

# How to Control & Conquer Feelings in Christ

**Uniquely You Personality Profiles  
For Parent & Child**

## **Info User**

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## **For Your Review**

**Child - Faith Based  
Expanded**

## Interpretation of Behavioral Blends

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.

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.

Every person can be another person in order to be more successful. Your strengths and your weaknesses become the weaknesses they later desire.

The "bottom line" is that if you want to be more like yourself, you must be critical that God is not of what God wants you to be.

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.

## For Your Review

### Child - Faith Based Expanded

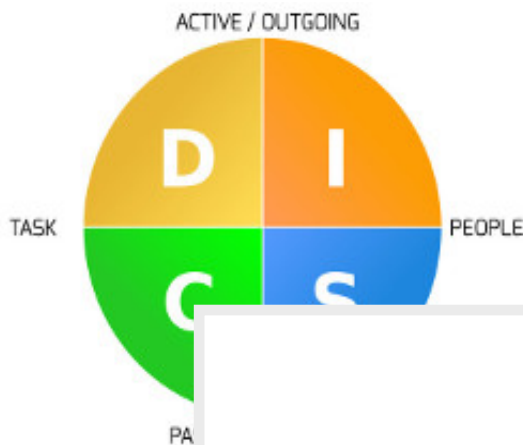
weakness may be a "weakness." In order to control your weaknesses, you lean toward the weakness about you and become what you are.

often say, "I just want to be more like you really find me, insecure or confident can be opposite of what is natural, but

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).

## 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.



### Active/Task-oriented "D"

Dominating, Direct, Decisive, Driven

### Active/People-oriented "I"

Inspiring, Influential, Idealistic, Imaginative

### 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

# For Your Review

## Child - Faith Based Expanded

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

Biblical Advice:

BE GENTLE / NOT BOSSY—Wisdom from above is . . . gentle, James 3:17

CONTROL YOUR FEELINGS AND ACTIONS—Be angry and sin not, Eph. 4:26

FOCUS ON ONE THING AT A TIME—This ONE thing I do, Phil. 3:13

HAVE A SERVANT'S ATTITUDE—By love, serve one another, Gal. 5:13.

## "I" Type Behavior

Basic Motivation: Recognition & Approval

Desires: Prestige  
Opportunities

Respond Best  
recognition of

Needs to Learn  
dangerous - Be  
one's influence

Biblical Advice

BE HUMBLE /

CONTROL YOUR FEELINGS—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.

# For Your Review

## Child - Faith Based Expanded

to help others -

ment - Provides

optimism can be  
better will improve

17

## "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

Biblical Advice:

BE BOLD AND STRONG—Only be strong and very courageous, Joshua 1:6

BE CONFIDENT AND FEARLESS—God has not given you the spirit of fear, 2 Tim. 1:7

BE MORE ENTHUSIASTIC—Whatever you do, do it HEARTILY as unto the Lord, Col. 3:23.

## "C" Type Behavior

Basic Motivation: Quality & Correctness

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  
Deadlines must be met

Biblical Advice  
BE MORE POSITIVE  
4:8  
AVOID A BITTER  
BE JOYFUL -  
DON'T WORRY

not everything -

these things, Phil.

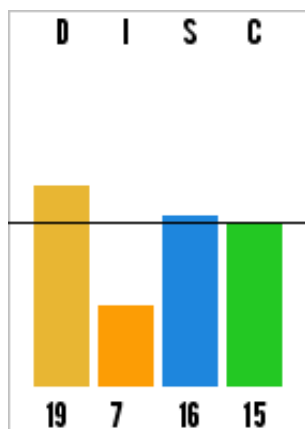
om you, Eph. 4:31

# For Your Review

## Child - Faith Based Expanded



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



### Description

As a "D / S / I / C" people expect you to be sometimes sweet, sensitive, forcefulness you think people expect because of you constantly sit forward. You plan and prepare.

## For Your Review

### Child - Faith Based Expanded

"D" you think you are passive, but you are decisive, but your passiveness or You seem to see yourself as reserved that doesn't like to cautiously moving forward. You tend to lead the masses.

### How Others

You are often seen as a blend of strength, sensitivity, and concise 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 you are self-assured with a well of knowledge. You are recognized as one who can be challenging, but you are 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 assertive, but also sensitive, soft and cautious. You have a lot of energy and excitement with your ideas and communication skills or public speaking. You tend to influence others well and demonstrate your leadership by example and persuasion. You tend to lead more by example and persuasion.

# For Your Review

## Child - Faith Based Expanded

## Follower Style

You tend to be a follower. You let others tell you what to do and follow their commands. You are not very assertive or competent. You tend to 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. Followers have to follow you. You give all the credit to your followers and they are your followers, but often they are not your followers.

## 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 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 lack optimism 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 aren't friendly, except in small groups or with individuals. You tend not to stand out in a crowd, and would rather blend in than be seen or heard.

## Overuses and Abuses

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# For Your Review

## Child - Faith Based Expanded

### Guard Against

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working with small groups or motivating 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, but you can also challenge large crowds with your dreams and direction. 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 very hard to make good impressions speaking to large groups or publicly influencing others to promote your causes. You are best at demonstrating confidence in what you do and being supportive and cautious.

## Conclusion

You stand out in many ways, but you don't seek to be popular or 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 your strong convictions combined with your sensitive spirit and 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.

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## For Your Review

### Child - Faith Based Expanded

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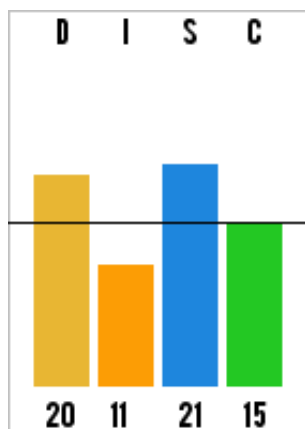
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Preface: This section is designed to describe specific personality types from a private perspective - when individuals are either in their home environments or in settings among friends and relatives. People tend to have different motivations in public - 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 / I", people expect you to be sometimes sweet and sometimes abrasive. You seem to be reserved because you like to constantly move forward and tend to plan all your moves.

## For Your Review

### Child - Faith Based Expanded

"S / D", you think you are a crowd pleaser. You consider yourself someone who doesn't give while cautiously giving assurance. You tend to be well to the

### How Others

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 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 sensitive, soft and firm. You bring enthusiasm and excitement with great communication skills. You influence others directly or casually. You care for your tender loving care. You lead by example, motivating others to do all the work.

# For Your Review

## Child - Faith Based Expanded

## Follower Style

You tend to be a follower. You would rather follow than lead. You are following subordinates. 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. You are risk-taking, but often guard your aggressiveness with your cautiousness. You tend to plan and prepare extensively so that you will be wise and able to follow your leaders in a sure and steady fashion.

## 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 c  
people try to t  
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## Guard Against

Don't hesitat  
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to ensure the job gets completed and done correctly. You are people-oriented, but not with crowds. You prefer working with small groups or motivating 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.

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# For Your Review

## Child - Faith Based Expanded

## 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 in

People seem subjective, but unguarded, and relatives. Review you are always

This is simply stress. Your spirituality, and

This is NOT a your behavior.

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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. Your behavior “expected” in less familiar environments, or in the workplace, may be different from your behavior in more familiar environments.

When both graphs are similar in configuration, it may indicate that you are satisfied with your behavior and are willing to adapt or change.

Understanding and accepting your differences can be very productive and wise.

Then, learn how to control your motivations, rather than letting them control you.

# For Your Review

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Graph 1 is at work or in public places or in

Having may be a sign you are not

be very es and

## 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 are very compliant. On the other hand, they don’t seem very friendly or outgoing.

When speaking to subjects. They have a triple-e

Their greatest motivation to succeed is to overdo their strength.

They would grow under pressure, and so much. They have a lot going for them, but sometimes trip over their own strengths.

## For Your Review

### Child - Faith Based Expanded

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" 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 has taken charge, but not the scenes in his maturity by security and s

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## For Your Review

### Child - Faith Based Expanded

ges over time. He prefers to be in er work behind is person shows nonstrates

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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 - COMF

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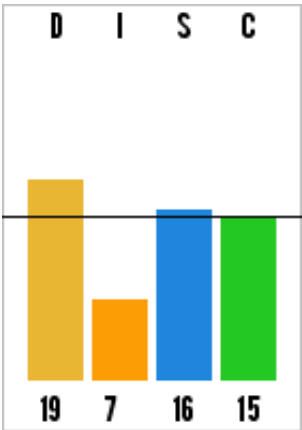
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Controlling

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- 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 - COME

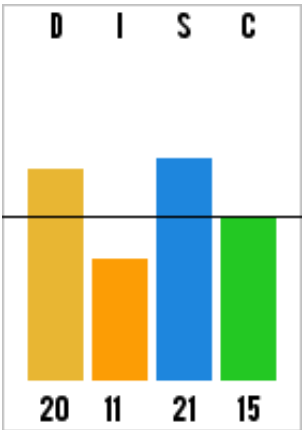
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- Be more enthusiastic.
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## Your DISC Insights

**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 / S  
 Pondering / W  
 Sweet / Tende  
 Generous / Gi  
 Industrious / H  
 Driving / Deter  
 Direct / To the  
 Courteous / P  
 Inventive / Im  
 Organized / O  
 Helpful / Assis

**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

## For Your Review

### Child - Faith Based Expanded

**a's "D"Tende**

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 not very:**

Gentle, Soft, Humble, Pleasing, Good-natured, Hospitable, Enjoys company

**a's "C" Tendencies are not very:**

Calculating, Analytical, Perfectionist, Precise, Right, Correct, Competent, Does Right, Preparing, Researching, Original, Creative

# Appendix

## Table Of Contents

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# *Introduction to Child's - Parent's Profiles —*

## **Controlling and Conquering Feelings**

Most people get into trouble, because they don't know how to or they just refuse to control their feelings. Conquering our feelings is imperative to a happy and healthy life. Learning Human Behavior Science helps us understand why people feel, think, and act the way they do.

