

## RELATIONSHIPS

### Info User

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Postal Code:  
Street Address:

## For Your Review

### Couples 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 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 "bottom line" becomes the worst of what God wants you to be through a process (Eph. 2:8-10). Be

The "bottom line" want to be me." To yourself, you often critical that God's of what God wants supernatural - to be through a process (Eph. 2:8-10). Be

## For Your Review

### Couples Faith-Based Expanded

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Once you discover 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-o

Dominating, Dire

### Active/People

Inspiring, Influenc

### Passive/Peop

Steady, Stable, S

### Passive/Task-

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

### Couples 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 - Friendly relationships - Freedom from details - Opportunities to help others - Opportunities to motivate others - Chance to verbalize ideas

Respond Best To  
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Needs to Learn: -  
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Biblical Advice:

BE HUMBLE / AVOID

CONTROL YOUR

BE MORE ORGANIZED

BE PATIENT —T

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# For Your Review

## Couples Faith-Based Expanded

## "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: 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 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

Needs to Learn: To  
Deadlines must be

Biblical Advice:

BE MORE POSITIVE  
4:8

AVOID A BITTER /  
BE JOYFUL —The  
DON'T WORRY —

everything -

things, Phil.

you, Eph. 4:31

# For Your Review

## Couples Faith-Based Expanded

## Behavioral Blends

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

This is expected of me: **COMPETENT STEADY DOERS (C/S/D)**

This is me: **COMPETENT STEADY DOERS (C/S/D)**

Preface: This section discusses how individuals often operate within their comfort zones. People often live within their comfort zones more than they realize.

Review the following specific Graph 1 page.

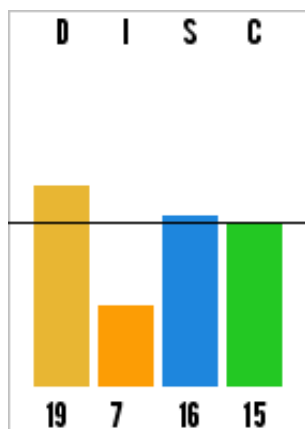
# For Your Review

## Couples Faith-Based Expanded

perspective - homes or from where

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



### Description

As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be 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 have. You seem to be as reserved as you are outgoing. You don't like to be constantly sitting still. You tend to be constantly moving forward. You also tend to be constantly planning and preparing.

### How Others See You

You are often seen as a "glorified" self-assured with a reasonable and thoughtful because you like organizing others to accomplish tasks well.

## For Your Review

### Couples Faith-Based Expanded

You seem to be as reserved as you are outgoing. You don't like to be constantly sitting still. You tend to be constantly moving forward. You also tend to be constantly planning and preparing.

You don't tend to be as humble, but you are engaging, but you have questions studying or

### Your Feelings and Thinking

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

occasional negative thinking.

## Vision and Passion

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

## Leadership Style

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

## Follower Style

You tend to be a follower. You let others tell their commands. You are competent. You guard your aggression. You will be wiser and

# For Your Review

## Couples Faith-Based Expanded

Others have to give all the and, but often are a lot so you

## Responds Best

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

You tend to overuse your dominance and competence. Sometimes you are too easy going and people try to take advantage of you. They soon discover you can be stubborn and defiant when people try to get you to do things wrong. You think people don't want you to be concerned about being popular or friendly to everyone. You tend to be cordial and kind, but you don't need to be in the limelight or re around and be sc

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# For Your Review

## Couples Faith-Based Expanded

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## 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.

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

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# For Your Review

## Couples Faith-Based Expanded

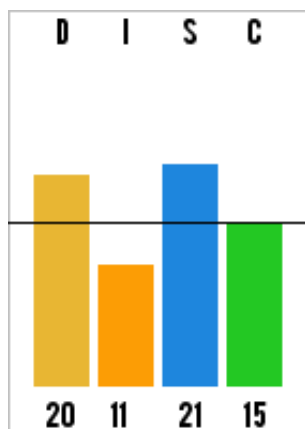
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Review the following insights with a specific person in mind, or find the type that describes your specific Graph 2 personality type.

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



### Description

As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be 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 are often seen as a "glorified underdog" or a "quiet crowd pleaser." You seem to think you are reserved because you are not very outgoing, but you like to constantly be moving forward. You tend to plan and organize things for large masses.

### How Others See You

You are often seen as a "glorified underdog" or a "quiet crowd pleaser." You are often seen as a "glorified underdog" or a "quiet crowd pleaser." You are often seen as a "glorified underdog" or a "quiet crowd pleaser."

questions because you like to research and contemplate more than most. You are often seen studying or organizing others to accomplish tasks well.

## For Your Review

### Couples Faith-Based Expanded

Don't tend to be very humble, but you are often seen as a "glorified underdog" or a "quiet crowd pleaser." You are often seen as a "glorified underdog" or a "quiet crowd pleaser." You are often seen as a "glorified underdog" or a "quiet crowd pleaser."

### Your Feelings and Thinking

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

you also sometimes struggle because of your subconscious passivity and occasional negative thinking.

## Vision and Passion

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

## Leadership Style

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

## Follower Style

You tend to be a follower. You would rather have someone following you than following someone else. You are not risk-taking, but you can prepare extensive plans in a slow and steady fashion.

# For Your Review

## Couples Faith-Based Expanded

You think people expect you to be demanding and directing, as well as sensitive, soft and cautious. You seem to have many good traits, but you can lack enthusiasm and excitement when speaking to crowds. You don't seem to be a charismatic leader with great communication skills or a public persona. You are better when speaking informally or casually. You influence others with your tender loving care. You lead more by motivating others to do all the work for you.

## 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.

### 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.

You tend to overuse your dominance and competence. Sometimes you are too easygoing and people try to take advantage of you. They soon discover that you can be stubborn and defiant when people try to get you to do things wrong. You think people don't want you to be concerned about being popular. You don't need to be in the limelight. You turn around and are surprised when people don't like you. You are not a person who needs to be popular. You don't need to be in the limelight. You turn around and are surprised when people don't like you. You are not a person who needs to be popular.

