They make the best team players. They are so forgiving. Other people take advantage of them. They need to be more assertive. They need to say, "No" to a friend who wants to do something. Talking in front of large crowds is difficult for them. They are motivated by sweet and sincere opportunities to help others.



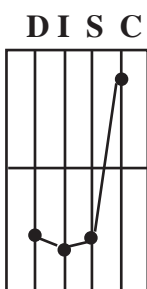
S/DY INFLUENCERS

"S/DY"s are sensitive and inspirational. They accept criticism from others well. They have lots of friends and are tolerant and forgiving. They do not have strong feelings and can be very influential. They are more task-oriented. They must learn to be more assertive and do it well. They like to talk, but they need more attention to instructions. They would be more influential if they were more aggressive and careful. They are kind and considerate. Motivated by opportunities to share and shine, they induce others to follow.



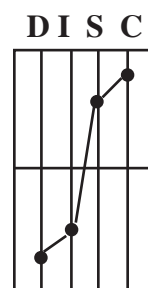
C: CAUTIOUS COMPETENT TYPES

"C"s are logical and analytical. Their predominant drive is careful, calculating, compliant and correct behavior. When frustrated, they can over do it or be the exact opposite. They need answers and opportunities to reach their potential. They tend not to care about the feelings of others. They can be critical and crabby. They prefer quality and reject phoniness in others. They are motivated by explanations and projects that stimulate their thinking.



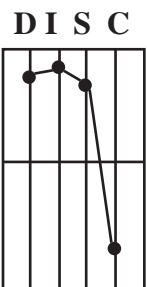
C/S: COMPETENT SPECIALISTS

"C/S"s tend to always be right. They like to do one thing at a time and do it right the first time. Their steady and stable approach to things makes them sensitive. They tend to be reserved and cautious. They are consistent and careful, but seldom take risks or try new things. They do not like speaking to large crowds, but will work hard behind the scenes to help groups stay on track. They are motivated by opportunities to serve others and to do things correctly.



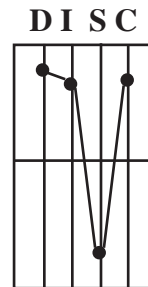
I/D/S: INSPIRING DRIVING SUBMISSIVE

"I/D/S"s are impressive, demanding and stabilizing at the same time. They are not as cautious and calculating as those with more "C" tendencies. They are more active than passive. But they also have sensitivity and steadiness. They may seem to be more people-oriented, but can be dominant and decisive in their task-orientation. They need to be more contemplative and conservative. Details don't seem as important as taking charge and working with people.



D/I/C: DOMINANT INSPIRING CAUTIOUS

"D/I/C"s are demanding, impressive and competent. They tend to be more task-oriented, but can be people-oriented before crowds. They need to increase their sensitivity and softness. They don't mind change. Active and outgoing, they are also compliant and cautious. They like to do things correctly, while driving and influencing others to follow. Their verbal skills combine with their determination and competence to achieve. Security is not as important as accomplishment and looking good.



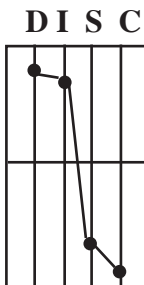
For Review

Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other types, but will normally fit into one or two **Behavioral Blends**.

Every personality has strengths and weaknesses (uniquenesses). One person's weakness may be another person's strength. That's why "uniqueness" may be a better word than "weakness." In order to be more successful and improve your relationships, you must learn how to control your strengths and avoid your "uniquenesses." Always remember that under pressure you lean toward your strengths. The over-use of a strength becomes an abuse, and the best thing about you becomes the worst. The characteristic that people once liked most about you can become what they later despise.

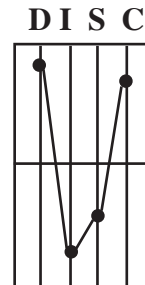
D/I: DYNAMIC INFLUENCERS

"D/I"s are impressive, demanding types. They get excited about accomplishing tasks and looking good. Determined and driven, they influence large crowds best. They can be too strong and concerned about what others think. They have good communication skills and are interested in people. They need to be more sensitive and patient with the feelings of others. Learning to slow down and think through projects are crucial for them. They are motivated by opportunities to control and impress.



D/C: DRIVING COMPETENT TYPES

"D/C" Types are determined students or defiant critics. They want to be in charge, while collecting information to accomplish tasks. They care more about getting a job done and doing it right than what others think or feel. They drive themselves and others. They are dominant and caustic. Improving their people skills is important. They need to be more sensitive and understanding. They are motivated by choices and challenges to do well.



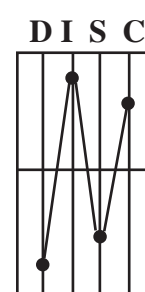
I/S: INSPIRATIONAL SPECIALISTS

"I/S"s are influential and stable. They love people and people love them. They like to please and serve others. They do not like time controls or difficult tasks. They want to look good and encourage others, but often lack organizational skills. They follow directions and do what they are told. They should be more what to do, than with whom to do it. They are by interactive and sincere opportunities. Regardless of being up front or behind influence and support others. They are obedient workers.



I/C: INSPIRATIONAL COMPETENT

"I/C" Types are inspiring, yet cautious. They size up situations and comply with the rules in order to look good. They are good at figuring out ways to do things better through a lot of people. They can be too persuasive and too concerned about winning. They are often impatient. They need to be more sensitive to individual needs. They are often more concerned about what others do not like breaking the rules; neither taking risks. They need to try new things and go against the crowd. They are careful persons who think things through.



For Review

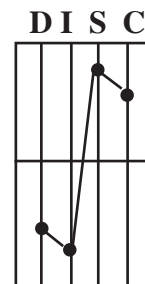
S/D: STEADY DOERS

S/D"s get the job done. They prefer to stabilize situations. They are determined to accomplish tasks, they relate best to small groups. They talk in front of large crowds, but wait. They enjoy secure relationships, but they can be soft and hard at times. They are motivated by sincere challenges. They systematically do great things. They prefer sure things, rather than shallow recognition. They make good friends, while driving to succeed.



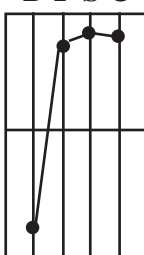
A/D: ADAPTABLE COMPETENT TYPES

A/D types are stable and contemplative types. They like to discover the facts. They like to weigh and proceed slowly to a logical conclusion. They are good with small groups of people. They do not like to speak in front of large crowds. They are systematic and sensitive to the needs of others, but can be critical. They are loyal friends, but can be too fault-finding. They need to improve their enthusiasm and optimism. They are motivated by kind and conscientious opportunities to slowly and correctly do things.



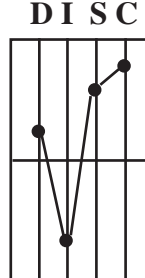
C/I/S: COMPETENT INFLUENCING SPECIALISTS

"C/I/S"s like to do things right, impress others and stabilize situations. They are not aggressive or pushy people. They enjoy large and small crowds. They are good with people and prefer quality. They are sensitive to what others think about them and their work. They need to be more determined and dominant. They can do things well, but are poor at quick decision-making. They are capable of doing great things through people, but need to be more self-motivated and assertive. They are stimulated by sincere, enthusiastic approval and logical explanations.



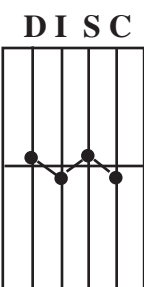
C/S/D: COMPETENT STEADY DOERS

"C/S/D"s are a combination of cautious, stable and determined types. They are more task-oriented, but care about people on an individual basis. They don't like to speak in front of crowds. They prefer to get the job done and do it right through small groups, as opposed to large groups. They tend to be more serious. Often misunderstood by others as being insensitive, "C/S/D" types really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.