Our feelings are part of our personalities. Every child and parent are gifted with unique personality types. Discovering the *Uniquely You* as a family member is vital for a harmonious home. Understanding how to control and conquer your feelings will improve your family's environment and parenting skills.

Parents v  
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ity types wi  
proverb teach  
he should g  
"bent" or p  
be trained a

Everyone  
one has a b  
with your pe  
understandi  
discover wh  
way we feel

The challenge is relating to everyone differently — discerning how people feel, think and act according to their personalities. Your entire family can benefit by reducing conflicts caused by personality clashes. Most family problems result from hurt feelings and misunderstandings. We need to learn how to conquer our feelings by controlling our personalities.

By learning how to predict behavior, parents can avoid and resolve most conflicts. You can also discipline and motivate your children according to their individual personality types. Recognizing your children's

lly enlightening.  
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how to respond

For maximum  
is entire report.  
and conquer his  
ding personality  
under pressure.

### **For Your Review**

#### **Child - Faith Based Expanded**

*There is no greater BOND, than  
between a parent and a child.  
There is also no greater PAIN,  
than a strained relationship  
between a parent and child.  
- Dr. Mels Carbonell*

# ***Historical Background Of Personality Types***

---

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 di

Dr. John C  
University of  
DISC person

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Psychologist  
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## **For Your Review**

### **Child - Faith Based Expanded**

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Understanding the four-quadrant model of basic human behavior often explains why people do what they do. These insights can make the difference between right and wrong responses, and the best or worst behavior in any situation.

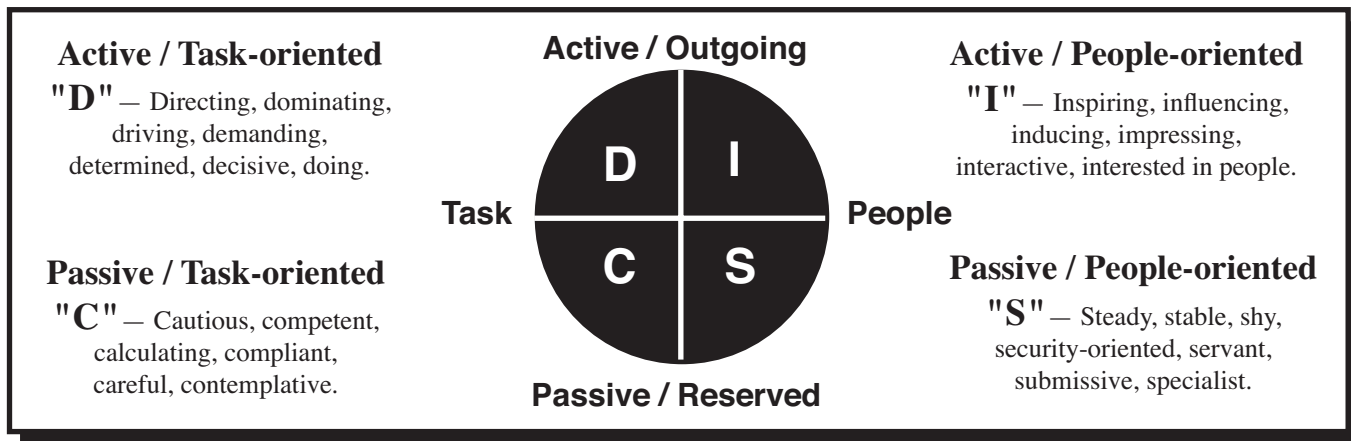
The profile is not a psychological analysis. It is not designed to deal with serious emotional problems. It can help with simple insights into basic human behavior motivations. For more in-depth needs, we recommend you seek "professional" counseling.



# 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

(Active / Task-oriented)

**Descriptions:** *Dominant, Directing*

**Basic Motivation:** Control

**Desires:** • Freedom from

• Difficult assignments

• Choices, rather than

**Responds Best To:** •

• Sticks to task • Gets

dom for personal account

**Needs To Learn:** •

• Some controls are not

most important • To fo

• Sensitivity to people's

**Biblical Advice:** BE

above is . . . gentle, James

**ACTIONS—Be angry**

**THING AT A TIME—**

• HAVE A SERVANT'S

Gal. 5:13.

## For Your Review

### Child - Faith Based Expanded

Examples: Peter & Ruth

Known as "Sanguine"

*Pressing, Inducing*

*Proval*

Desires • Freedom from

opportunities to motivate

fair and also a friend

cognition of abilities

ed • Deadlines are

gerous • Being respon-

• Listening better will

DO PRIDE—*Humble*

• CONTROL YOUR

James 1:19 • BE

*ntly and in order,*

*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—*Whatever 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—Whatever you do, do it HEARTILY*

*as unto the Lord, Col. 3:23.*

# How To Read Your 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

This person  
on an individual  
interest in enth

**Example**  
person is more  
people. They l  
sit still or work

Notice the  
person is not  
and calculating  
types.

## For Your Review

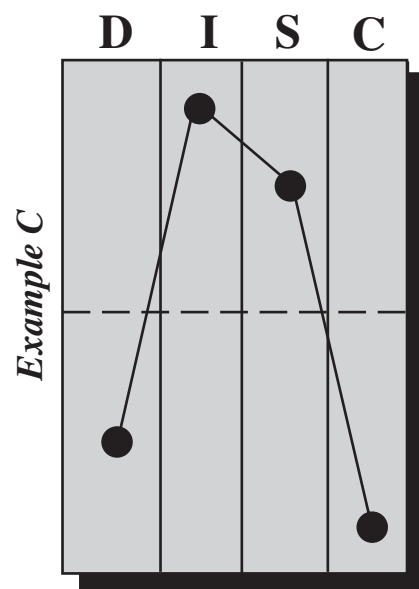
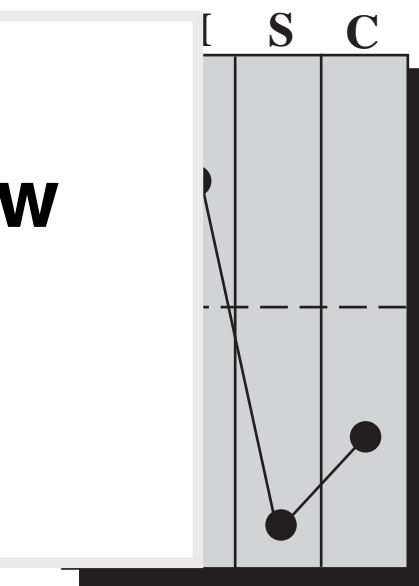
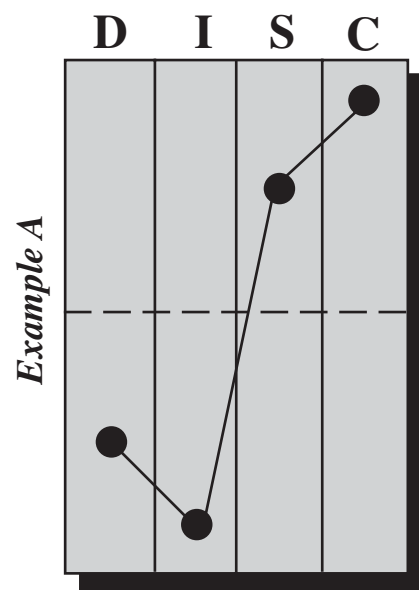
### Child - Faith Based Expanded

**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 to control your personality and feelings, rather than letting them 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 Your 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 inside. They respond when he or she hears from him or her — usually.

Everyone is influenced by family and peers, plus other realities into predicted

If **GRAPH 1** personality will be different from person may be different from that of him or her and may be very close to 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**. The 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. He or she is also more "S"—submissive and security oriented than what he or she feels is expected of him or her.

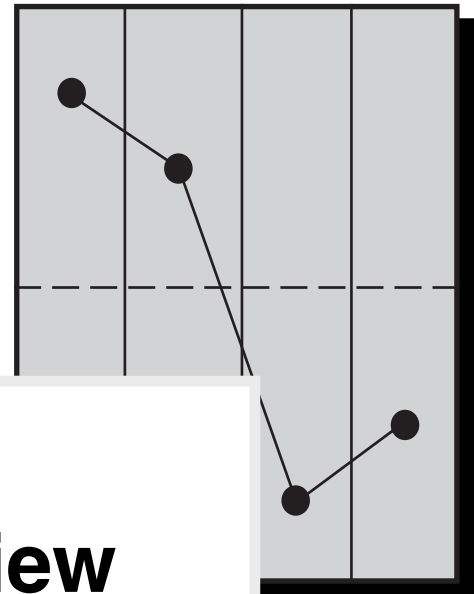
To understand how to read the two graphs, focus on each plotting point under the **DISC** columns.