Don't hesitate to have great substance sensitive when you to ensure the job crowds. You prefer in public speaking sometimes humble information.

## Couples Faith-Based Expanded

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

## Conclusion

You stand out in many good ways, but you don't seek to be the center of attention. This is not bad, but may hinder your effectiveness. You may need to work on your friendliness and charisma. People respect that your strong convictions are combined with your sensitive spirit. They also respect your competent preparation. Nevertheless, you seem to lack the enthusiasm to exhibit all that you have going for you. Be more excited. Whenever possible, take advantage of speaking to large groups so that you can share your dreams, warmth, and wise counsel. You will be able to complete more tasks, comfort even more people, and improve your results.

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

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

People seem to respond and behave from different perspectives and drives. This profile is purely subjective, based on the DISC Model of Human Behavior Science, and applies to your more unguarded, unma... ends or  
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# For Your Review

## Couples Faith-Based Expanded

### When Both (

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

Similar graphs suggest that you are comfortable with your overall behavior. You tend to respond the same in most situations. People find you easy to read and understand. This also may mean

that you are not very flexible, or that you perhaps need to loosen up and adapt to challenge differently. Having similar graphs is both a strength and a weakness when dealing with others. You relate on a consistent basis, but may need to respond differently than how you normally might think or feel.

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

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

Understanding and accepting differences is a productive and wise. Then, let the differences be what they are.

## For Your Review

### Couples Faith-Based Expanded

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## 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 out of control, they lose control of their responses. They can be surprisingly forceful.

On one hand they seem friendly or outgoing. On the other hand, they can be very aggressive.

When speaking publicly, they seem to have a triple-edged sword. They have a lot of control over their responses.

## For Your Review

### Couples Faith-Based Expanded

Their greatest challenge is in their disinterest in impressing others. They tend to lack the motivation to sell themselves or outshine others. When immature and undisciplined they seem to overdo their strengths. They fall short because of their weaknesses.

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

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

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

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

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



Here's an example of a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" 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 individuals more than

He tends to be more He enjoys working or quality control.

This person is probably has taken charge of the charge, but not at the the scenes improving his maturity by his balance security and stability

## For Your Review

### Couples Faith-Based Expanded

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He can also be task and people-oriented, but he prefers to work on challenging projects where he can investigate and evaluate his options. He would rather work or relate with small groups as opposed to large gatherings.

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

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

He can be a successful leader who lives by example.

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

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

Description: As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be direct, submissive, and competent. You tend to be more passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet, sensitive, compliant, and conscientious feelings seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people as reserved because you doesn't like to constantly cautiously moving for assurance. You tend well to the masses.

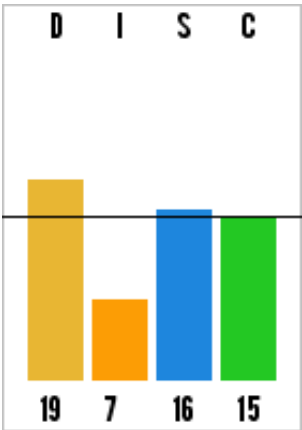
C/S/D - COMPETENT

Discovering your behavior

"C/S/D's" are a combination of task-oriented, but care about people. 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.

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

**Controlling your behavioral blends**



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

## Graph 2: "This is me"

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

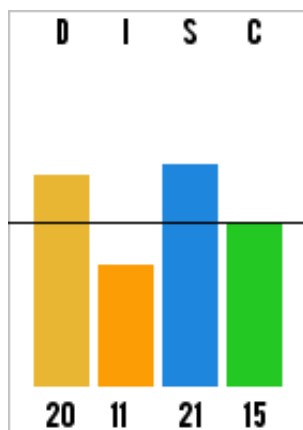
Description: As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet and sensitive, as well as compliant and conscientious ways seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people are reserved because of your reserved nature. You don't like to constantly sit and wait, but you like to move forward. You tend to plan and prepare for the future. You tend to plan and prepare for the future. You tend to plan and prepare for the future.

C/S/D - COMPETENT

Discovering your behavioral blends

"C/S/D's" are a combination of direct, sensitive, and dominant. They are task-oriented, but care about the needs of others. 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.

## Controlling your behavioral blends



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

## Your DISC Insights

### **Everton** 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  
Shy / Mild  
Admirable / Elegant  
Ambitious / Goes for  
Challenging / Motivat  
Perceptive / Sees cle  
Pondering / Wonderin  
Sweet / Tender / Cor  
Generous / Giving  
Industrious / Hard wo  
Driving / Determined  
Direct / To the point  
Courteous / Polite  
Inventive / Imaginative  
Organized / Orderly  
Helpful / Assisting

### **Everton** tends to be less:

Outgoing / Active  
Gentle / Soft / Humble  
Calculating / Analytical  
Convinced / Cocky  
Obedient / Submissive  
Pleasing / Good-natured  
Perfectionist / Precise

## For Your Review

### Couples Faith-Based Expanded

### **Everton's "D" Tendencies seem to be:**

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

### **Everton's "I" Tendencies seem to be:**

Hyper, Energetic, Admirable, Elegant

### **Everton's "S" Tendencies seem to be:**

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

### **Everton's "C" Tendencies seem to be:**

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

### **Everton's "D" Tendencies are not very:**

Sweet / Caring  
Hospitable / Enjoys company  
Exciting / Spirited  
Bottom line / Straight-forward

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

**Everton's "I" Tendencies are not very:**

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

**Everton's "S" Tendencies**

Gentle, Soft, Humble, Polite

**Everton's "C" Tendencies**

Calculating, Analytical, Logical, Researching, Original, Critical

**For Your Review**

**Couples Faith-Based  
Expanded**

Comparing,

# Appendix

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***Special thanks to Dr. Stan and Carol Ponz for their  
encouragement and help in preparing this profile.***

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

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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. Hippocrates was the re-  
spected physician of

The DISC Model of Human Behavior was developed through his book, *The Four Temperaments*, which assigned many titles to various personality types. He discovered 400 B.C.

Dr. John Geier, Chairman of the Board of Minnesota Design Center, designed the DISC personality type from a business and personal perspective in 1977.