STRAIGHT MID-LINE

A Straight Mid-Line Blend occurs when all four plotting points are close together in the middle of the graph. This may indicate that the person is trying to please everyone. Striving to be "all things to all men" may indicate mature response to pressure. Or it may confirm frustration over the intensity differences under pressure. The person may be saying, "I really don't know what my D, I, S, or C behavior should be or really is." The person may want to do another profile after a while to see if there is any change.

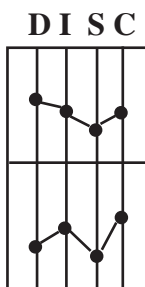


ABOVE MID-LINE • BELOW MID-LINE

Some patterns indicate unique struggles an individual may be having.

An Above Mid-Line Blend occurs when all four plotting points are above the mid-line. This may indicate a strong desire to overachieve.

A Below Mid-Line Blend occurs when all four plotting points are below the mid-line. This may indicate that the person is not really sure how to respond to challenges.

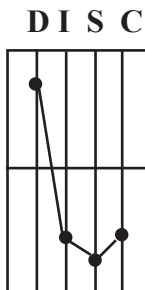


CONTROLLING YOUR BEHAVIORAL BLEND

The "bottom line" is allowing the Holy Spirit to control your personality. People often say, *"I just want to be me."* They want to find themselves and be "real." The problem is when you really find yourself, you often don't like what you find. You might be so dictatorial, self-seeking, insecure or critical that God seems powerless in your life. The so-called "real" or natural you can be opposite of what God wants you to be. You should not seek to be normal, but spiritual; not natural, but supernatural — to do what you do through the power of God in your life, to be what God wants you to be through a personal relationship with Him by faith in Jesus Christ as your Savior and Lord (Eph. 2:8-10). ***Be conformed into the image of Christ.*** (Continue instructions next page.)

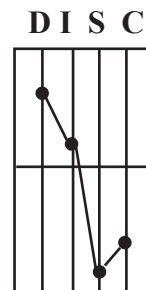
D: DETERMINED DOERS

Be careful to not offend when you take charge—"The servant of the Lord must not strive (be pushy), but be gentle," 2 Tim. 2:24. Anger is normal, but must be controlled—"Be angry and sin not," Eph. 4:26. Be motivated to purity and peace—"Wisdom from above is first pure, peaceable . . .," James 3:17. Focus on doing ONE thing well—"This ONE thing I do," Phil. 3:13. Always remember, God is the Master of your fate—"The fear of the Lord is the beginning of wisdom," Prov. 1:7.



D/I: DRIVING INFLUENCERS

Though naturally fearless and able, you need to respect God's power over you—"Fear God and give Him glory," Rev. 14:7. Guard the over-use of strength and be kind—"By the meekness and gentleness of Christ," 2 Cor. 10:1. Making peace is a greater challenge than winning a fight—"Blessed are the peacemakers," Matt. 5:9. Choose words carefully—"A soft answer turns away wrath," Prov. 15:1. God must control your feelings—"The fruit of the Spirit is . . . temperance (self-control)," Gal. 5:23.



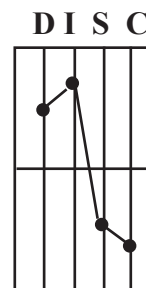
I: INSPIRATIONAL INFLUENCERS

Don't exalt yourself—"Humble yourself and God will exalt you," James 4:10. Be sure to listen more—"quick to hear, slow to speak," James 1:19. Work at being organized—"Do all things decently and in order," 1 Cor. 14:40. Concentrate on doing what is "All things are not expedient," 1 Co more—"Prepare yourself," 2 Chron. what you desire—"Delight in the Lord be over-confident and watch what you claimed he would never deny Christ,



I/D: INSPIRATIONAL DOERS

Guard the power of your words—"The tongue is a fire," James 3:6. Don't be like those who "by fair words and good speeches—deceive," Rom. 16:18. Always tell the truth—"Speak the truth and lie not," 1 Tim. 2:7. Remember Who has blessed you—"God must increase, I ase," John 3:30. Give God the glory for all ive unto the Lord glory," Psa. 29:1,2. Put your life—"Seek you first the kingdom of . 6:33. Beware of—"The lust of the flesh if life," they will ultimately destroy your ohn 2:16.



For Review

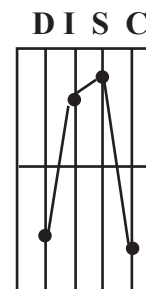
S: STEADY SPECIALISTS

Increase your confidence in Christ—"through Christ, Who strengthens me is your—"rock, fortress and deliverer fulness is not from God—"God has spirit of fear," 2 Tim. 1:7. Speak out the redeemed of the Lord say so," Ps outgoing and less inhibited—"Christ Gal. 5:1. Be more assertive—"Moses confronted Pharaoh with "let my people go," Ex. 5:1. Security is possible—"You are secure, because of hope," Job 11:18.



EADY INFLUENCERS

—"Bold to speak without fear," Phil. 1:14. ls—"Stand fast in one spirit," Phil. 4:1. The od can help you tell others about Christ—"t of the Lord is upon me," Isa. 61:1. Guard rfulness—"Let not your heart be troubled, it be afraid," Luke 14:27. Remember, need "people" to encourage you—"David encouraged himself in the Lord," 1 Sam. 30:6. Always do right and don't fear people—"Fear of man brings a snare (trap)," Psa. 29:25.



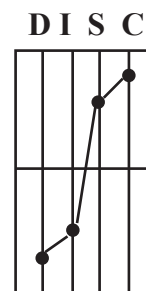
C: CAUTIOUS COMPETENT TYPES

Be more patient when wanting to correct others—"Rebuke, exhort with all longsuffering," 2 Tim. 4:2. Correct in love—"Speak the truth in love," Eph. 4:15. Be more positive—"Rejoice in the Lord ALWAYS," Phil. 4:4. Hope in God, not circumstances—"Rejoicing in hope," Rom. 12:12. The most logical thing you can do is serve God—"Present your bodies a living sacrifice . . . which is your reasonable service," Rom 12:2. Find happiness in God—"Delight in the Lord," Psa. 37:4.



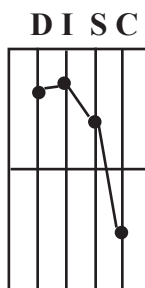
C/S: COMPETENT SPECIALISTS

Think more positively—"Whatsoever things are pure . . . of good report . . . think on those things," Phil. 4:8,9. Guard against the fear of failure—"God promises "Fear not for I am with you," Isa. 43:5. Focus on the possible—"With God all things are possible," Matt. 19:26. Be cheerful—"The fruit of the Spirit is . . . joy," Gal. 5:22. When everything goes wrong, God is all you need—"Our sufficiency is of God," 2 Cor. 3:5. Think like Christ—"Let this mind be in you which was also in Christ," Phil. 4:8.



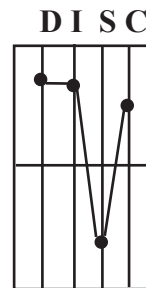
I/D/S: INSPIRING DRIVING SUBMITTING

Be more calculating and careful—"Sit down first and count the cost," Luke 14:28. Organize yourself and attempt to be more organized, "Do all things decently and in order," 1 Cor. 14:40. Be careful what you promise—"Let your 'yea' be 'yea' and your 'nay' be 'nay'," 2 Cor. 1:17. Give God the glory for all you do—"Give unto the Lord glory," Psa. 29:1,2. Think before you do things—"A wise man thinks to know," Ecc. 8:17. Be humble and share the glory—"Humble yourself and God will exalt you," James 4:10.