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

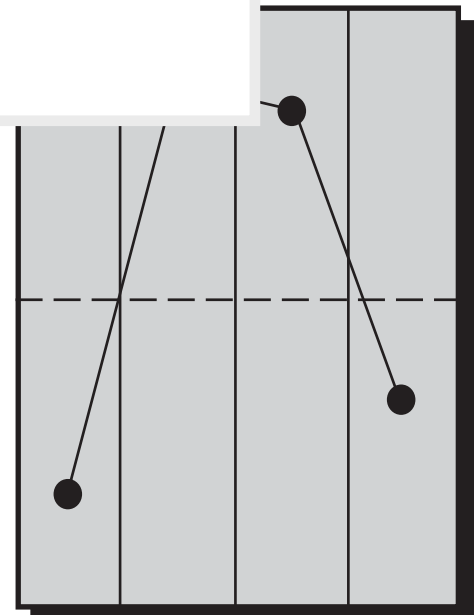
Example of Graph 1

D I S C



Example of Graph 2

S C



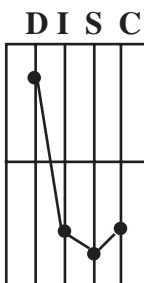
# DISCOVERING YOUR BEHAVIORAL BLEND

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.)

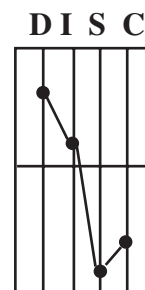
## D: DETERMINED DOERS

"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.



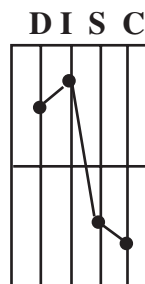
## I: INSPIRATIONAL INFLUENCERS

"I"s are impressive people. They are extremely active and excited individuals. They can have lots of friends. They need a lot of attention. They need to be more in control. They do not like to listen. They do not like to look good. They often talk too much. They are entertainers. They need to think more logically and are motivated by recognition.



## I/D: INSPIRATIONAL DOERS

"I/D"s are super salespeople. They love large groups. They are very outgoing and often out of control. They are very enthusiastic and still. They are very confident. They are very difficult things. They are very crowd and they make decisions.



## S: STEADY SPECIALISTS

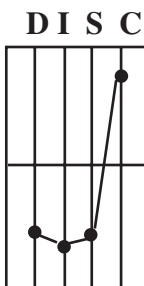
"S"s are stable and shy. They enjoy pleasing people. They are the same job. Secure, they are important to them. They are so forgiving. They take advantage of them. They learn how to say, "No" and do wrong. Talking in front of them. They are motivated by opportunities to help others.



## For Your Review Child - Faith Based Expanded

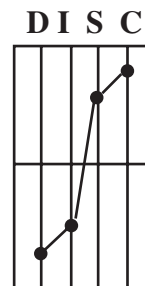
## C: CAUTIOUS COMPETENT TYPES

"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.



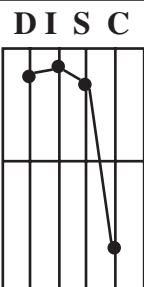
## C/S: COMPETENT SPECIALISTS

"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.



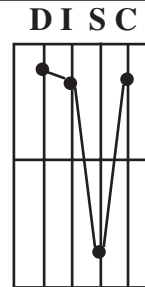
## I/D/S: INSPIRING DRIVING SUBMISSIVE

"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.

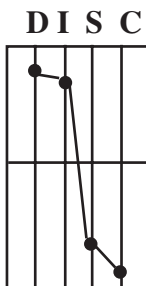


Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other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

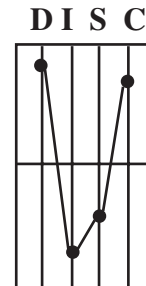
#### D/I: **DYNAMIC INFLUENCERS**

"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.



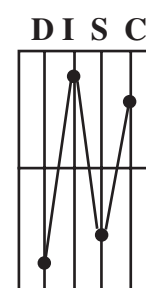
#### I/S: **INSPIRATIONAL SPECIALISTS**

"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 (if they are not) they are not good and encourage other skills. They follow directions. They should be more concerned with whom to do it. They are sincere opportunities to look up front or behind the scenes. They make good



#### 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



#### S/D: **STEADY DOER**

"S/D"s get the job done. They are determined to achieve and are determined to achieve. They relate best to situations, they talk in front of large crowds. They enjoy secure relationships. They can be soft and are motivated by sincere. They systematically do great things rather than shallow relationships, while driving to

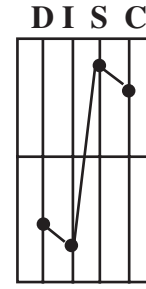


#### C/S: **COMPETENT INFLUENCING SPECIALISTS**

"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.

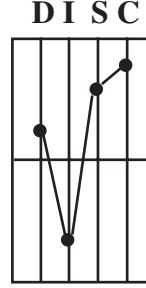


"C/S/D" types. They like to weigh conclusions. They do not like to be systematic. They can be critical. They are too fault-finding and are conscientious.



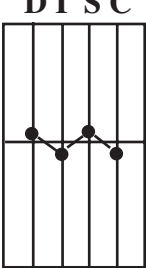
#### C/S/D: **COMPETENT STEADY DOERS**

"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.

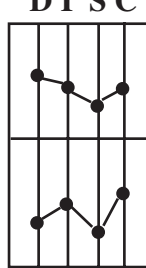


#### **ABOVE MID-LINE • BELOW MID-LINE**

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.



## For Your Review

### Child - Faith Based Expanded

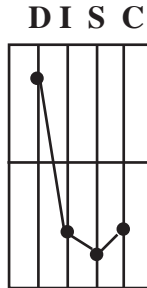


## CONTROLLING YOUR BEHAVIORAL BLEND

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.)

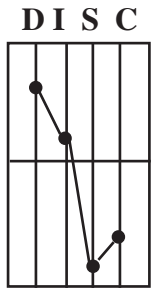
## D: DETERMINED DOERS

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.



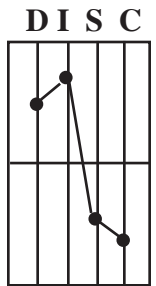
## I: INSPIRATIONAL INFLUENCERS

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. Weak at being organized—"Do all things with order," 1 Corinthians 14:40. Concentrate on doing one thing—"All things are not expedient," 1 Corinthians 13:9. Be more patient—"Prepare yourself to be afflicted," James 1:2. Get what you desire—"Delight in the Lord," Psalm 37:4. Be over-confident and wise—"Do not boast of wisdom," James 3:16. He claimed he would never be angry—"Be slow to anger," James 1:20.



## 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



S: STEADY SPEC

Increase your confidence through Christ, Who God is your—"rock, fort Fearfulness is not from the spirit of fear," 2 Tim "Let the redeemed of th more outgoing and less free," Gal. 5:1. Be mor Pharaoh with "let my p possible—"You are secu

## For Your Review

## Child - Faith Based Expanded

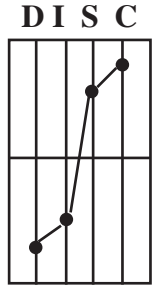
## C: CAUTIOUS COMPETENT TYPES

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," Ps. 37:4.



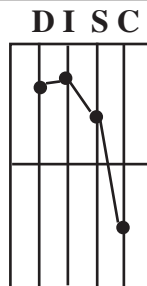
C/S: COMPETENT SPECIALISTS

Think more positively—"Whatever 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.



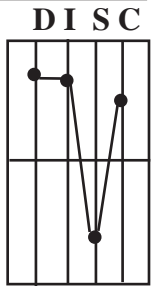
## I/D/S: INSPIRING DRIVING SUBMITTING

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.



A - 10

# 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" 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 for His purpose. The **personality control**—let God (5:18).

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 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, but gave him the a great way. Historians effective missionary to

## For Your Review

### Child - Faith Based Expanded

#### High "D"s

- They need control
- They don't like their own behavior
- Controlling others
- Since "D"s to learn that others to the point.