## **For Your Review**

### **Couples Faith-Based Expanded**

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After studying under Dr. Geier with Performax Systems and Dr. Frank Wichern, Staff Psychologist at Dallas Theological Seminary, Dr. Mels Carbonell designed the first-of-their-kind combination personality and spiritual gifts profiles. With over 1 million profiles now in print in several different languages, Uniquely You Resources are one of the most respected and popular profiles available for businesses, personal use, and faith-based organizations.

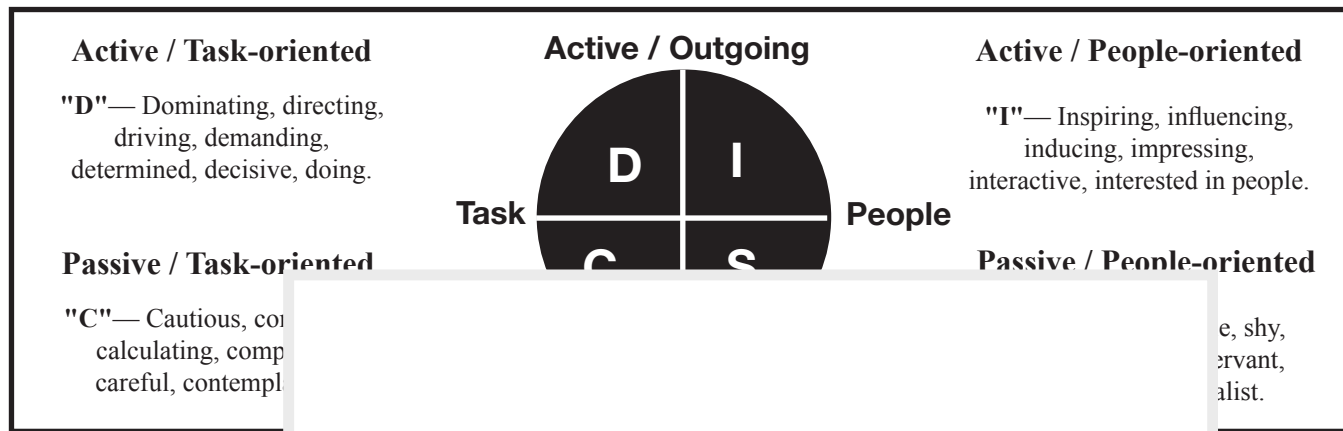
Understanding the four-quadrant model of basic human behavior often explains why people do what they do. These insights can make the difference between right and wrong responses, and the best or worst behavior in any situation.

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.

# DISC 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.



## For Your Review

### Couples Faith-Based Expanded

#### "D" BEHAVIOR / Biblical Examples: Peter & Ruth

(Active / Task-oriented) Known as "Sanguine"

**Descriptions:** Dominant, Direct, Driving, Inducing

**Basic Motivation:** Challenge

**Desires:** • Freedom from control

• Difficult assignments • Opportunities

• Choices, rather than ultimatums

**Responds Best To Leader Who:**

• Sticks to task • Gets to the point

• Freedom for personal accomplishment

**Needs To Learn:** • You need to

• 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.

important • Too much optimism can be dangerous • Being responsible is more important than being popular • Listening better will improve one's influence.

**Biblical Advice:** BE HUMBLE / AVOID PRIDE—*Humble*

*yourself in the SIGHT of God*, James 3:17 • CONTROL YOUR

SPEECH—*Be quick to hear, slow to speak*, James 1:19 • BE

MORE ORGANIZED—*Do all things decently and in order*,

1 Cor. 14:40 • BE PATIENT —*The fruit of the Spirit is . . . longsuffering*, Gal. 5:23.

Deadlines are

#### "C" BEHAVIOR / Biblical Examples: Thomas & Esther

(Passive / Task-oriented) Known as "Melancholy"

**Descriptions:** Competent, Compliant, Cautious, Calculating

**Basic Motivation:** Quality and Correctness

**Desires:** • Clearly defined tasks • Details • Limited risks

• Assignments that require precision and planning • Time to think

**Responds Best To Leader Who:** • Provides reassurance

• Spells out detailed operating procedures • Provides resources to do

task correctly • Listens to suggestions

**Needs To Learn:** • Total support is not always possible

• Thorough explanation is not everything • Deadlines must be met

• More optimism will lead to greater success

**Biblical Advice:** BE MORE POSITIVE—*Whatsoever things are*

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

• AVOID A BITTER AND CRITICAL SPIRIT—*Let all bitterness . . .*

*be put away from you*, Eph. 4:31 • BE JOYFUL —*The fruit of the*

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

Psa. 37:1.

#### "S" BEHAVIOR / Biblical Examples: Moses & Hannah

(Passive / People-oriented) Known as "Phlegmatic"

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

**Basic Motivation:** Stability and Support

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

• Established work patterns • Security of situation • Consistent

familiar environment

**Responds Best To Leader Who:** • Is relaxed and friendly

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

• Gives personal support

**Needs To Learn:** • Change provides opportunity • Friendship

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

sometimes necessary

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

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

LESS—*God has not given you the spirit of fear*, 2 Tim. 1:7 • BE

MORE ENTHUSIASTIC—*Whatsoever you do, do it HEARTILY*

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



# How To Read The DISC Graphs

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

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

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

“C/S”s need to be more...  
is “Competent Specie

To help you read t

The example shows “  
person doesn’t enjoy  
she tends to be more

This person is mo  
on an individual basis  
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## For Your Review