D/I/C: DOMINANT INSPIRING CAUTIOUS

Be sure to listen more—"quick to hear, slow to speak," James 1:19. Be more sensitive to the individual's feelings—"The servant of the Lord must not strive, but be gentle," 2 Tim. 2:24. Be more of a peacemaker—"Blessed are the peacemakers," Matt. 5:9. Be more steady and don't get sidetracked—"Be steadfast always doing the work of the Lord," 1 Cor. 15:58. Don't be judgmental—"If a man be overtaken in a fault, restore him," Gal. 6:1.

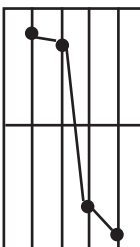


Once you discover your **Behavioral Blend/s**, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. "All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness" (2 Timothy 3:16). The following are specific scriptures each **Behavioral Blend** should consider. These scriptures are admonitions and challenges to help you focus on becoming more like Christ. You should grow spiritually to the place in your life where people really don't know what personality you have. Balance and maturity should be your goal. Ask God to use these scriptures to encourage and empower you. Don't let them discourage you. The Word of God is quick and powerful, sharper than any two-edged sword. It can discern and deliver you from a self-centered attitude of "me-ism." Learn to be so controlled by the Holy Spirit that God gets the glory in all you say and do (Ephesians 5:18).

D/I: DYNAMIC INFLUENCERS

Concentrate on humility and obedience—Christ "humbled Himself and became obedient," Phil. 2:8. Everyone has a boss, even you—the centurion said to Jesus, "I too am a man under authority," Matt. 8:9. Avoid rebellion—"Rebellion is as the sin of witchcraft," 1 Sam. 15:23. Winning is not always most important—"The first shall be last," Matt. 19:30. Be patient with others—"The fruit of the Spirit is longsuffering," Gal. 5:23. Learn to relax in the Lord, not in your ability to make things happen—"Rest in the Lord," Ps. 37:7.

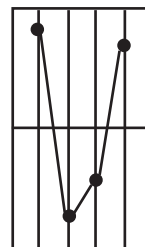
D I S C



D/C: DRIVING COMPETENT TYPES

Seek to get along with everyone—"Live peaceably with all men," Rom. 12:18. Be kind and loving—"Kindly affectionate one to another," Rom. 12:10. Show more love—"Love one another," 1 John 4:7. Seek to serve, not to be served—Be a "servant of Christ," Eph. 6:6. Meekness is not weakness. Control your desire to have power over others. Be Christlike—"By the meekness and gentleness of Christ," 2 Cor. 10:1. Take time to be still and commune with God—"Be still and know that I am God," Ps. 46:10.

D I S C



I/S: INSPIRATIONAL SPECIALISTS

Do everything unto the Lord—"Whatsoever you do, do it heartily, as unto the Lord and not unto men," Col. 3:23. Beware of seeking man's approval—"Not with eyeservice as men pleasers," Eph. 6:6. Seek to please God, rather than others—"Do always those things that please Him," John 8:29. Be more task-oriented—"Sit down first," Luke 14:28. Don't be lazy—"not slothful," 12:11. Work hard—"Let every man," 6:4. Don't just talk about what you want to do in every good work," Col. 1:10. Be content when no one will work," John 4:6.

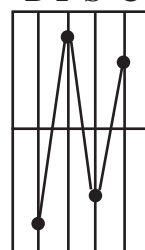
D I S C



I/C: INSPIRATIONAL COMPETENT

Be careful you don't think too highly of yourself—"God resists the proud, but gives grace to the humble," 1 Pet. 5:5. Seek to please God more than others—"When a man's ways please the Lord," Prov. 16:7. Be a good example—"Be an example of the believer," 1 Tim. 4:12. About how you look to God—"Glorify God in all spirit," 1 Cor. 6:20. Be bold and confident. We have boldness and access with confidence of Him," Eph. 3:12. Guard statements and don't flatter yourself—"He flatters himself yes," Ps. 36:2.

D I S C



For Review

S/D: STEADY DOERS

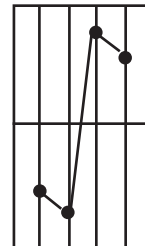
God wants to empower what you think gladly will I rather glory in my infirmity of Christ may rest upon me." God's ability to do what God wants is not in need—"My grace is sufficient for you," 2 Cor. 12:9. Rest in weakness, as you trust in God when I am weak, then am I strong," 2 Cor. 12:10. and help others daily—"Exhort one another," 1 Thess. 5:14. God challenges you to reason with Him—"Come now and let us reason together," Isa. 1:18.



ADY COMPETENT TYPES

and stronger—"Only be strong and very," Joshua 1:6. Be more enthusiastic—"What," do it heartily," Col. 3:23. Enjoy relationship rather than endure them—Christ said, "I am with you and will be with you . . . abundantly," John 14:27. Divine peace is knowing God's peace and happiness do not come from security—"Peace I leave with you, my peace I give you," John 14:27. Divine peace is knowing God's ways are beyond ours—"The peace of God passes all understanding," Phil. 4:7. Be fearless in Christ—"I will fear no evil," Ps. 23:4.

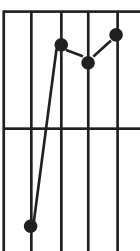
D I S C



C/I/S: COMPETENT INFLUENCING SPECIALISTS

Guard against being judgmental—"Judge not lest you be judged," Matt. 7:1. "Who are you that judges another," James 4:12. Avoid bitterness and resentment—"Lest any root of bitterness spring up to trouble you," Heb. 12:15. God will meet your needs—"My God shall supply all your need according to His riches in glory," Phil. 4:19. Be thankful for everything—"In all things give thanks," 1 Thess. 5:18. Let God's Word affect you—"Let the Word of God dwell in you richly in all wisdom," Col. 3:16. Whatever you do, do it for God's glory—"Do all in the name of God," Col. 3:17.

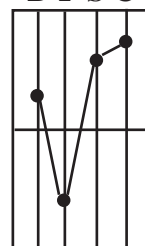
D I S C



C/S/D: COMPETENT STEADY DOERS

Be more enthusiastic—"Whatever you do, do it heartily as unto the Lord," Col. 3:23. Don't worry so much about problems—"Let not your heart be troubled," John 14:27. Be more positive—"Whatsoever things are pure . . . if there be any virtue, think on these things," Phil. 4:8,9. Let your sensitivity be more evident—"Be kindly affectionate, one to another," Rom. 12:10. Don't be like Moses when he was reluctant to lead because of his poor verbal skills (Ex. 4:10-16). Be more outwardly optimistic and encouraging to others—"Exhort one another daily," Heb. 3:13.

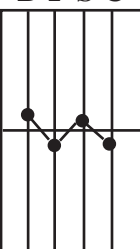
D I S C



STRAIGHT MID-LINE

You may be trying to be all things to all men, which is good, but can be frustrating at times. The farther apart your plotting points, the easier it is to read the profile. Recognize your identity in Christ—"I am crucified with Christ, nevertheless I live, yet not I, but Christ lives in me," Gal. 2:20. Relax in the Lord—"Come unto me all you that labor and are heavy laden and I will give you rest," Matt. 11:28. You cannot please everyone all the time—"Having men's persons in admiration," Jude 16.

D I S C

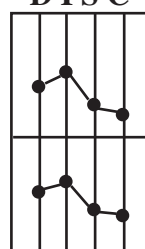


ABOVE MID-LINE • BELOW MID-LINE

An Above Mid-Line Blend may be trying to over-achieve—"It is God who works in us, both to will and do of His good pleasure," Phil. 2:13. You may be thinking too highly of what is expected of you or the real you. Remember Peter.

A Below Mid-Line Blend may indicate you are not really sure how to respond to challenges—"I can do all things through Christ," Phil. 4:13. Think more positively about yourself—"I am fearfully and wonderfully made," Ps. 139:14.