*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.*

*"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.*



# Comparing Graphs

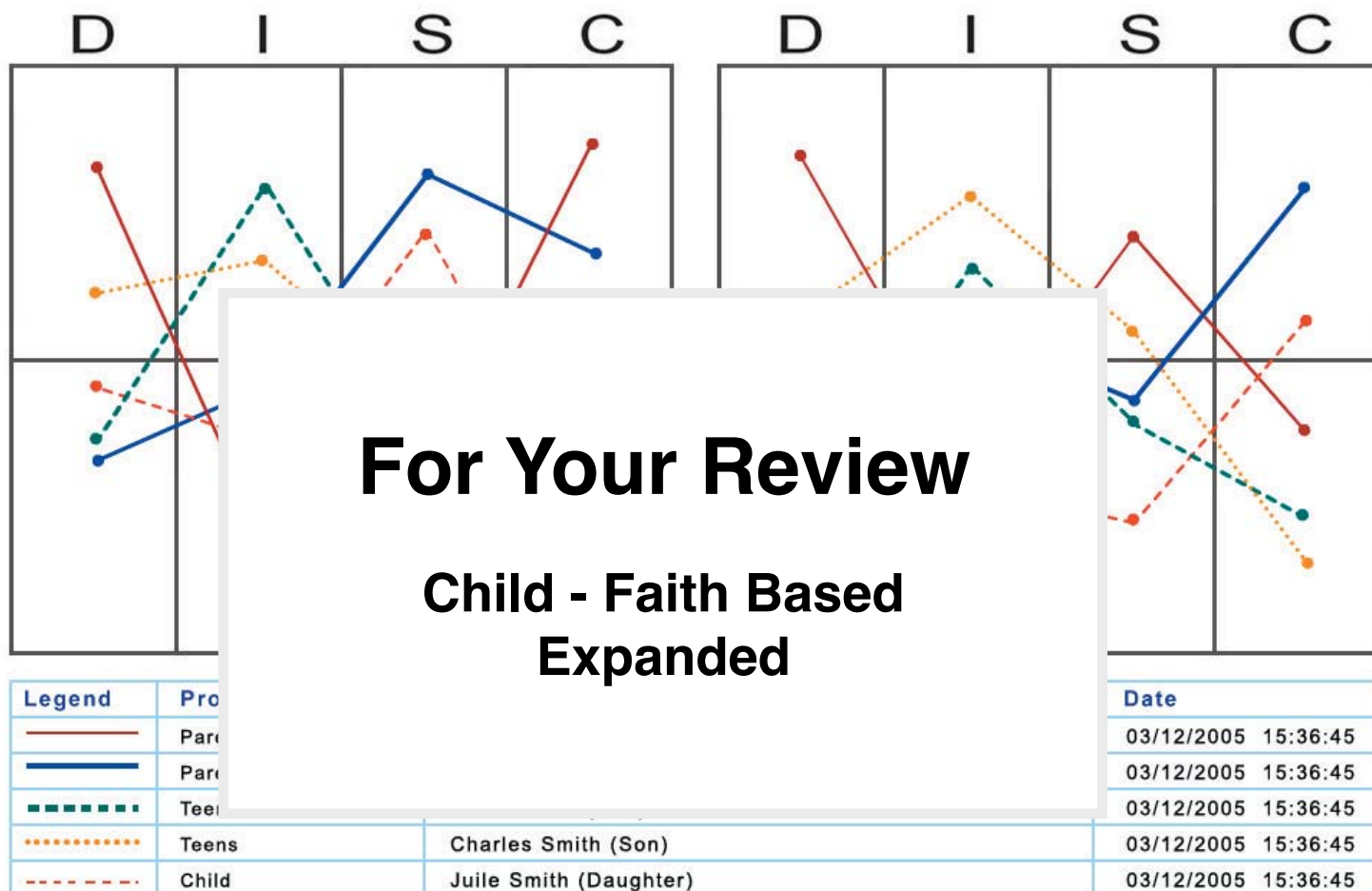
Contrast 2 - 5 people on the same graph. See how your graph relates to another person's or the group's graphs. Parent, Couples, Team leaders, Supervisors, Business Managers and Owners can now assess their staffs as a group by having each person on the team complete his or her profile and then plot their results on the same graphs.

*See example below.*

There is also an entire section in some of the **Uniquely You Profiles** that allows you to compare the graphs of different people. Up to 5 individuals in a family, or on a staff or team can see their group dynamics and develop strategies to improve their effectiveness.

**Graph - 1 : This is expected of me**

**Graph - 2 : This is me**



This is also great for a parent or child to glean insights from up to 4 other members of their family. Parents can use this feature to identify why certain members of the family conflict with each other.

Couples can also combine their individual graphs to contrast their specific personality types. Dating and engaged couples should especially identify their strengths and “uniquenesses.”

Each person in a group, family, or relationship must first purchase and complete his or her profile. Then **Log-in**, go to **My Account**, and click on **Complete a Group Graph**. You may choose 2 - 5 person's profiles on Graph 1 “*This is Expected of Me*” and Graph 2 “*This is Me*” from a DISC perspective.

The **Combined Graphs** are one of the best functions and enlightening features of the **Uniquely You Profiles**.

# Parenting Styles

Every parent creates his or her home environment. One parent may be a strong disciplinarian with a "Military Base" like home. While the parent next door is a sensitive nurse with a hospital like home. And the parent on the other side is a clown with a playground like home.

The question is not which climate is best. Most parents defend their environment preferences. The solution is creating a climate or engineering several environments that encourage every child to behave best.

One child needs a General Patton like parent, while another child needs a Nurse Nightingale. Every child and parent have unique personalities that affect results.

The most effective parent knows how to motivate each child according to the child's personality. The biggest mistake some parents make is trying to lead every child according to the parent's personality.

Most parents know every child is different. But under pressure many parents forget and revert to motivating the child according to the parent's temperament.

The following are simple descriptions of specific personality types as they relate to others. Study each type and develop strategies to improve your effectiveness. Think of specific times when you might have responded as such. Think of how you should respond to certain children.

<p><b>"D" Type</b></p> <p><b>Under Pressure:</b> <i>Become: disciplinarian</i></p> <p><b>Sources of Irritation:</b> <i>Silliness, Lack of aggression</i></p> <p><b>Needs To:</b> <i>Think before answers, Stimulate</i></p>	<h2 style="text-align: center;">For Your Review</h2> <h3 style="text-align: center;">Child - Faith Based Expanded</h3>		<p><i>ch), Silly, Attention.</i></p> <p><i>o, Predictability, quietness, Lack of negativism.</i></p> <p><i>ure, Appreciate seriously, Focus on points.</i></p>
<p><b>"C" Type</b></p> <p><b>Under Pressure:</b> <i>Becomes picky, critical, unsociable, sets high standards, worries, questions, digs deeper.</i></p> <p><b>Sources of Irritation:</b> <i>Incomplete reports, careless mistakes, thoughtless work, illogical responses, inaccurate facts, unclear answers, foolishness.</i></p> <p><b>Needs To:</b> <i>Improve people-skills, be enthusiastic, positive, caring, sensitive, decisive, allow others to learn by their mistakes, encourage others.</i></p>	<p><b>Under Pressure:</b> <i>Becomes silent, loyal, nervous, shy, takes blame, does whatever necessary to please.</i></p> <p><b>Sources of Irritation:</b> <i>Aggression, undependable people, impatience, insincerity, inconsistency, competition, having to look good, pressure to speak out.</i></p> <p><b>Needs To:</b> <i>Be spontaneous, active, mobile, demanding, determined, verbalize feelings, take risks, inspiring, confrontational.</i></p>		

## Strengths—

- "D"s — Confidence, Take Charge.
- "I"s — Look good, Impress, Influence.
- "S"s — Serve, Share, Obey.
- "C"s — Thinker, Correction.

## Weaknesses / "Uniquenesses" —

- "D"s — Impatience, Insensitivity.
- "I"s — Pride, Talks too much.
- "S"s — Gives in, Too Nice.
- "C"s — Critical, Worry, Questions.

# Parenting Challenges

Parents have specific styles raising their children. Children also have their own personalities that may conflict with their parent's. Families often struggle when parents and children clash. Identifying predictable parenting styles can improve family living.

No parenting style is better than the other. The wise parent learns to respond according to each child's personality type. Unfortunately, many parents don't know their parenting style. They may also not know each child's specific personality type.

Most families struggle because of personality differences. Familiarity often breeds contempt. In other words, the closer you get, the easier it is to conflict. The things we often love about someone, we sometimes despise.

Understanding "parenting styles" will help you deal with the differences between you and your child. Be sure to identify both personalities.

Children sometimes have totally different personalities from their parents. An aggressive parent may have a passive child. Don't think the child will be just like the parent. Learn to deal with children according to their specific personalities.

As an adult, it is your responsibility to adapt and control the conflict. Don't expect the child to.

The following are proven and practical ways to deal with different type of children. Focus on your D, I, S or C type personality, along with that of the child's.

Be sure to consider your Behavioral Blend and other predominant temperament tendencies ("highs").

<p><b>"D" Type</b></p> <p><b>"D" Child:</b> <i>Be strong. Challenge the child.</i></p> <p><b>"I" Child:</b> <i>Be enthusiastic. Talk and control.</i></p> <p><b>"S" Child:</b> <i>Be sweet. Child will be kind.</i></p> <p><b>"C" Child:</b> <i>Be precise. Child will be strong.</i></p>	<p><b>Deal With —</b></p> <p><i>Normal. The child. Don't waste time. the problem.</i></p> <p><i>Such. Complement positive. Smile and</i></p> <p><i>his or her feelings. wish completely. Stay ity.</i></p> <p><i>the child. Ask for ctful. Give details e and methodical.</i></p>
<p><b>"C" Type Parenting Style With —</b></p> <p><b>"D" Child:</b> <i>Be relaxed. Don't be defensive. Get to the "bottom line." Don't bore the parent with a lot of facts. Agree on solution based on both perspectives. Be positive.</i></p> <p><b>"I" Child:</b> <i>Be patient. Let the child talk. Ask pointed questions that makes the child think. Get the child to talk through to the solution. Stay on track.</i></p> <p><b>"S" Child:</b> <i>Be loving. Show sincere care for the child. Make the child feel you really enjoy what you do. Don't complain. Be optimistic and sure of your plan.</i></p> <p><b>"C" Child:</b> <i>Be precise and accurate. Meet forceful demands with clear answers. Be sure of your facts. Be open to suggestions.</i></p>	<p><b>"S" Type Parenting Style With —</b></p> <p><b>"D" Child:</b> <i>Be confident and sure of yourself. The child may be forceful. Show strength. Challenge the child, but not too hard. Don't give-in if you know you're right.</i></p> <p><b>"I" Child:</b> <i>Be interested in what the child says. Don't just listen. Share your thoughts and concerns. Ask the child to review what was settled.</i></p> <p><b>"S" Child:</b> <i>Be kind, but don't overdo it. Be strong, if necessary. Don't hold back, but be sensitive. Encourage the child to be stronger concerning problems.</i></p> <p><b>"C" Child:</b> <i>Be ready for stress. Have your proof ready. The child will pressure you with logic or reasons. Be open to what is said. Take the good, leave the bad.</i></p>

## For Your Review

### Child - Faith Based Expanded

# Step-Parenting Challenges

Step-parenting can be the hardest kind of parenting. It's difficult enough raising your own kids. Obviously, relating to children with totally different personalities than the new step-parent's, creates unique challenges.