### Couples Faith-Based Expanded

**Example B** show  
person is more active  
people. They like to  
sit still or work on one thing at a time.

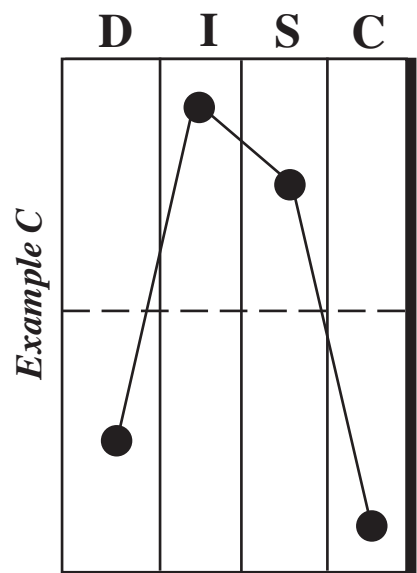
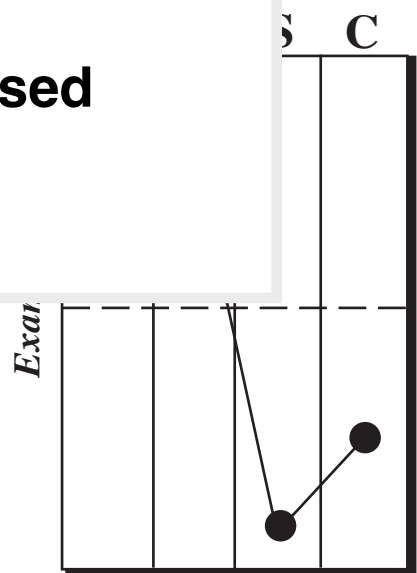
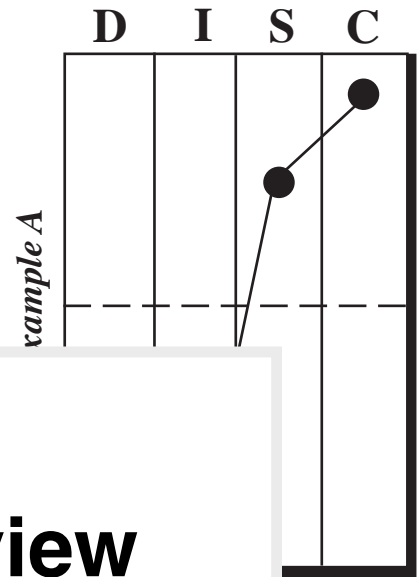
Notice the “S” and “C” plotting points are low. This means this person is not so concerned with security and stability or cautious and calculating actions. Low “S/C”s are more risk-takers and active types.

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

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

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

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



# Understanding The Two Graphs

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

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

People understand unacceptable actions and feelings.

**GRAPH 2:** “*Th* he or she feels and th feels and thinks insi will naturally respon is expected of him or

Everyone is born and peers, plus our personalities into pre

## For Your Review

### Couples Faith-Based Expanded

If **GRAPHS 1 and 2** are alike, understanding the person's personality will be easier. If the two graphs are different, the person may be struggling with an attitude about what is expected of him or her and how he or she really wants to act. Or the person may be very consistent with what is expected and the real him or her. Having two different graphs is not a problem and is normal for many people.

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

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

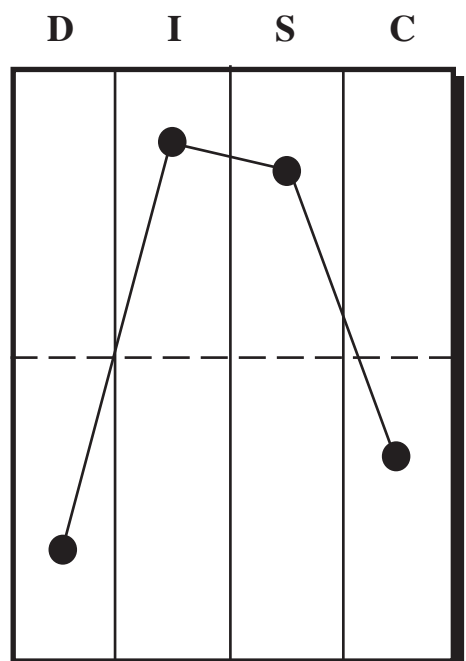
Every point in the upper third is considered *high*. Every point in the middle third is *mid*. Every point in the lower third is considered *low*.

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

Example of Graph 1



Example of Graph 2



# DISCOVERING YOUR BEHAVIORAL BLEND

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

To help you discover more about your specific behavioral style, there are 21 **Behavioral Blends**. One or two **Behavioral Blends** will best describe you. Few people are pure **D**, **I**, **S**, or **C** types. Most everyone is a combination of the four types.

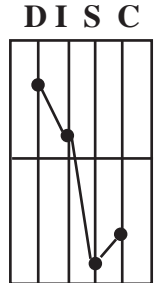
## D: DETERMINED DOERS

"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. They are not very disciplined to prepare and think through what they are doing. They are not good at handling 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.

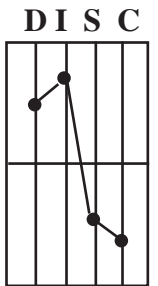


## I: INSPIRATIONAL INFLUENCERS

"I"s are impressive people. They are confident and excited individuals. Approval and attention are important to them. They can have lots of friends if they need for attention. They can be sensitive. They need to be more interested in listening. They do not like research and analysis. They often do things to please. They are entertainers. They need to control their emotions. They often overthink more logically. They often overreact. They are motivated by recognition.

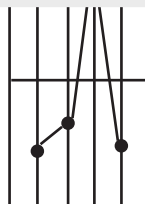
# For Your Review

## Couples Faith-Based Expanded

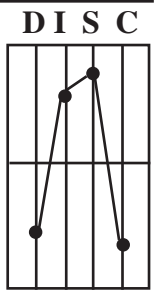


## S: STEADY SPECIALISTS

"S"s are stable and shy types. They are easygoing and like to please. They enjoy pleasing people and can consistently do the same job. Secure, non-threatening surroundings are important to them. They make the best friends because they are so forgiving. Other people sometimes take advantage of them. They need to be stronger and learn how to say, "No" to a friend who wants them to do wrong. Talking in front of large crowds is difficult for them. They are motivated by sweet and sincere opportunities to help others.

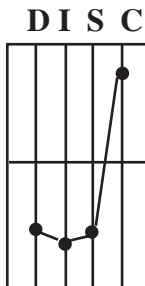


because they are tolerant and forgiving. They do not hurt people's feelings and can be very influential. They need to be more task-oriented. They must learn to finish their work and do it well. They like to talk, but should pay more attention to instructions. They would be more influential if they were more aggressive and careful. They are kind and considerate. Motivated by opportunities to share and shine, they induce others to follow.