D I S C



BIBLICAL EXAMPLES OF PERSONALITY TYPES

The Bible is full of examples of unique personalities. Some individuals were aggressive and outgoing, while others were withdrawn and quiet. One type is not better than the other. Biblical behavior is balanced and mature.

Scripture demands both behavior. Mark 16:15 tells us, "Go into all the world and preach the gospel." Psalm 46:10 encourages us to "be still and know God." Both are different, yet commands.

Mary and Martha are good examples of opposite types. Martha was more active and task-oriented, while her sister, Mary, was more passive and people-oriented. Martha demonstrated "D" type behavior (John 11:20), while Mary showed "S" type behavior (John 11:20).

When Lazarus their brother died, both said the exact same thing to Jesus (John 11:21, 32), but Jesus responded differently to each one. The lesson is we should respond to people according to their personalities—not ours. We should be "all things to all men, that we might by all means save some," (Rom. 11:14).

Individual **DISC** behavior is illustrated in the Scriptures. God uses all types of personalities to complete His plan and purpose. The most important lesson is *don't let your personality control you, instead let God fill (control) you with Him*.

The **Apostle Paul** was definitely a "D" type. He was left for dead, imprisoned, stoned, forsaken and forgotten, yet he pressed on toward the high calling of God. He didn't worry about what anyone thought about him, except God. He also learned obedience and submission after God crushed him on the road to Damascus.

Peter demonstrated "I" type behavior every time he often spoke up for the disciples. He was often very dramatic. One moment Peter promises, in front of a crowd, to never forsake Christ; then a little later he denies the Lord, when no one is watching, to a young maiden. Yet, God used Peter in a great way at Pentecost.

Moses seemed to show "S" behavior when God told him to lead the children of Israel out of Egypt. Moses was unsure of himself. He even tried to get Aaron to be the leader. "S" type personalities don't like to be "up-front" telling everyone what to do, but God sometimes calls people to do great things in spite of their personality types.

Thomas, the Disciple, exhibited "C" behavior when he doubted Christ's resurrection. "C"s need proof and answers to questions. Jesus didn't belittle Thomas, but gave him the evidence needed to serve the Lord in a great way. Historians s became an extremely effective missionary to

For Review

High "D"s

- They need challenges and
- They don't like to be told their own bosses.
- Controlling themselves is control others, "D"s need to guard their feelings.
- Since "D"s test and challenge authority, they need to learn that everyone has a boss. If not, they will push others to the limit.

Instead of telling "D"s to complete a task immediately, give them the choice between completing the task now or by a certain time. They will usually choose the latter, but they at least have the choice.

High "C"s

- They like to do things right. Finishing a project half way or half right is unacceptable to them.
- Give them time and resources to do their best.
- Don't push them to always do better. They may get frustrated and give up.
- Encourage them to improve their people skills. They need to learn to be more sociable.
- Answer their questions and explain the "whys of life."

Provide these types with happy and positive atmospheres. They tend to be naturally pessimistic and moody. Joyful and uplifting music around the home or office can be very encouraging. Avoid being constantly negative and critical, especially with these personality types.

ation

lots of recognition, approval and stroking. to talk and get attention. Being quiet is difficult

opportunities to express themselves.

- Don't put them down for their desire to entertain.
- Encourage them to control their excitement and share the limelight with others.

"I"s need to learn they will have more friends when they make others look good. Praise them when they do well. Emphasize how their poor behavior makes them look bad, when they under-achieve. They especially need to guard against pleasing everyone.

High "S"s

- They desire steady and stable environments. Change is difficult. Give them time to adjust.
- Don't expect them to accept risks or try new things. They prefer traditional roles.
- Difficult assignments and enthusiastic challenges are not effective. Friendly and sweet appeals are best.
- Encourage them to be more outgoing and assertive, so that others will not take advantage of them.

"S"s' natural submission causes others to take advantage of them. "S"s need to learn how to control their reluctance to be bold and assertive. Saying "no" can be frightening, yet powerful. Taking chances and risks to take charge can be very rewarding.

COMBINING PERSONALITIES WITH SPIRITUAL GIFTS

The following are combinations of D, I, S, and C type personalities with seven Spiritual Gifts.

Be sure to also read the instructions at the top of the next page.

"D" Type Personalities With The Gift of Prophecy / Perceiving

Demanding type Christians with the Gift of Prophecy 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 are so driving, they often offend others. rather than always striving to be more sensitive to the feelings of others, they are the most effective decision makers.

"I" Type Personalities With The Gift of Prophecy / Perceiving

Influencing type Christians with the Gift of Prophecy make great communicators of truth. They articulate correctness with persuasion. They tend to overuse enthusiasm and emotions to convince others. Able to induce action or reaction, they need to guard against verbal abuse. Proclaiming truth, "I"-Prophets should use their speech with sugar. Making great impressions, they must remember Who they represent, not defend. "I"-Prophets are inspiring protectors of the truth.

"D" Type Personalities With The Gift of Teaching

Demanding type Christians with the Gift of Teaching are dedicated students and teachers. They are challenging research in order to be the best. They tend to be too forceful. "D"-Teachers are 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" Type Personalities With The Gift of Teaching

Influencing type Christians with the Gift of Teaching are great storytellers. They tell the best stories. They use their verbal skills to create fascinating lessons. Their verbal skills create fascinating lessons, 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.

"D" Type Personalities With The Gift of Serving / Ministry

Driving type Christians with the Gift of Serving / Ministry 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 helping others. They are self-sacrificing doers of the Word.

"I" Type Personalities With The Gift of Serving / Ministry

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

For Review

First, identify which letter (D, I, S or C) best describes your personality type. This can be done by finding the highest plotting point/s on Graphs 1 & 2 on the "Plotting Instructions" page in this booklet.

Then notice your most obvious Spiritual Gift/s. Do this by finding the highest plotting point/s in your Spiritual Gifts Profile.

There are 28 combinations of personality types and Spiritual Gifts. Find the description/s of your combinations. You may have several combinations to identify.

Consider the insights that most describe you and disregard those that are not like you. Keep in mind, you are a blend of behaviors and gifts.

Prayerfully study each description, asking God to control your personality and Spiritual Gift/s for His glory.

Study this booklet to also find where God can use you in ministry.

Discovering your personality and Spiritual Gift/s should result in maturity and involvement in the Body of Christ.

"S" Type Personalities With The Gift of Prophecy / Perceiving

Sensitive type Christians with the Gift of Prophecy are shy but serious concerning 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 seem to struggle with their concern for individuals and standing for correctness. This balance makes them surprisingly impressed when their shy need to be careful about like sleeping giants when

"C" Type Personalities With The Gift of Prophecy / Perceiving

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

For Review

"S" Type Personalities With The Gift of Teaching

Stable type Christians are systematic researchers. They are step-by-step. Their simplicity often lacks excitement. They are "S"-Teachers make faithful and loyal friends, but often resist conflict. They should strive to be more interested in results, than 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 the thorough explanation.

"C" Type Personalities With The Gift of Teaching

Intelligent type Christians with the Gift of Teaching are led by the quest for truth. They make great suggestions. Determined to discover in-depth truth, they over-do their lessons. They can 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" Type Personalities With The Gift of Serving / Ministry

Steady type Christians with the Gift of Serving / Ministry 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 take advantage of "S"-Servants. They should be more aggressive in seeking help. Always sensitive to the feelings of others makes them sought 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.

"C" Type Personalities With The Gift of Serving / Ministry

Competent type Christians with the Gift of Serving / Ministry are detailed-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 more friendly 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.

"D" Type Personalities With The Gift of Encouraging / Exhorting

Decisive type Christians with the Gift of Encouraging are persistent encouragers. 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.

"D" Type Personalities With The Gift of Showing 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. They can be misunderstood as insensitive. Their motivation is their loving hearts.