Remarriage with children involved is a whole new ball game. Parents and children must relate to new ways of thinking, feeling and acting. The rules and boundaries seem to change over-night.

Some people often seek mates completely opposite of their former mates. For example, an "S" divorced from a "D" may want an "S" or "C" type. The "S" doesn't want another domineering and demanding mate.

Others are attracted to the exact same type as their former mates. For example, an "I" divorced from a "C" because of a constant cautious and critical attitude, may

marry another "C" just like the former mate. The "I" subconsciously is attracted to competent and conscientious types.

The solution is not finding another mate totally different or exactly like your former mate. Remember, commitment is more important than compatibility.

It's imperative that step-parents understand personality types — their's, as well as their step-children's. By guarding strengths and avoiding weaknesses, you can relate more effectively.

The following are specific ways D,I,S or C type step-parents can relate to D,I,S or C type step-children. Above all, control your personality. Don't let it or your feelings control you. Seek guidance from above and from those who have been through similar situations.

## "D" Type

### "D" Step-Child:

*Gain child's trust. Don't lecture him or her. Give choices not demands.*

### "I" Step-Child:

*Praise child's efforts. Be more serious. Reinforce good behavior.*

### "S" Step-Child:

*First become a friend. Be sensitive to child's slow pace. Be sensitive to child's needs.*

### "C" Step-Child:

*Expect child to be logical. Be logical. Create a calm atmosphere.*

## For Your Review

## Child - Faith Based Expanded

## Dealing With—

*Don't test your feelings. Don't lecture child.*

*Child share his or her feelings. Teach child how to share.*

*Child is slow. Spend time with child. Give child time to process.*

*Appeal to the child's logic. Give instructions. Don't argue.*

## "C" Type Step-Parent Dealing With—

### "D" Step-Child:

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

### "I" Step-Child:

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

### "S" Step-Child:

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

### "C" Step-Child:

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

## "S" Type Step-Parent Dealing With—

### "D" Step-Child:

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

### "I" Step-Child:

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

### "S" Step-Child:

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

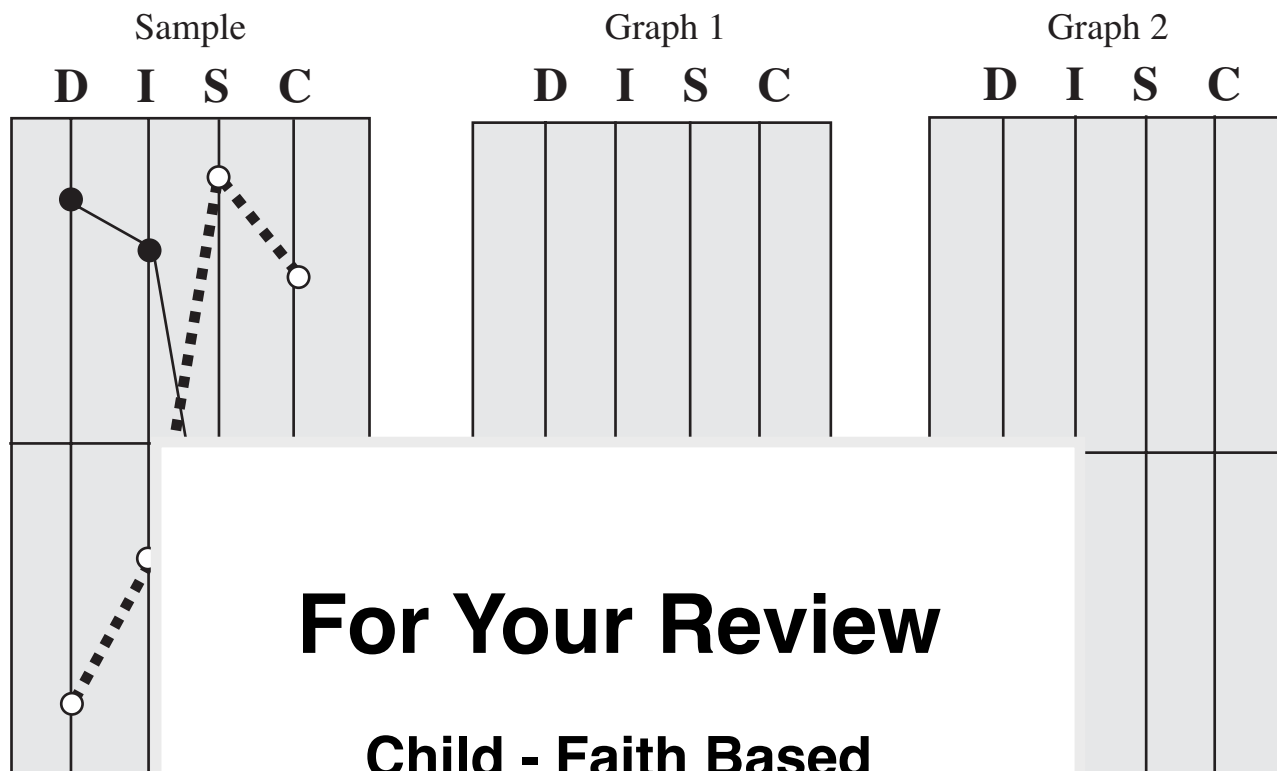
### "C" Step-Child:

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

# Parent / Child Reflections

To contrast two personality profiles use Graphs 1 and 2 below. Transpose the graphs from page 2.

To observe the possible differences in the profiles use two different color ink pens or a pen and pencil or a dotted line in contrast to a solid line. Notice the sample graph.



## For Your Review

### Child - Faith Based Expanded

The person v  
sonality, while t  
"S / C" personal  
other. Both pers  
uniquenesses. To enhance and/or improve the  
relationship, both need to guard their differences.

Opposites often, but not always, attract (*and attack*) each other. People are naturally attracted to those who have strengths that are the other person's weaknesses. Always remember, the other person probably has strengths where you have weaknesses. A better outlook of another person's differences is helpful.

The "D / I" personality needs to be more sensitive to the "S / C." One is more active and outgoing, while the other is passive and reserved behavior. The "D / I" may want to jump into doing things, while the "S / C" may want to think everything through and take it slower.

The "S / C" personality needs to be more aggressive to please the "D / I" personality. These two personalities should be aware of their differences

ner than criticizing

"motivational but-  
ents must identify

and adapt to each child's personality. Every child is different. It's the parent's responsibility to control his or her personality.

Look for the differences in the *Parent / Child Reflections* to see where you might clash with a certain type child. Think of how you can change your approach to help the child appropriately respond. Develop strategies where you adapt your natural responses to the child's needs.

**Profile everyone in your family and compare their graphs. The computer will plot your graphs for you. Log-in, then go to My Account, then choose the individuals you want to Compare Graphs.**

To improve or enhance your effectiveness, study this entire report.



# Challenging Differences

## SUGGESTIONS —

- Focus on the obvious personality differences between you and your child.
- Think of how your strengths and "uniquenesses", as a parent, may conflict with the same traits of your child.
- Look for the basic principles of life on how specific personality traits affected relationships.
- Begin thinking about how you should want to control your feelings and actions to influence your child.

Conflicts often result from personality differences. We seem to clash with people who have strengths that are our weaknesses. "C" type parents with more logical thinking and organized behavior, may conflict with "I" type children who have more impulsive and active behavior.

"D"s may clash with "C"s because of "C"s' cautious and calculating demeanor; while "D"s are more risk-taking, driving, decisive and dreaming. "I"s can conflict with "S"s because of "S"s' quiet, sweet and soft demeanor; while "I"s tend to be more

Parents with strong children. Strong-passive type parent of people-oriented with more "high-t

Identifying and can be powerful as personality can in

## For Your Review

### Child - Faith Based Expanded

## EXAMPLE

There are and people sk people and ta active and pa

basically people-oriented, while both active and passive.

The "I/C" is both active and passive, while people and task-oriented at the same time. The same goes for the "D/S." But while the "I/C" loves to inspire and correct, the "D/S" enjoys driving and serving others. The "D/S" type may sound like a contradiction in terms, but this unique and often confusing behavior is normal.

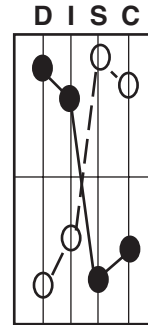
One of the most obvious challenges occurs when a pure "D/C" task-oriented individual relates to a pure "I/S" people-oriented person. This relationship often struggles due to opposite strengths and weaknesses.