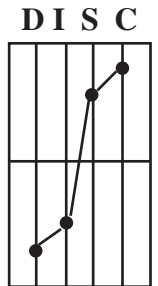
## C: CAUTIOUS COMPETENT TYPES

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



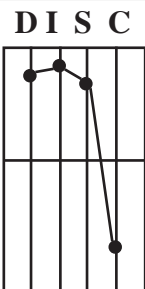
## C/S: COMPETENT SPECIALISTS

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



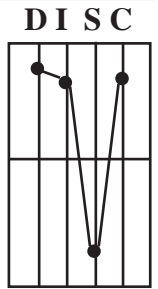
## I/D/S: INSPIRING DRIVING SUBMISSIVE

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



## D/I/C: DOMINANT INSPIRING CAUTIOUS

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



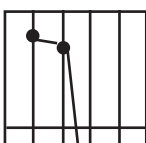
Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other 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 to the feelings of others. Learning to listen through projects are crucial for them. They are motivated by opportunities to control and influence others.

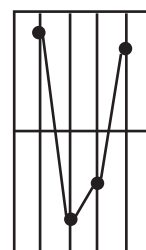
D I S C



### 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.

D I S C

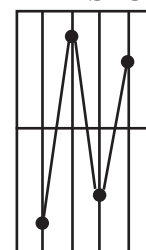


### I/S: INSPIRATIONAL STABLE

"I/S"s are influential and stable. They are people people. They like to please. They do not like time controls or want to look good and encourage others. They have good organizational skills. They follow what they are told. They should be more sensitive to the needs of others. They are motivated by what to do, than with whom to do it. They are motivated by interactive and sincere opportunities. Regardless of being up front or behind the scenes, they are influential and support others. They are obedient workers.

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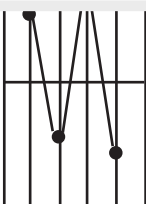


## For Your Review

### Couples Faith-Based Expanded

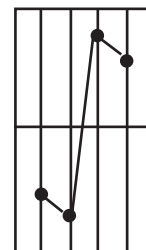
### S/D: STEADY DOERS

S/D"s get the job done. They prefer to work alone and are determined to accomplish tasks. As quiet readers, they relate best to small groups. They do not like to talk in front of large crowds, but want to control them. They enjoy secure relationships, but often dominate them. They can be soft and hard at the same time. They are motivated by sincere challenges that allow them to systematically do great things. They prefer sure things, rather than shallow recognition. They make good friends, while driving to succeed.



They are cautious and discover the truth. They like to weigh the evidence and proceed slowly to a logical conclusion. They enjoy small groups of people. They do not like speaking in front of large crowds. They are systematic and sensitive to the needs of others, but can be critical and caustic. They are loyal friends, but can be too fault-finding. They need to improve their enthusiasm and optimism. They are motivated by kind and conscientious opportunities to slowly and correctly do things.

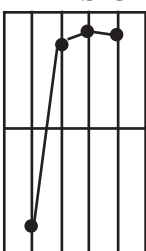
D I S C



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

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

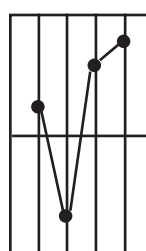
D I S C



### 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.

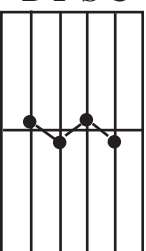
D I S C



### 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.

D I S C



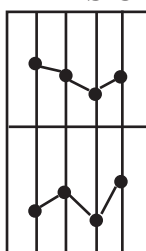
### ABOVE MID-LINE • BELOW MID-LINE

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.

D I S C



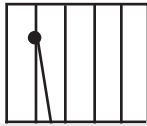
# CONTROLLING YOUR BEHAVIORAL BLEND

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 pure, peaceable . . .," James 3:17. I do one thing well—"This ONE thing I do," remember, God is the Master of you and the Lord is the beginning of wisdom

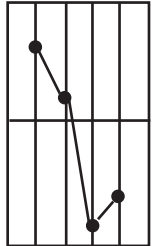
### DISC



## 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

### DISC



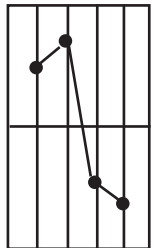
## I: INSPIRATIONAL INFLUENCERS

Don't exalt yourself—"Humble yourselves before the Lord and exalt you," James 4:10. Be sure to listen—"Hear, slow to speak," James 1:19. Organized—"Do all things decently and in order," 1 Cor. 14:40. Concentrate on doing what is right—"All things are not expedient," 1 Cor. 13:3. Prepare yourself—"2 Chronicles 20:33. Delight in the Lord and be over-confident and watch what He does—He claimed he would never deny Christ

# For Your Review

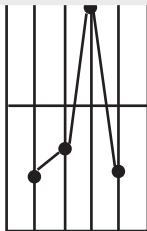
## Couples Faith-Based Expanded

### DISC



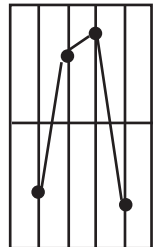
## S: STEADY SPECIALIST

Increase your confidence in Christ—"I can do all things through Christ, Who strengthens me," Phil. 4:13. God is your—"rock, fortress and deliverer," Psalms 18:2. Fearfulness is not from God—"God has not given you the spirit of fear," 2 Tim. 1:7. Speak out more often—"Let the redeemed of the Lord say so," Psalms 107:2. Be more outgoing and less inhibited—"Christ has made us free," Gal. 5:1. Be more assertive—"Moses confronted Pharaoh with 'let my people go,'" Ex. 5:1. Security is possible—"You are secure, because of hope," Job 11:18.



Take stands—"Stand fast in one spirit," Phil. 4:1. The Spirit of God can help you tell others about Christ—"The Spirit of the Lord is upon me," Isa. 61:1. Guard against fearfulness—"Let not your heart be troubled, neither let it be afraid," Luke 14:27. Remember, you don't need "people" to encourage you—"David encouraged himself in the Lord," 1 Sam. 30:6. Always do right and don't fear people—"Fear of man brings a snare (trap)," Psalms 29:25.