"D" Type Personalities With The Gift of Financial Stewardship

Domineering type Christians with the Gift of Financial Stewardship are serious about financial matters. They are successful in business. They tend to use money wisely. They tend to use money to influence others. 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 concerning financial decisions. They either discourage or encourage others with their money and/or advice. They can make great financial counselors.

"D" Type Personalities With The Gift of Administration / Ruling / Leading

Demanding type Christians with the Gift of Administration / Ruling 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 / Rulers 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 more sensitive and loving. "D"-Administrators / Rulers can be gifted leaders who press forward to do great things for God.

"I" Type Personalities With The Gift of Encouraging / Exhorting

Inspiring type Christians with the Gift of Encouraging make enthusiastic encouragers. They impress others with their advice. But they can be too optimistic. They often create high expectations. They 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.

"I" Type Personalities With The Gift of Showing Mercy

Inspiring type Christians with the Gift of Showing 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. They can be too emotional. "I"-Showing Mercy types can over-do their influence. Some may think their concern is all show. They like to help others with their kindness. They may need to be more humble. When it comes to sensitivity, "I"-Showing Mercy types are tops.

"I" Type Personalities With The Gift of Giving

Inspiring type Christians with the Gift of Giving are excited about stewardship. They like to encourage others to be givers. They make great promoters, but they can be over-enthusiastic because of financial concerns. "I"-Givers are more optimistic than others. They can be too positive. Their faith is evident in giving, but 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.

"I" Type Personalities With The Gift of Administration / Ruling / Leading

Influencing type Christians with the Gift of Administration / Ruling 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 / Rulers 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. But they can accomplish much through people.

For Review

"S" Type Personalities With The Gift of Encouraging / Exhorting

Sensitive type Christians with the Gift of Encouraging are sweet encouragers. 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. Their concern for others often makes them too nice. They need to show "tough love." "S"-Exhorters are security-oriented encouragers.

"C" Type Personalities With The Gift of Encouraging / Exhorting

Calculating type Christians with the Gift of Encouraging / Exhorting are precise encouragers. 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. Having patience and kindness will increase effectiveness. They should not be so critical. "C"-Exhorters can make great problem-solvers.

"S" Type Personalities With The Gift of Showing Mercy

Sensitive type Christians with the Gift of Showing Mercy are most loving. They are sweet servants always ready to help. 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 need to share truth, rather people hurt, "S"-Showing

"C" Type Personalities With The Gift of Showing Mercy

Compliant type Christians with the Gift of Showing Mercy are extremely concerned about others. They see needs no one else sees. 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 optimistic. Enthusiasm and inspiration are ng. "C"-Showers of Mercy are competent who really care about suffering.

"S" Type Pe The Gi

Security-oriented ty Giving are not risk takers. givers. They may lack th challenging projects. Sen help others behind the sc 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. They can be taken advantage of. They tend to be the most sacrificing. "S"-Givers are stable financial planners who avoid financial disasters.

"C" Type Personalities With The Gift of Giving

ant type Christians with the Gift of Giving s. They move conservatively. They seldom financial decisions. They don't like pressure. growth are often stifled because of pessimism. 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" Type Personalities With The Gift of Administration / Ruling / Leading

Submissive type Christians with the Gift of Administration / Ruling are concerned about getting tasks done in steady and stable ways. They need to be more assertive and aggressive. "S"-Administrators / Rulers 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/Rulers are achievers who like to work through small groups.

"C" Type Personalities With The Gift of Administration / Ruling / Leading

Cautious type Christians with the Gift of Administration / Ruling 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 would increase effectiveness with more warmth and team participation. Working through people and creating enthusiastic atmospheres can be helpful. They should avoid being critical of what others do. "C"-Administrators / Rulers are best at getting groups to do things.

For Review

Involvement / Spiritual Gifts Perspective

Where your Spiritual Gifts can be used most effectively!

One of the best ways to grow as a Christian is to get involved. Identifying your natural and spiritual motivation will help. Many believers desire personal growth, but seldom find a rewarding ministry.

The following is a summary of seven Spiritual Gifts listed in Romans 12: 3-8 and how they can impact your life.

GIFT OF TEACHING

Abilities: Clarify truth / Insights as to why facts are true.

Opportunities: Teaching, Training, Library.

Warning: Don't neglect other responsibilities.

Reward: Knowing people

Prayer: "Dear God, Help just impart truth

GIFT OF PROPHECY / PERCEIVING

Abilities: Discern right from wrong / Declare truth.

Opportunities: Community / National Concern, Finances, Steering Committee.

Warning: Don't be obnoxious or opinionated.

Reward: Helping others see truth clearly.

Prayer: "Dear God, Give me the sensitivity to show love, while sharing truth that may offend."

GIFT OF ENCOURAGING / EXHORTING

Abilities: Share practical steps of action.

Opportunities: Counseling, Crisis Center, Evangelism.

Warning: Choose words wisely.

Seeing people respond to your advice and helping them through problems.

Dear God, Use me to say what you would have me to say, not what I feel at the moment."

For Review

GIFT OF SHEPHERDING

Abilities: Giving sympathy, comforting, healing, and encouraging.

Opportunities: Hospital, Prison, Homeless Shelter.

Warning: Don't be a sucker to everyone in need.

Reward: Knowing you helped those who no one else would help.

Prayer: "Dear God, Use me to not only help people by showing care, but also sharing truth and TOUGH LOVE when necessary."

GIFT OF SERVING / MINISTRY

Serving behind the scenes.

Abilities: Nursery, Sunday School, Ushering. Don't become weary in well doing.

Reward: Knowing you make a difference doing what no one else may want to do.

Prayer: "Dear God, Thank you for appreciating my labor of love, regardless of what others may fail to appreciate."

GIFT OF GIVING

Abilities: Using stewardship to further God's Kingdom.

Opportunities: Finance or Planning Committee, Office.

Warning: Don't use money to control others.

Reward: Knowing you contributed to the advancement of ministry without any personal recognition.

Prayer: "Dear God, Use my success with finances to bless the ministry and others."

GIFT OF ADMINISTRATION / RULING / LEADING

Abilities: Organizing or delegating tasks.

Opportunities: Group Leader, Office, Personnel.

Warning: Avoid thinking everyone will get involved.

Reward: Seeing people work together to accomplish difficult tasks.

Prayer: "Dear God, Help me to be tolerant to those who don't respond like I think they should."

Involvement / Personality Perspective

Where your personality can be used most effectively!

My highest plotting point:
Graph 1 ____; Graph 2 ____;
My next highest plotting
points are:
Graph 1 ____; Graph 2 ____.

1. First give God your "giftedness" to use for His glory.
2. Read the sections of D, I, S or C and Spiritual Gifts influences on the *Interpretation* page which correspond with your highest plotting points on your Graphs 1 & 2.
3. Look for opportunities for ministry to use your "giftedness" —
 - Search the Scriptures for insights on how God can use you.
 - Ask your minister or mature Christian friend to guide you.
4. Get involved in a ministry ASAP.
5. Pray God will control you and make you "*all things to all men.*"

"D" BEHAVIOR (Active / Task-oriented)

Abilities: Lead, take stand, confront issue, persevere, dictate, make decisions and control.

Opportunities: Organize needed ministry, chair Stewardship Committee, head Usher's Committee, commit to specific challenge.

Warning: You want to control everyone, but must first control yourself. Remember, "*to have authority, you must be under authority.*" Be loyal to your leaders.

Reward: Follow your spirit, be the Lord of your life, and find a way to move the ministry forward.

Prayer: "*Dear God, control my dominant personality, so I can be an effective making leader for your glory.*"

"C" BEHAVIOR (Passive / Task-oriented)

Abilities: Analyze, improve, give directions, do the right thing.

Opportunities: Finance Committee, long-range planning, office, record information, research, teach, organize and order curriculum.

Warning: Due to your cautiousness, criticism comes easy. Don't always be pessimistic and hard to convince. Increase your faith in God and trust those you follow.