The "D/C" lacks people skills, while the "I/S" needs to become more task-oriented and organized. Difficulty comes when one stops looking at the other's strengths and starts focusing instead on the other's weaknesses.

The "D/C" tends to focus on logical thinking and being industrious, while the "I/S" desires to build relationships and deepen communication. You can see how blends of behavior challenge each other.

The following are three common types that challenge each other. See if one of these is like your **PARENT / CHILD REFLECTIONS**.

### "D/I"s Parenting "S/C"s

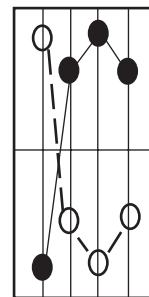


- "D/I"s are outgoing, while "S/C"s are passive and reserved.
- "D/I"s are more positive than "S/C"s.
- "S/C"s are more cautious than "D/I"s.
- "D/I" parents are more challenging.
- "S/C" children prefer passive leadership.

### ing "D/C"s

"s are "people," while "D/C"s are task-oriented. "s are more high-tech than "D/C"s. "C"s are more high-tech than "I/S"s. " parents are more rational. "C" children prefer organized leadership.

### ing "I/S/C"s



- "D"s are more dominant and demanding.
- "I/S/C"s resist aggression, but respect it.
- "I/S/C"s prefer friendly, secure and cautious behavior.
- "D" parents must be more flexible.
- "I/S/C" children prefer less dominant behavior.

*To compare your personalities' intensities, be sure to study this entire report.*

# Intensity Insights

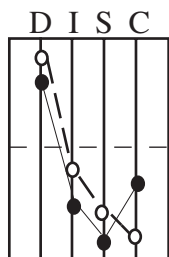
Child's highest plotting point:

Graph 1 \_\_\_\_; Graph 2 \_\_\_\_;

Parent's highest plotting point:

Graph 1 \_\_\_\_; Graph 2 \_\_\_\_;

1. Identify Child's and Parent's highest plotting points from the Graphs.
2. Decide who will be the solid circle ● and who will be the other ○.
3. Complete the **PARENT / CHILD REFLECTION** graphs.
4. Identify and study the *Intensity Insights*.

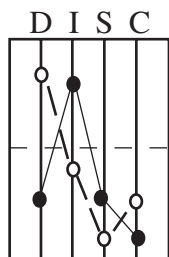


## "D" / "D" RELATIONSHIP

Two "D"s can live and work well together as long as the "D" child recognizes the "D" parent is the "boss." "D" children must respect and trust their "D" parent or there will be conflicts. Two "D"s will struggle over control and authority. They must learn to give-and-take. "D" parents must learn when and how to give "D" children the liberty to decide for themselves.

### Practical Application

- Establish your authority early.
- Allow children to have choices.
- Don't give ultimatums.
- Don't force issues.
- Slow down in making decisions.
- Control yourself, rather the other.
- Learn to relax and control stress.



## For Your Review

### Child - Faith Based Expanded

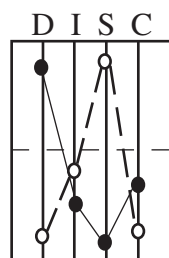
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be more assertive — "D"s more compromising.

- "D" parents must be more sensitive.

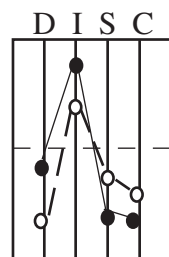


## "D" / "C" RELATIONSHIP

A "D" and "C" living and working together may conflict over dreams and details. The "D" wants to get the job done, while the "C" wants to get it done right. "D"s and "C"s are both task-oriented. "D"s are optimistic, while "C"s are more pessimistic ("realistic"). "D"s need to be more careful, while "C" need to be more positive.

### Practical Application

- "D" parents should answer "C"s' questions.
- "D"s ought to listen more to "C"s.
- "C"s should avoid always being negative.
- Give "C"s chances to think about decision.
- "C" parents shouldn't be so picky.
- "D" and "C" children need to improve their "people-skills."



## "I" / "I" RELATIONSHIP

Two "I"s living and working together will talk more than work. They compete for praise and approval. They tend to be overly optimistic and enthusiastic. Two "I"s communicate well, if one doesn't out-talk the other. Each wants lots of attention. Both tend to be emotional. Communication goes two ways—talking and listening.

### Practical Application

- Take turns talking.
- Ask the other to repeat back what he or she heard. "I"s don't listen well.
- Write down what you agreed upon so there will be no misunderstandings.
- Praise each other more than seeking to be praised.

# More Insights

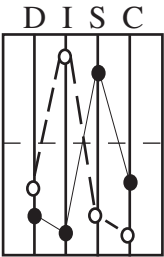
Child's **NEXT** highest plotting point:

Graph 1 \_\_\_\_; Graph 2 \_\_\_\_;

Parent's **NEXT** highest plotting point:

Graph 1 \_\_\_\_; Graph 2 \_\_\_\_;

1. To identified your most obvious **Intensity Insights**, follow these instructions for more insights.
2. Identify Child's and Parent's **NEXT** highest plotting points from the Graphs.
3. Review the **PARENT / CHILD REFLECTIONS** graphs. Be sure your **NEXT** highest points are both above the mid-line.
4. Study the **Insights** that relate to your **NEXT** highest points on Graphs 1 & 2.

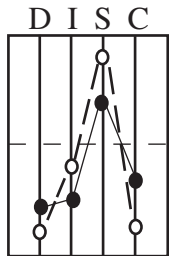
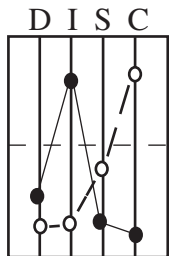


## "I" / "S" RELATIONSHIP

"I"s and "S"s don't tend to be task-oriented. They would rather "relate" with others. "I"s are great talkers, while "S"s tend to listen well. "I"s and "S" are both people-oriented. "I"s love excitement, while "S" are more shy. "I"s want "S"s to be more enthusiastic, but "S"s don't like a lot of attention. "I"s love crowds; "S"s prefer small groups.

### Practical Application

- When an "I" asks an "S" a question, the "I" should wait for the "S" to answer.
- "S"s shouldn't let "I"s always interrupt and control every conversation.
- "S"s should ask "I"s to repeat what "S"s say. "I"s tend to think of what they want to say next, rather than listen closely.



## For Your Review

### Child - Faith Based Expanded

' concerns.

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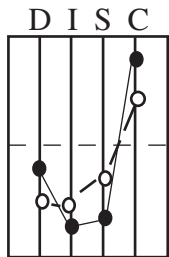
and outgoing.

## "S" / "C" RELATIONSHIP

"S"s and "C"s are passive and methodical when relating together. Precision and propriety come before performance. "S"s want "C"s to be more friendly. "C"s can be too picky, but "S"s will be most forgiving. "S"s desire more intimacy, while "C"s prefer their projects. They are both quiet and private. They can co-exist with little conversation.

### Practical Application

- "S"s need to be more precise with "C"s.
- "C"s must be more friendly with "S"s.
- "S"s should appeal to "C"s logic.
- "C"s shouldn't criticize "S"s' disinterest.
- Be more caring and aggressive.
- Don't wait on others to express themselves.
- Be more optimistic and positive.



## "C" / "C" RELATIONSHIP

Two "C"s relating together can be challenging. Both have high standards on how to do things. "C"s tend to think their way is best. Two "C"s will conflict over "right and wrong." They can also be cold and caustic. "C"s tend to be picky perfectionist and insightful critics. They can be more effective when more enthusiastic, decisive and kind.

### Practical Application

- Be more complimentary of each other.
- Don't criticize each other.
- Don't keep your feelings in.
- Be more expressive and positive.
- Think twice before saying what you think.
- Compromise your way of doing things.
- Be more outgoing and people-oriented.



# Handling Pressure and Stress

One of the biggest problems in parenting is handling conflicts — Between children, mates, neighbors and parent / child. Good parents are often discouraged because of misunderstandings and clashes.

This section is designed to discover why people do what they do under pressure — why you may conflict with others. Life is clear on how to handle clashes. The problem is many parents and their children are not aware of their “sensitive spots.” Parents need to practice basic principles of life about resolving conflicts.

Every personality type has its “hot button.” Pressure can be good or bad. It can make us do the right or wrong thing. The following are tendencies of personalities as they relate to stress due to conflicts.

Review this entire report with your Behavioral Blends in mind. Read each section below to see how you may respond under pressure. Also consider how you sometimes respond totally different than what others expect.