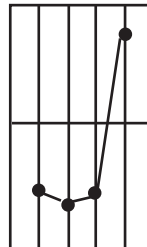
### DISC



## 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," Psalms 37:4.

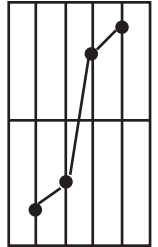
### DISC



## 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. 2:5.

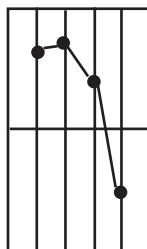
### DISC



## 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," Psalms 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.

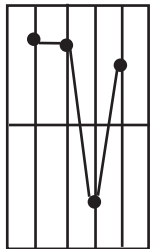
### DISC



## 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.

### DISC



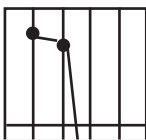


Once you discover your **Behavioral Blend/s**, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. *"All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness"* (2 Timothy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

### D/I: DYNAMIC INFLUENCERS

Concentrate on humility and obedience—Christ "humbled Himself and became obedient," Phil. 2:8. Everyone has a boss, even you—the centurion said to Jesus, "I too am a man under authority," Matt. 8:9. Avoid rebellion—"Rebellion is as the sin of witchcraft," 1 Sam. 15:23. Winning is not always most important—"The first shall be last," Matt. 18:20. Be patient with others—"The fruit of the Spirit is love, peace, and patience," Gal. 5:22. Learn to relax in the Lord—"Rest in the Lord," Psalms 138:12.

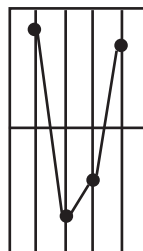
### DISC



### D/C: DRIVING COMPETENT TYPES

Seek to get along with everyone—"Live peaceably with all men," Rom. 12:18. Be kind and loving—"Kindly affectionate one to another," Rom. 12:10. Show more love—"Love one another," 1 John 4:7. Seek to serve, not to be served—"Be a 'servant of Christ,'" Eph. 6:6.

### DISC



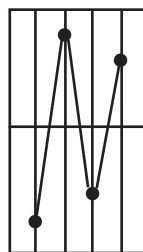
### I/S: INSPIRATIONAL SPECIALISTS

Do everything unto the Lord—"Work heartily, as unto the Lord and not unto men," Col. 3:23. Beware of seeking man's approval—"Do not be men-pleasers," Eph. 6:6. Seek to please others—"Do always those things that please the Lord," Luke 14:28. Don't be lazy—"not slothful," 12:11. Work hard—"Let every man labor as of the Lord," Col. 3:23. Don't just talk about what you do—"Let your work speak for itself," 1 Peter 2:12.

## For Your Review

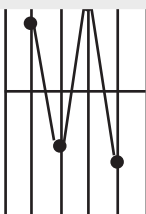
### Couples Faith-Based Expanded

### DISC



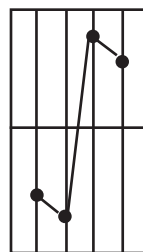
### S/D: STEADY DOERS

God wants to empower what you think—"For I know the thoughts that I think toward you," Jer. 17:9. Gladly will I rather glory in my infirmities—"For when I am weak, then am I strong," 2 Cor. 12:9. Encourage and help others daily—"Exhort one another daily," Heb. 3:13. God challenges you to reason with Him—"Come now and let us reason together," Isa. 1:18.



Whatever you do, do it heartily," Col. 3:23. Enjoy relationships, rather than endure them—Christ said, "I am come that you might have life . . . abundantly," John 10:10. Peace and happiness do not come from security and safety—"Peace I leave with you, my peace I give unto you," John 14:27. Divine peace is knowing God's ways are beyond ours—"The peace of God passes all understanding," Phil. 4:7. Be fearless in Christ—"I will fear no evil," Psalms 23:4.

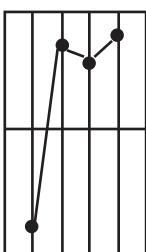
### DISC



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

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

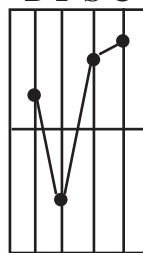
### DISC



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

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

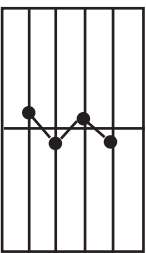
### DISC



### STRAIGHT MID-LINE

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

### DISC

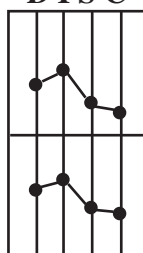


### ABOVE MID-LINE • BELOW MID-LINE

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

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

### DISC



# BIBLICAL EXAMPLES OF PERSONALITY TYPES

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

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

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

(John 11:20).

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

Individual **DISC** behavior is illustrated in the Scriptures. God uses all types of personalities to complete His plan and purpose. The most important lesson is ***don't let your personality control you, instead let God control your personality***—let God fill (control) you with His Holy Spirit (Eph. 5:18).

The **Apostle Paul** was declared dead, imprisoned, stoned, but he pressed on toward the high cost of what anyone thought a man should do. He learned obedience and submitted to the road to Damascus.

Sarah exhibited **"D"** behavior. She was waiting for God to give her a son. She dominated and devised her own plan to have a child. Sarah then raised Isaac on her own. When she didn't like him, she blamed Abraham. She also dominated. She was dominant; however, her behavior enabled her to leave her home for an undetermined destination. She knew it was the right thing to do.

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

**Esther** seems to be a good example of **"C"** behavior. As the queen, she was willing to comply with the rules and requirements of her position. Yet when it became necessary to "bend" those rules, she wanted to make sure that it was done correctly. Esther prayed for reassurance and wisdom to proceed cautiously.

One of the most important lessons you can learn is that you don't have to let your personality type control you. Instead, allow God to control your personality and you will come out to be the winner every time!