Reward: Ministers need competent people to fulfill their visions. You can be a great blessing if you continually look at the possibilities, rather than impossibilities.

Prayer: "*Dear God, help me be optimistic in the midst of problems — a source of encouragement to those who find faith and victory difficult.*"

"I" BEHAVIOR (Active / People-oriented)

Abilities: Communicate, inspire, influence, make friends, optimism, enthusiasm.

Opportunities: Give public testimony, drama, social committee, greeter, encourager, lead discussion group and visitation.

Warning: You naturally outshine others. Don't serve purely through your "*personality.*" Also, pride and sinful lusts will destroy your testimony.

God designed you to shine for Him. When He will use you in ways more than you ever imagined.

'Dear God, keep me humble to do your will, Help me give you and those who praise me the glory of all You have done.'

"S" BEHAVIOR (Passive / People-oriented)

Abilities: Support, serve, specialize, finish what others start, work behind the scenes, do what needs to be done.

Opportunities: On call whenever needed, hospital visitation, encourage new members, office, keep records, telephoning and counseling.

Warning: Shyness hinders your opportunities to do great things for God. Be more aggressive and assertive. Be careful, people may take advantage of you.

Reward: Believing God's promise that you can do all things through Him who strengthens you, step out and try the difficult. You may be surprised what God can do.

Prayer: "*Dear God, I know you use the weak things to confound the mighty and I often don't feel capable of serving you, but through your grace I will.*"

For Review

Everyone: You should never use your personality as an excuse not to do what God commands everyone to do. For example, the Bible commands you to do the work of an evangelist. "D"s and "I"s may feel more comfortable talking to people about Christ, while "S"s and "C"s may not. Yet everyone should share the "*good news.*" "S"s may feel more comfortable working behind the scenes, but God may call a "S", like Moses, to lead a group. Or God may call an "I" to work behind the scenes. You must learn to "*be all things to all men that we might by all means save some.*" **Whatever you do, do it through Christ. Read Gal. 2:20.**

Fitly Joined Together

The following are opportunities for ministry in relationship to Spiritual Gifts. With your gifts in mind, look at all the ministries available. You should also consider many other gifts not included. You may also have various passions and interests that would cause you to fit well in a specific ministry.

If you are already involved in a ministry that doesn't seem to match, don't think you shouldn't be involved. Remember Moses!

Your past and present experiences should also enter into your search for a good fit. In summary, consider your spiritual gifts, personality type, interests, passions, and experiences in making your choices. Once you have chosen 3 - 5 opportunities for ministry, be sure to notify your pastor, a spiritual leader or ministry coordinator. Then get involved as soon as possible.

Prophecy / Perceiving	Teaching	Serving / Ministry			
Coaching Communication Deacons Discipleship Elders Evangelism Finances Long Ran. Plan. Marital Arts Media Men's Ministry Newsletter Personnel Prayer Printing Records Script. Reader Search Comm. Security Steering Comm. Tape Ministry Teaching Trustees Visitation Women's Min. Writing	Bookstore Clerical Coaching Computer Curriculum Deacons Discipleship Elders Electrical Elementary Finances Interpreting Library Men's Ministry Missions Prayer Printing Records Script. Reader Search Comm. Security Steering Comm. Tape Ministry Teaching Tutoring Trustees Video Women Worship Writing	Adult Choir Altar Counsel. Band Baptism Bereaving Big Brothers Bookstore Bowling Carpentry Child Care Children Choir Cleaning Clerical Coaching College/Career	EMT Encouragement Evangelism Floral Arrange. Foods Graphic Arts Greeters Grounds Hispanic Min. High School Housing Visit. Hospital Hospitality Hospice Infants/Toddl. Interpreting	Missions Musician Newcomers Newsletter Nurse Nursery Office Machines Orchestra Organ Personnel Photography Physician Piano Prayer Preschool Printing Publicity Records Receptionist Recreation Script. Reader Secretarial Senior Adults Serving Meals Set-up Shut-ins Single Adults	Single Parents Small Groups Song Leader Sound System Steering Comm. Supplies Supper Club Tape Ministry Teaching Telephone Call. Tutoring Transportation Trustees Ushers Vehicles Video Visitation Visitors Cards Weddings Women's Min. Worship Writing Yard Work Youth Youth Choir
For Review					
Encouraging / Exhorting	Serving / Ministry				Administration / Ruling
Altar Counsel. Adult Choir Band Big Brothers Choir Coaching College/Career Communication Concerts Counseling Deacons Discipleship Drama Elders Encouragement Evangelism High School	Jr. High Media Men's Ministry Newsletter Nurse Prayer Printing Receptionist Script. Reader Single Parents Tape Ministry Teaching Trustees Video Visitation Women's Min. Worship Writing	Carpentry Child Care Children Cleaning Communion Construction Counseling Deacons Discipleship Elders Elementary EMT Evangelism Foods Greeters Housing Visit. Hospital Hospice Infants/Toddl. Interpreting Intercess. Pray. Kids Kam/VBS Kitchen	Nurse Nursery Organ Physician Piano Prayer Preschool Refug/Homless Serving Meals Set-up Shut-ins Telephone Call. Tutoring Trustees Weddings Women's Min. Worship Writing Yard Work	Bookstore Clerical Coaching Computer Construction Curriculum Decorating Deacons Discipleship Elders Electrical EMT Finances Floral Arrange. Foods Graphic Arts Grounds Housing Visit. Kitchen Library Long Ran. Plan. Mailings Maintenance Meals Media Men's Ministry Missions Musician Newcomers Newsletter Nursery Office Machines Orchestra	Personnel Physician Prayer Preschool Printing Publicity Records Recreation Refug/Hmless Search Comm. Secretarial Security Senior Adults Set-up Shut-ins Single Parents Small Groups Sound System Steering Comm. Supplies Supper Club Tape Ministry Telephone Call. Tutoring Transportation Trustees Ushers Vehicles Video Visitors Cards Weddings Women's Min. Worship Writing Yard Work
					Accounting Benevolence Clerical Construction Counseling Deacons Discipleship Elders Finances Foods Grounds Kitchen Library Long Ran. Plan. Mailings Maintenance Meals Media Men's Min. Missions Newsletter Personnel Physician Prayer Printing Publicity Records Refug/Hmless Search Comm. Security Single Parents Sound System Steering Com. Supplies Tape Ministry Transportation Trustees Vehicles Video Women's Min.

"Choose You This Day Who and Where You Will Serve"

The following are a few suggestions where you might "fit" best in ministry. Remember, God may lead you to do things you don't feel qualified or comfortable doing. But God always empowers you to do what He calls you to do.

There are also many challenges every Christian is called to do; such as praying, witnessing, etc. Don't let the lack of a specific spiritual gift or personality type discourage you from doing what the Bible commands. You may also feel compelled to be involved in other ministries not listed. You may even desire to be involved in ministries listed under different personality types.