**Seek to be mature, not natural!**

Remember —

***Most family problems today are not technical— they’re relational — personality conflicts and clashes with others.***

<p><b>“D” Be</b></p> <p><b>Under Pressure:</b> <i>Becomes moody, critical, contemplative, negative, worrisome.</i></p> <p><b>Sources of Irritation:</b> <i>Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.</i></p> <p><b>Needs To:</b> <i>Loosen-up, communicate, be — joyful, positive, tolerant, compromising, open, trusting, enthusiastic.</i></p>	<div> <div>For Your Review</div> <div>Child - Faith Based Expanded</div> </div>		<p><i>istic, immature, moody, selfish.</i></p> <p><i>ism, details, time t, structure, participation.</i></p> <p><i>l emotions, ined, punctual, tious.</i></p>
<p><b>“C” Be</b></p> <p><b>Under Pressure:</b> <i>Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizes, sucker.</i></p> <p><b>Sources of Irritation:</b> <i>Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.</i></p> <p><b>Needs To:</b> <i>Be — strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing, expressive, cautious, bold.</i></p>	<p><b>Under Pressure:</b> <i>Becomes moody, critical, contemplative, negative, worrisome.</i></p> <p><b>Sources of Irritation:</b> <i>Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.</i></p> <p><b>Needs To:</b> <i>Loosen-up, communicate, be — joyful, positive, tolerant, compromising, open, trusting, enthusiastic.</i></p>	<p><b>Under Pressure:</b> <i>Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizes, sucker.</i></p> <p><b>Sources of Irritation:</b> <i>Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.</i></p> <p><b>Needs To:</b> <i>Be — strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing, expressive, cautious, bold.</i></p>	

## 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 Responses —

“D”s — Restore With Love  
 “I”s — Seek To Restore Others  
 “S”s — Care Enough To Confront  
 “C”s — Examine Own Self First

# Disciplining & Motivating Children

Most children need discipline. Dealing with disobedient and disruptive children can be challenging. Correction can either help or hurt children. Knowing what works best often depends on knowing the child's personality type.

Discipline must be motivating. All children have "hot buttons." Children also have "cold buttons" that turn them off. A parent's personal "hot button" can be a certain child's "cold button." In other words, things that motivate the parent may demotivate the child and vice-versa.

There is a misconception about motivation — that we can motivate others.

Everyone is motivated. Some children are motivated to do one thing, while others are motivated to do the exact opposite. But everyone is motivated.

"Motivation" is actually creating the climate and environment that makes children decide for themselves to do right. Unfortunately, many parents discipline and motivate through intimidation or manipulation.

Effective parenting involves wise discipline that creates the climate to motivate each child individually. The following are suggestions on how to motivate / discipline children according to their personalities.

Remember, what motivates you may not motivate the child. Think of certain children who may respond better to different approaches.

## "D" Type

### Under Pressure:

*Becomes angry, stressed*

### Sources of Irritation:

*Weakness*

*Lack of -*

### To Motivate / Discipline:

- Establish
- Give opportunity
- Give on
- When d
- Sit out c
- Give ch

## For Your Review

### Child - Faith Based Expanded

*!; seeks attention; crowd.*

*oked, criticism, demands.*

*behavior. thoughts. or behavior. m activities. makes them look responsibility.*

## "C" Type Child —

### Under Pressure:

*Becomes up-tight, fault finding, pessimistic, critical, worrisome, over-cautious, technical, picky, goes by book.*

### Sources of Irritation:

*Uncertainty, incompetence, disorganization, simplicity, dishonesty, inaccuracy.*

### To Motivate / Discipline:

- Explain reasons for desired action.
- Allow questions and suggestions to improve.
- Give opportunity to research and evaluate.
- When disobedient, prohibit opportunity to analyze and/or correct serious problem.
- Write reasons why obedience is important.

## "S" Type Child —

### Under Pressure:

*Becomes submissive or stubborn depending on threat to security; seeks stability, friendships, status quo, peace at all cost.*

### Sources of Irritation:

*Intimidation, inflexibility, turmoil, disloyalty, insincerity, pride, discrimination, unfairness.*

### To Motivate / Discipline:

- Establish close relationship — Be friends.
- Emphasize need for help.
- Appreciate loyalty.
- Give time to prepare and adjust.
- When disobedient, show heartfelt hurt.
- Don't rub-in wrong. Show silent disapproval.

# 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 use a commanding approach to get things done. When they learn to listen to others, they become more effective.

### "I" Leaders —

"I"s are inspiring and influence others. They are not much. "I" leaders need rejection. They are "I"s love crowds, but they are not much.

### "S" Leaders —

"S"s are the slow and steady. They demand anything to be too nice. They are overly sensitive to criticism. They are 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 want to be more respected and need choices, rather than need opportunities to do

They tend to be impulsive that will make them look make great first impressions often turn them top. Sometimes you don't

decisions. They like leadership. They want to establish be around for a long time. 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 their "uniquenesses / weaknesses."

Blended Servant Leaders 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. It doesn't matter what your "DISC" personality type is. It's your maturity, ability to adapt, and control yourself, rather than others that makes the difference.

**For Your Review**  
**Child - Faith Based**  
**Expanded**

# DISC Learning Styles

According to Cynthia Tobias' book, *THE WAY THEY LEARN*, there are four basic learning styles: Concrete, Abstract, Sequential, and Random. There are also three ways we remember. She adds, "Learning styles researchers, Walter Barbe and Raymond Swassing present three modes of sensory perception (ways of remembering) that we all use in varying degrees." These "modalities" (auditory, visual, and kinesthetic) affect everyone's learning styles.

Every leader should discover their auditory, visual, or kinesthetic / feeling styles in order to help communicate better with their followers and fellow leaders. It is not always their follower's fault when things are misunderstood. It is every leader's responsibility to work with others to know how they learn best.

Every leader should also know and understand how these learning styles respond. Adapting one's presenting style to the learning style of others will often determine the success or failure of a relationship.

It is not always the responsibility of the follower to adapt his or her learning style to that of the leader. Followers and leaders must both control their communicating and learning styles in order to have the best results possible.

Understanding how your DISC personalities affect learning styles can help guard your strengths and avoid your weaknesses. Study the insights below to improve your communicating and learning.

Always remember, you are the only one who can control yourself to do right. Don't expect or depend on anyone else to give you the determination to respond appropriately. Learn to control your personality, rather than letting your personality control you. Take command of your feelings and thinking, rather than expecting others to change on your behalf.

Become a more effective Transformational Leader by adapting your leading style to the learning style of others.

## "D" Types

**Auditory Learner:** Responds best to straightforward and summarized facts. Loves stories. Responds best to most attention when

**Visual Learner:** Responds best to actions that are animated. Desires more hands-on

**Kinesthetic Learner:** Responds best to strong, clear, or silly type presentations. Makes him or her

## For Your Review

### Child - Faith Based Expanded

Responds best to exciting and engaging to hear expressions and come alive. Needs to hear something that communicates through humorous stories.

Responds best to lesson through drama or acting out or visualizing to picture him or herself to explain the lesson.

**FEEL** part of the lesson. Responds best to presenter and point of the lesson. Needs to feel his or her feelings can be communicated.

## "C" Types —

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

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

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

## "S" Types —

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

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

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

# Why Wellness?

Wellness is not an option! Taking care of ourselves must be a priority, if we want to enjoy life to its fullest. Especially with so many unknowns and pressures today, we must desperately guard our health. Wellness must be an essential part of our everyday way of life.

We cannot afford to think that physical and financial security are luxuries. They are investments. Staying healthy is less expensive than staying unhealthy. Taking care of yourself is one of the wisest investments of your life.

The problem with getting and staying healthy is that it takes personal motivation. Why we do what we do is one of the determining factors to our success. Our motivation for exercising, and

unhealthy. Nature responds to our motivations. Everything in life runs down, unless we take care of it. The ***Law of Entropy*** warns us about decay and disease — ***Energy, in any given system, always runs toward randomness and chaos when left alone.***

***Wellness doesn't just happen.  
It takes effort!***

We must have a plan to stay fit. If not, the eventual is inevitable! Lack of wellness runs toward ruin. Lack of motivation ends in a wasted

***M  
ev***

## For Your Review

### Child - Faith Based Expanded

Motivation is also a myth. The notion that people are motivated to be healthy, because everybody is motivated.

Some people are motivated while others are not.

But everyone is motivated. The question is, what motivates us?"

Some people are motivated to be healthy, because it's the strong thing to do. They want to be in control of themselves. Others are motivated to be healthy, because they want to look great and make good impressions.

Others are motivated to be healthy, because it's more safe and secure. They don't like trouble or change. They like steady environments. Others are motivated because it's logical and wise to take care of themselves. They look at wellness as the right thing to do.

Our motivations obviously affect our wellness. It's natural to be healthy and it's unnatural to be

motivations from a perspective to guard your strengths. Once you identify your strengths, you can then learn from your weaknesses.

Behavior Science is designed to help you understand what you do when it comes to behavior. Behavior Science can help you toward a more healthy lifestyle, in light of your personal goals, to be beneficial.

On page again with the same message as on what it means to be healthy. The rest of this report

to get the most out of it.

Your health and future are important. Take the time to understand why you do what you do. Learn how to improve the quality of your life. Do it for yourself and loved ones. There is nothing wrong with taking care of yourself.

It is essential that you take the time to understand your motivations and improve your health. It can be the beginning of a whole new way of thinking, feeling, and acting. It can add years to your life, and life to your years!

***Wellness is more than just good health.  
It can also be your way to  
happiness and wholeness!***



# To Your Health

**T**here are three vital factors to the success or failure of your health — diet, exercise, and food supplements. Together, they make the difference in the quality of your life.

Some people are fortunate — being overweight is never a problem, but everyone needs to watch what they eat. Just because you don't gain weight, you should still be careful what you put into your body. Food is energy. You should supply your body with the best energy sources available.

Proper exercise is also essential. Regular exercise strengthens and tones your muscles to receive the full nutrients in the foods you eat. Eating right without exercise is like fueling a magnificent engine without enjoying its power.