It will be an exciting day when you understand how the Holy Spirit wants to also control your personality — the specific way

that you think, feel, and act. He didn't want to just control your tongue, habits, and lifestyle. God desires to also be the Lord of your personality. Let God control you with His Holy Spirit! ***"And do not be drunk with wine, in which is dissipation; but be filled with the Spirit,"*** Ephesians 5:18.

## For Your Review

### Couples Faith-Based Expanded

every time he spoke. One moment he was silent. For the sake of Christ, then, be still, for he is watching, to avenge the wrong at Pentecost.

Convinced Naomi of her family loyalty, she decided to move to a new place. She was so much more inspired and was optimistic.

# General Practical Application

## High "D"s

- They need challenges and choices.
- They don't like to be told what to do.
- They want to be their own bosses.
- Controlling themselves is most important.
- Desiring to control others, "D"s need to guard their feelings.
- Since "D"s test and they need to learn to If not, they will push

*Instead of telling immediately, give them completing the task now or will usually choose the have the choice.*

## High "I"s

- They need lots of recognition, approval and stroking.
- They like to talk and get attention. Being quiet is difficult for them.
- Give them opportunities to express themselves

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## For Your Review

### Couples Faith-Based Expanded

## 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.*

## 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 "S"s to be more outgoing and assertive, so that they won't be taken advantage of.

*"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.*

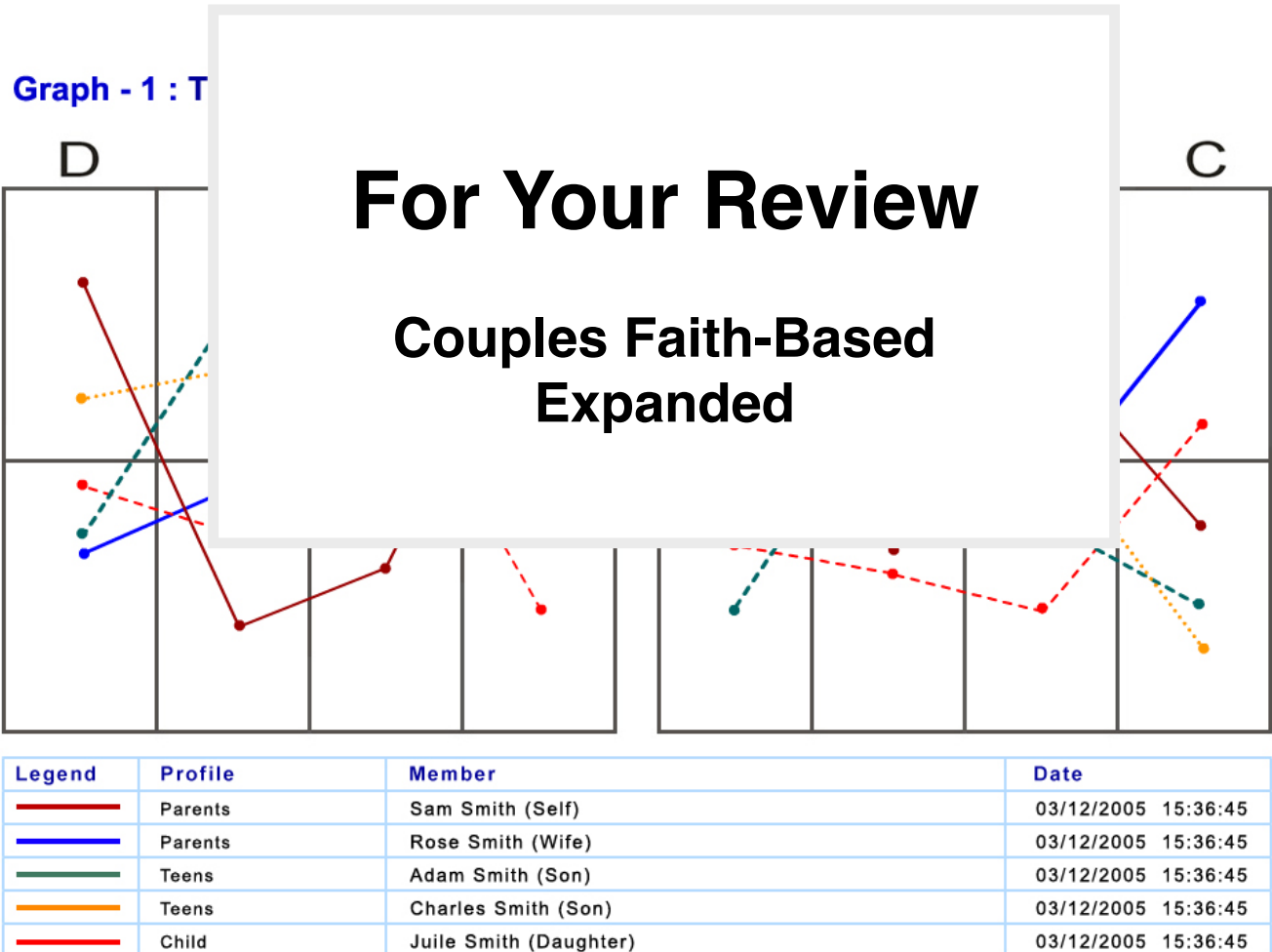


# Combined Graphs

Contrast 2 - 20 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 20 individuals in a family, or on a staff or team can see their group dynamics and develop strategies to improve their effectiveness.



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.