"D" Types —

Carpentry	Elders	Men's Min.	Prayer	Teaching
Coaching	EMT	Missions	Recreation	Trustees
Construction	Evangelism	Long Rng Pln.	Search Comm.	Ushers
Deacons	Finances	Personnel	Security	Vehicles
Discipleship	Media	Publicity	Steering Com.	Worship
				Yard Work

"I" Types —

Band	Elders	Kid Kmn/VRS	Prayer	Support Group
Big Brothers	Elementary	Me		
Bowling	Evangelism	Me		
Choir	Encouragmt.	Mi		
Coaching	Greeters	Mu		
College/Career	Graphic Arts	Ne		
Communicatn.	High School	Ne		
Concerts	Hispanic Min.	Or		
Counseling	Housing Visitr.	Or		
Deacons	Jr. High	Ph		
Discipleship	Interpreting	Pia		
Drama				

"S" Types —

Altar Counslr.	Discipleship	Kit		
Baptism	Elders	Lib		
Benevolence	Elementary	Ma		
Bereaving	Encouragmt.	Ma		
Big Brothers	Evangelism	Meas	Scripture Read.	Tutor
Book Store	Follow-up	Missions	Search Com.	Transportation
Bowling	Foods	Newcomers	Secretary	Trustees
Carpentry	Grounds	New Mem.	Senior Adults	Ushers
Children	Hispanic Min.	Newsletter	Serving Meals	Vehicles
Child Care	Hospital	Nurse	Set-up	Visitation
Cleaning	Hospice	Nursery	Shut-ins	Visitors Cards
Clerical	Housing Visi-	Office Machn.	Single Adults	Weddings
College/Career	tors	Orchestra	Small Groups	Women's Min.
Communion	Infant/Todd.	Organ	Sound System	Worship
Concerts	Interpreting	Physician	Summer Camp	Writing
Counseling	Interc. Pray.	Piano	Supper Club	Yard Work
Deacons	Kid Kamp/VBS	Preschool	Supplies	Youth Choir
Decorating				

"C" Types —

Accounting	Discipleship	Library	Physician	Steering Com.
Band	Drama	Mailings	Piano	Tape Ministry
Benevolence	Elders	Long Rng. Pln.	Prayer	Teaching
Book Store	Electrical	Maintenance	Preschool	Transportation
Carpentry	EMT	Meals	Printing	Tutor
Children	Evangelism	Missions Mu-	Publicity	Trustee
Cleaning	Finances	sic	Records	Vehicles
Clerical	Follow-up	Newsletter	Scrip. Reader	Video
Communion	Food	Nurse	Search Com.	Visitors Cards
Computer	Floral Arrang	Nursery	Secretarial	Weddings
Concerts	Graphic Arts	Office Machin.	Security	Worship
Construction	Grounds	Orchestra	Serving Meals	Writing
Curriculum	Infants Todd.	Organ	Set-up	Yard Work
Deacons	Interpreting	Personnel	Sound System	
Decorating	Kitchen	Photography	Supplies	

Choosing where to be involved can be easy. First, pray God will give you wisdom about how your specific personality, spiritual gifts, talents, interests and experiences relate.

The Lord may also direct you to get involved in ministries that don't seem to fit your "giftedness." Sometimes your passions and interests create a burden to be involved in unrelated areas. God can use you in a great way as you allow Him to do His work through you.

The most practical way to discover where to serve is to consider the ministries that need your personality and spiritual gifts. For example, you may have a "S" type personality with the Gift of Serving / Ministry / Helps. Look for an opportunity to serve behind the scenes doing those things most people don't want to do — like the Kitchen or Library. You can receive deep satisfaction knowing God uses you to meet special needs.

If you're an "I" type with the Gift of Encouraging / Exhorting, you may want to get involved in a more active

sive outreach opportunity. "S" types prefer more

friendship" or "relationship" type evangelism or

ones with the Gift of Prophecy / Perceiving would

ively in a Community Awareness type ministry.

s prefer to perceive and declare truth.

v all the opportunities listed with your specific

and spiritual gift in mind. There may be other

es not listed. You may want to consider your

rests and experience. For example, you may not

personality with the Gift of Showing Mercy, but

burden to win the lost. Your passion and experi-

ence will mean you fit well in an evangelism ministry.

Be sure to communicate with the appropriate ministry leader. Notify him or her about your personality type, spiritual gifts, talents, interests and experience. Ask for counsel concerning where others may think you fit best. Scripture teaches, *"In the multitude of counsel there's safety."*

Temporarily volunteer to serve in various ministries. Notice how you fit and feel as you serve. Be sensitive to how the Holy Spirit uses your involvement to help others and bless you.

Choose 3 - 5 "Opportunities For Ministry" To Consider:

Joy & Giftedness

The words "joy" and "gifts" are related in the Bible. They both come from the same Greek root word. Their connection has wonderful implications — real joy comes when we exercise our gifts. God divinely designed us with plan and purpose. His purpose was to bless us, by our discovering and using our giftedness for His glory.

Discovering our giftedness is fascinating. But the main thing is to keep the main thing the main thing! What is the main thing? It is to "*glorify God with your body and spirit*," 1 Cor. 6:19,20. We glorify God most, while reaping the benefits of true joy when we allow God to use us as He designed us.

Scripture admonishes, *living sacrifices to is that good and acceptable* 12:1,2. If you really value for your life, you must Give Him your feeling both naturally with your spirit naturally with your spirit

The Bible teaches us not to be like children tossed to and fro, all mixed up in life. Instead we should "*speak the truth in love that we may grow up in Christ*," Eph. 4:15.

We all need to mature in Christ, so we can enjoy life as God intended!

Because these lessons are so important, your church has provided you with this tremendous learning experience. Everything would be wasted if you ended this study without determining to be involved in a specific ministry. Also learn how to avoid and resolve conflicts based upon Biblical Resolution Management principles and ministry will be more meaningful.

Consider making a commitment to follow Christ. Dedicate your giftedness to God. He wants to bless you more than you could ever imagine. Remember happiness is a choice. You will experience true joy, "*charis*," when you are exercising your giftedness. But you must make a commitment to exercise your giftedness.

Don't wait for anyone to ask you to get involved. Start this week by just showing up and saying, "*I'm ready to serve!*" Don't be

if things are organized
ic at times.
r the Day
ost was one
st confus-
lorious days of all!

***Exercise
your
giftedness
to
experience
joy!***

These insights should help you understand
i fit best in ministry. *Remember, every member is a minister!* This could be your Day of Pentecost, when God pours out His blessings on your life and uses you in ways you never dreamed. But it could also be a nightmare, because of *people*. Serve God, regardless of whatever conflicts and clashes you may have, and you WILL be blessed.

Keep your eyes on Christ and you will succeed!

Leadership Insights

Most everyone responds to life's challenges and choices according to his or her personality.
Therefore, individuals who relate to others must be *personality wise*.

For example, High "S" leaders should not engage High "D" followers in small talk. "D"s prefer leaders who get-to-the-point. They want "bottom line" answers. They respond best to those who are not going to waste their time.

On the other hand, High "S" followers feel comfortable with leaders who are systematic, slower, and steady in their approaches. "S"s don't like fast talking, quick pace responses. "S"s respond best to stable and sensitive leaders.

Leader Styles

The following describes different leadership styles. People tend to lead according to their personalities, rather than adapt to the styles of others.

"D" Leaders —

"D"s are *take control* and *be in charge* types. They don't like people telling them what to do. "D" leaders can be too pushy and forceful. They need to control their direct and demanding approach to management. They make better leaders when they learn to slow down, listening of others.

"I" Leaders —

"I"s are inspiring and enthusiastic and influence others. Naturally they tend to talk too much. "I" leaders are also so sensitive to rejection. They are positive leaders. "I"s love crowd individuals.

"S" Leaders —

"S"s are the sweet, steady and stable leaders. They seldom demand anything. They are friendly and loyal, but tend to be too nice. They need to be more aggressive and assertive. Overly sensitive to their shortcomings, "S"s need to be more confident. They hate to take risks. They often miss opportunities because of their caution. Reliable and relaxed, they are more reserved.

"C" Leaders —

"C"s are competent and compliant. They go by the book and want to do everything just right. They are thorough and detail-oriented, but tend to be too informative. "C"s need to be more positive and enthusiastic. They answer questions people aren't asking. When optimistic, "C"s are extremely influential. They should not concentrate on problems, but focus on potentials.

Follower Styles

People also follow according to their personalities. Identifying individual followers' styles make leaders more effective.