Eating right and exercising regularly are not enough to attain optimal health. In this world of processed foods and chemical substitutes, we must add the specific nutrients

our bodies need. It is not enough to guard against eating the wrong foods, we must also supplement our diets with the minerals and vitamins that are lost in the process of our "instant everything" world.

We often respond to these three factors — diet, exercise, and food supplements — according to our personalities. Understanding our predictable patterns of behavior can help us guard our strengths and avoid our weaknesses. Study the insights below to improve your motivations.

Always remember, you are the only one who can motivate yourself to do right. Don't expect or depend on anyone else to give you the determination to respond appropriately. Learn to control your personality, rather than letting your personality control you. Take command of your feelings and thinking to control your craving and lack of discipline.

## "D" Behavior —

**Dieting:** *Is often tracked by "more determined and disciplined" through. Needs action when challenged.*

**Exercising:** *Wants to be motivated by challenge. Determined, but often needs a leader or example.*

**Nutritional Supplements:** *Thinks he or she knows about it. Doesn't like to be told and direct. Does not*

## For Your Review

### Child - Faith Based Expanded

*Wants to know how he or she looks. Wants to be motivated by challenge. Needs discipline for overeating by being disciplined. Socializing are important; needs to discipline lack of overeating.*

*Is often motivated by challenge, but lacks follow-through. The more the merrier. Needs to stick to the group. Needs to stick to the group.*

*Using supplements can be a bit mundane. Must control conscious efforts, because of health and happiness.*

## "C" Behavior —

**Dieting:** *Very conscious of weight. Often worries about being overweight, but is more likely to act on it. Can get easily discouraged and give up too soon. Needs to be more optimistic about possibilities and begin dieting immediately. Shouldn't spend too much time researching every diet plan.*

**Exercising:** *Very calculating and studious. Wants the best plan. Can be too serious and regimented. Needs to relax and have more fun. Can be too hard on him or herself. Is often best at knowing what to do, but has poor attitude about doing it.*

**Nutritional Supplements:** *A stickler for details. Needs to know scientific facts first. Is often skeptical, but once convinced is consistent. Often procrastinates, because of need for more data. Struggles with "just doing it," but when committed does it well.*

## "S" Behavior —

**Dieting:** *Can be most consistent and yet, least motivated. Is often insecure with dieting and slow getting started. Can be influenced by a close friend, but needs to be more self-motivated. Does best once routine is established and sure of method of dieting.*

**Exercising:** *Doesn't need a lot of hype. Is content to work alone, but does best with a friend. Doesn't push the limits as much as should, but is better at the long haul. Is steady and regimented, but needs to control interruptions.*

**Nutritional Supplements:** *Is the best at taking food supplements once convinced with the need and a schedule is established. Needs to guard against always taking same or cheap food supplements without researching to find the best ones.*

# Balancing Your Health

**You** are what you eat! It's an old saying and is more important today than ever. Exercise and nutritional supplements also affect your health. Every where you look there is growing concern over how to improve your fitness. Understanding your

personality is important to how you take care of yourself.

Just as there are different personalities, there are different wellness motivators. The following is a basic look at the four temperaments and how to improve your health and fitness.

## "D" Types

*Your active / task-oriented life style makes you a determined, doer, and driver type. You tend to eat to live, not live to eat. You are often "too busy" to take better care of yourself.*

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

## "I" Types

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

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

## "C" Types

*Your passive / task-oriented life style makes you a submissive, and you tend to be more consistent on your diet. You don't like to eat on the run.*

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

## Exercise For All Types

Everyone needs two to three to six times a week of aerobic (cardiovascular) exercises are vital to maintaining good health.

## Foods For All Types

Fruits, vegetables, whole grain cereals, rice, pasta, white and pink fish, white poultry (skinless), high fiber (beans & whole wheat bread), lean protein (eggs), nonfat or low-fat dairy, and nuts.

## Supplements For All Types

Soy Protein; Multivitamins with the right amounts of vitamins A, B<sub>6</sub>, B<sub>12</sub>, C, E, D, K, Thiamin, Riboflavin, Niacin, Folic Acid, Biotin, Panthothenic Acid, Iron, Calcium, Phosphorus, Magnesium, Zinc, Selenium, Copper, Manganese, Chromium, Molybdenum, Nickel, Tin, Vanadium, Boron, Silicon, plus other minerals; EPA, Alfalfa, Glucosamine, GLA, St. John's Wort, Echinacea, Ginkgo, Peppermint, Ginger, and Garlic.

## Mental Attitude For All Types

Think more positively; Look at problems as potential blessings; Think on things that are pure, good, and virtuous; Accept failure as an opportunity for change; Laugh more; Don't Worry — Be Happy; Be more optimistic and trusting; Be careful, but enthusiastic.

## For Your Review

### Child - Faith Based Expanded

*le makes you a submissive, tend to be more consistent or bad diet. You don't like*

*get into the rut of eating the did your reluctance to change you should eat • Be different Be assertive and order or y diet and exercise program our friends do.*



# Maintaining Good Health

The bottom line is "what do you believe and how do you act about wellness from a personal perspective?" Are you like so many religious or non-religious people today with a deep faith wanting to take better care of your body, but feeling guilty about your weight or overall health? Or are you concerned about your family and friends who are suffering physically?

Wellness is really about the choices we make every day. Many people are in bondage to poor health habits. Even most ministries today preach a lot about the soul and spirit, but neglect teaching about the BODY, the Temple of God. Let this profile be a Call To Commitment to obey all the Scriptures. If you are a non-religious person, you still have an obligation to yourself, family and job to maintain good health.

One of the purposes to help you examine your lifestyle...to learn how to live better physical & nutritional & spiritual health. I am confident. It may be you are trying to do your best but struggling with the all this to a serious

The following are of a family member

## Nutrition

What you do with your body will do for you the best premium fuel you can afford. Former Surgeon General C. Everett Koop states: *If you do not smoke or drink excessively, your diet can influence your long-term health prospects more than any other action you might take.*

If necessary, change your eating habits. Also supplementation is no longer an option. Begin taking the best quality vitamins and minerals. You can't afford not to. You will pay the price one way or the other. Like someone said, *pay for it now or pay for it later* (through high medical bills).

Exercise is also a MUST. The older you get the more important it is. Especially concentrate on three types of exercises:

- (1) Cardio-vascular exercises that get your heart beating fast for 20 - 30 minutes per day.
- (2) Stretching exercises that help your muscles and joints stay young.
- (3) Strengthening exercises that keep your muscles toned and flexible.

## Mental & Emotional Health

Your mind and motivations are perhaps your greatest areas to guard. It's not always *what you are eating* that is most important. Sometimes it's *what's eating you*. Your attitude and positive perspective on life are tremendous protective and healing agents. Guard your mind and emotions from constant negativism.

One of the best mental disciplines is to determine before every meal or snack that you are going to exchange the short-lived feeling of satisfaction knowing you are helping your body. You can feel good for a little while overeating and eating the wrong things, or you can feel better longer by cutting back on our portions and eating the proper foods.

...by being determined to control your cravings with your own well-being!

## Physical Health

...to a healthy life. Work with others and God by... is not enough to simply... better. Try improving... e assertive based on... re or less expressive

...working a garden. .../... and fertilize with... effort, but you will reap

rewarding results if you take it seriously. Do it for your faith, your family, and yourself.

## Suggested Self-Affirmation Commitment

***"I am special. I recognize I was created to enjoy life to its fullest. I acknowledge that taking care of my body, soul, and spirit should be priorities, not to worship my body or be proud of my accomplishments, but to reap the benefits and blessings of a disciplined life!"***

***I know I have been given the strength and will to do what I should. I will, from this day forward, to begin eating better foods, supplementing my meals with nutritional vitamins, exercising adequately, thinking more positively, controlling my feelings and cravings, and improving my relationships with others!"***

Signed \_\_\_\_\_

## For Your Review

### Child - Faith Based Expanded

# Parent's Action Plan

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1. My highest plotting point in Graph 1: \_\_\_\_\_; Graph 2: \_\_\_\_\_.

This means I tend to be more \_\_\_\_\_; \_\_\_\_\_;

\_\_\_\_\_, \_\_\_\_\_.

2. The overuse of this type sometimes makes me \_\_\_\_\_

\_\_\_\_\_.

3. My next highest plotting point in Graph 1: \_\_\_\_\_; Graph 2: \_\_\_\_\_.

If above the mid-line, this means I also tend to be more \_\_\_\_\_; \_\_\_\_\_;

\_\_\_\_\_, \_\_\_\_\_.

4. The overuse of these types sometimes makes me \_\_\_\_\_

\_\_\_\_\_.

5. My lowest plotting

This means I tend to

\_\_\_\_\_

6. My child's highest

This means he or she

\_\_\_\_\_

7. My child's next highest

This means he or she

\_\_\_\_\_, \_\_\_\_\_.

8. My child's lowest plotting point in Graph 1: \_\_\_\_\_; Graph 2: \_\_\_\_\_

This means he or she tends to not be \_\_\_\_\_; \_\_\_\_\_;

\_\_\_\_\_, \_\_\_\_\_.

9. To communicate more effectively with my child, I need to: \_\_\_\_\_

\_\_\_\_\_.

10. My prayer to improve my parenting effectiveness is: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**For Your Review**

**Child - Faith Based  
Expanded**

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\_\_\_\_\_;

\_\_\_\_\_;