"D" Followers —

"D"s respect strong leaders. They want to be part of a winning team. They follow with power and authority in mind. They wonder, "*Will this action make me more respected and / or get the job done?*" "D" followers need choices, rather than *et-out* ultimatums. They need opportunities to do things.

ers —

low with their hearts. They tend to be impulsive. They want opportunities that will make them look good. Followers talk a lot. They make great first impressions. High egos and ability to persuade often turn them into leaders in order to rise to the top. Sometimes you have to lead whom.

ers —

"S" followers don't make quick decisions. They like leaders who are understanding and gentle. They want to establish a relationship with a leader who will be around for a long time. "S"s are concerned about service and stability. When it comes to sensible and slow judgment, "S" followers feel right at home. They like familiar and low-key environments.

"C" Followers —

"C"s are "Consumer Report" type followers. They analyze each decision. They love research and development. "C"s are quality oriented followers. They don't like quick or costly decisions. Picky and precise, they follow with their minds, rather than hearts. "C"s seldom respond positively at first. They often want time to think about their decisions. Once convinced, they follow best.

The most effective Leader is the blended Servant Leader. These type individuals learn how to adapt and become "all things to all men." They understand that everyone is often motivated by their specific personality. They guard their strengths from overuses, and improve/ perfect (2 Cor. 12:9-10) their "uniquenesses / weaknesses."

Blended Servant Leaders allow the Holy Spirit to control

their drives, passions, and wills in order to motivate others more wisely. Servant Leaders are Transformational Leaders who raise people up to follow on a higher plain. Anyone can be a Servant Leader. Your giftedness and "DISC" personality type is not most important. It's your relationship with God and others that makes the difference. ***God doesn't always call the qualified, but He always qualifies the called!***

How To Handle Conflicts

Often, the greatest hindrances to healthy relationships are personality conflicts. Positive individuals, desiring to build good relationships, are often discouraged because of misunderstandings and clashes with others. This section is designed to help you discover why people do what they do under pressure and why you may conflict with others. Life's success principles on how to handle clashes are clear. The problem is many people are not aware of their "*sensitive spots*." Everyone needs to learn more about avoiding and resolving conflicts.

Every personality has its "*hot button*." Everyone can act like a "D" when pushed too far. The following are tendencies of personalities as they relate under pressure.

Review the following pages with your Behavioral Blends in mind. Read each section to see how you may respond as a specific personality type. Also consider how you may respond differently because of your "hot and cold buttons."

To improve your effectiveness, control your personality and never use it as an excuse for poor behavior!

Remember — **Most problems today are not theological—they're relational — personality conflicts and clashes with others.**

"D" Behavior and all Spiritual Gifts

Under Pressure:

Becomes dictatorial, demanding, angry,

Sources of Irritation:

Weakness, indecisiveness, lack of — discipline, direction, authority

Needs To:

Back off, seek peace, reacting, control self, friendly, loyal, kind

For Review

"I" Behavior and all Spiritual Gifts

Under Pressure:

hyper, overly optimistic, immature, illogical, irrational, silly, wordy, selfish.

Sources of Irritation:

slow, slowness, pessimism, details, time, antagonism, doubt, structure, enthusiasm, team participation.

count the cost, control emotions, noble, strong, disciplined, punctual, with words, conscientious.

"C" Behavior and all Spiritual Gifts

Under Pressure:

Becomes moody, critical, contemplative, negative, worrisome.

Sources of Irritation:

Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.

Needs To:

Loosen up, communicate, be — joyful, positive, tolerant, compromising, open, trusting, enthusiastic.

"S" Behavior and all Spiritual Gifts

Under Pressure:

Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizer, sucker.

Sources of Irritation:

Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.

Needs To:

Be — strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing, expressive, cautious, bold.

Natural Responses To Conflict —

"D"s — Want To Attack
"I"s — Want To Expose Others
"S"s — Want To Support or Submit
"C"s — Want To Criticize

Recommended Wise Responses —

"D"s — Restore With Love
"I"s — Make others look good
"S"s — Care Enough To Confront
"C"s — Examine Own Self First

Biblical Resolution Management

Covenant —

In obedience to God's Holy Word and commitment to practicing Biblical Resolution Management, I promise to follow the Principle of Priorities. That is, my priorities are to glorify God, build harmony in the church, and avoid conflict. I will do as Matthew 18 admonishes—go to an offending brother "first alone."

First Step —

I will not first share the offense with another person. I am committed to restoring the relationship, rather than exposing possible sin. I recognize most problems with people are personality clashes, and I will try to understand their actions based upon their perspective.

Second Step —

If going to a person "first alone" does not resolve our differences, I promise to seek a neutral and mature individual who will listen to each of our perspectives of the problem. This person will hopefully be able to shed light on one or both of our blind spots or areas of needed growth in order to glorify God.

I recognize that the "witness" may reveal or say things I won't like, but I will believe God is using him or her to resolve the conflict, rather than take sides. (The "witness" must be an individual with deep spiritual wisdom and highly respected by all those involved.)

Warning —

I will not seek to find others who have also been offended, nor share my concerns with potential "witnesses" prior to the meeting with my "offending brother." The purpose of having a "witness" is not to validate my hurt but rather to open my heart and mind to the possible needs I may have regarding my relationship with others.

I realize my friends may naturally listen to my concerns, but also take up my offense. I will, therefore, not cause them to become a party to a possible division and disharmony because of our friendship. Whenever I feel an urge to share the offense with my friends, I will pray and commune with God about my hurt.

Confronting Ministry Leaders —

I believe in the scriptural admonition to not rebuke an Elder (spiritual leader), other than in grave matters of misconduct and open sin (1 Timothy 5:19). I will earnestly pray for and follow those God has placed in leadership over me. I will not allow anyone to criticize them without following the principles in Matthew 18 and without the specific person present.

If I have a problem with my ministry leader, I will go "first alone" to them. I will not share my concern with anyone. I will listen and try to understand their perspective of the problem. If I am not satisfied with their explanation and continue to have animosity, I will ask their permission and counsel to find a "witness" who will listen to our conflict.

If the "witness" finds I have misunderstood the situation and should continue no further, I will trust God to complete His work in my life by casting my burden on the Lord and leaving it there. If the "witness" agrees with my concern and finds the ministry leader wrong and the leader refuses to hear the "witness," we will then find a group of two or three other "witnesses" who will hear the matter and determine what God is doing through this conflict.

Serious Step —

If I continue to find fault with a ministry leader and cannot worship in "spirit and truth," I will seek to join another ministry rather than cause any conflict and disharmony. I am committed to pleasing God through resolving my conflicts, even if it means separating myself from the source of my irritations.

Ultimate Goal —

I commit myself to be spiritual rather than "normal" and supernatural rather than "natural" when it comes to solving my problems with others. I want God's will and way to resolve my conflicts and will do as the Holy Bible teaches, regardless of my normal and natural feelings.

My ultimate goal is to glorify God through bearing much fruit, getting involved in ministry, and avoiding and resolving conflicts.

My Action Plan

Prayerfully complete the following . It is not necessary to share with others, but you may want to find someone to pray with you concerning your desire and need to get involved in ministry. Ask your pastor or a church leader to help you go on from here. Take advantage of every opportunity to learn more. Review this entire booklet and trust God to use you in a great way!

1. My three highest spiritual gifts are:

_____;

This means I also tend to be more _____

2. The overuse of these gifts sometimes makes me _____

3. My highest personality profile plotting point in Graph 1: _____; Graph 2: _____.

This means I tend to be more _____

4. The overuse of this type

5. My most obvious combi

6. To communicate and rel

7. My greatest blessing and

8. I should guard or improve my following spiritual gifts tendencies: _____

9. I should guard or improve my following personality tendencies: _____

10. To grow more spiritually, I will get involved in the following ministries: _____

11. To avoid and resolve conflicts more effectively, I will covenant with God to especially follow the following steps:

12. My prayer in discovering and exercising my giftedness is: _____

For Review