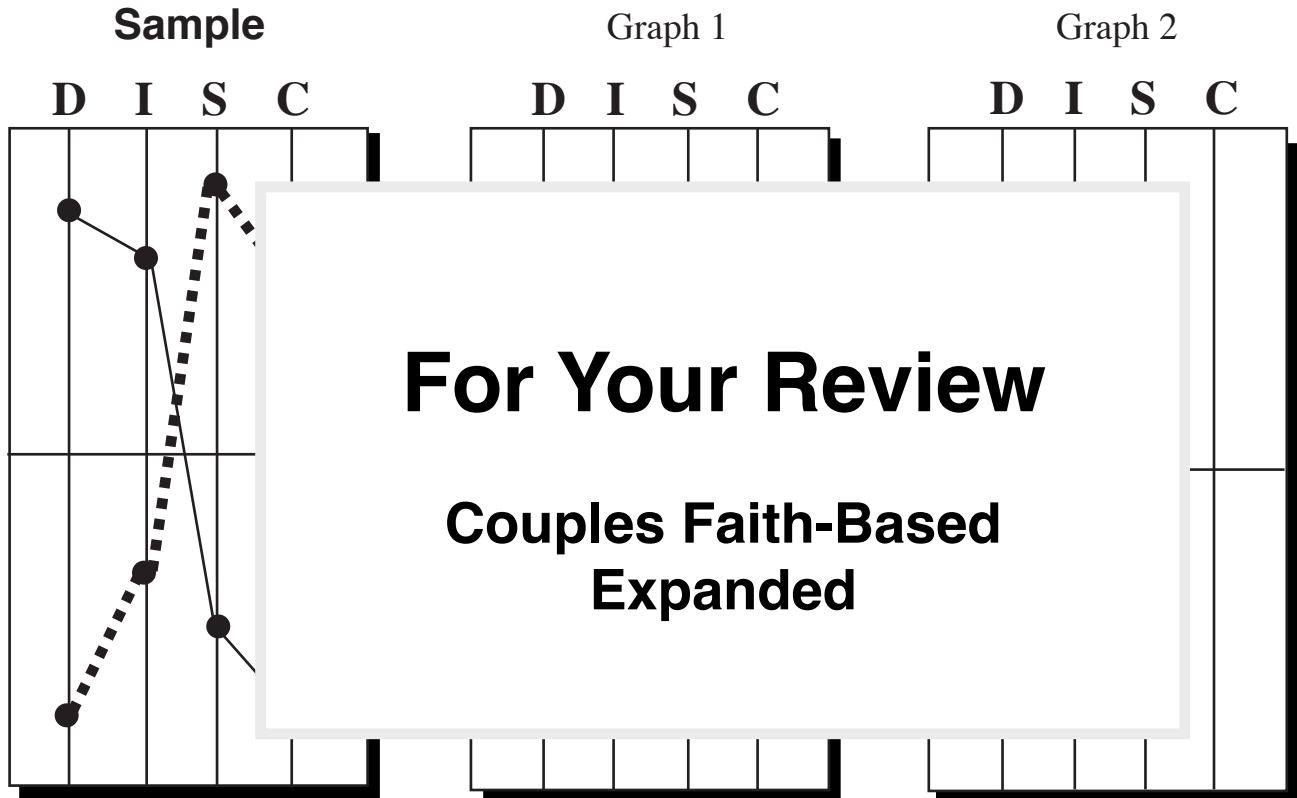
Couples can also combine their individual graphs to contrast their specific personality types. Dating and engaged couples should especially identify their strengths and “uniquenesses.”

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 **Compare Graphs**.

# Relationship Reflections

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

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.



The person with the solid line has a “D / I” personality, while the person with a dotted line has a “S / C” personality. One type is not better than the other. Both personalities have their strengths and uniquenesses. To enhance and/or improve their relationship, both need to guard their differences.

Opposites often, but not always, attract (*and attack*) each other. People are naturally attracted to those who seem to have strengths that are the other’s weaknesses. What one person calls a weakness another may see it as a strength. A better outlook of another person’s differences is helpful.

The “D / I” personality needs to be more sensitive to the “S / C” personality’s more 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 active and outgoing in order to please the “D / I” personality. These two personalities should be aware of their differences and work at complementing, rather than criticizing or controlling the other.

The most important factor in developing a great relationship is **commitment**, rather than *compatibility*. Chances are your “significant other” has a different personality than yours. Remember, these differences can help you as well as hurt you.

Work on understanding and accepting each other’s differences. Be committed to permanency and the Lord Jesus Christ. Ask God to help you control your strengths and change your weaknesses (uniquenesses) for the sake of your relationship.

To improve or enhance your relationship, study the *Intensity Insights*.

# Challenging Differences

## ASSIGNMENT —

- Consider how opposite personalities often are attracted to each other in order to "complete" themselves.
- Think about the obvious differences between you and your other team members.
- Ask your closest friends about how opposite personalities in their lives have helped and benefited them.
- Begin thinking about the so-called "weaknesses" of others as "uniquenesses."

Opposites seem to attract each other. Each person has strengths that are our weakness. For example, a "D" type person, like an "I". "C"s are more task-oriented than "I"s. "I" is impressed with the "C"s strengths.

"D"s are often attracted to "I"s. "I"s are more people-oriented, while "C"s are more task-oriented. "I"s are a soft demeanor; while "S"s are more reserved.

What happens when opposites attract? Our differences draw us together. The characteristics that drive us apart become the very traits we need.

While opposites often attract, they can also clash. For example, "D"s and "I"s are both active and passive while people and task-oriented. "D/C"s are pure task-oriented, while being active and passive. "I/S"s on the other hand, are basically people-oriented while active and passive.

## EXAMPLES —

There are "D/I" behavior types, who are active in their tasks and people skills. There are "S/C" types, who are passive, while both people and task oriented. "D/C"s are pure task-oriented, while being active and passive. "I/S"s on the other hand, are basically people-oriented while 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 dominating and serving others. The "D/S" type may sound like a contradiction in terms, but this unique and often confusing behavior is normal.

The most obvious conflicts occur when a pure "D/C" task-oriented individual is attracted to a pure "I/S" people-oriented person. These people were probably initially impressed with the others' strengths which were their own weaknesses. The "D/C" lacks people skills while the "I/S" needs to become more task-oriented and organized. The exciting news is each needs the other, but difficulty comes when one stops looking at the other's strengths and starts focusing instead on the other's weaknesses.

The "D/C" focuses on logical thinking and being industrious, while the "I/S" desires to build relationships and deepen communication. You can see how these two blends of behavior can clash.

The following are three of the most common opposite types. See if any of these is like your Behavioral Blend/s and that of your "significant other."

## "D/I" Relating To "S/C"



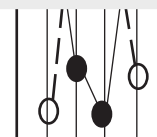
- "D/I"s are outgoing, while "S/C"s are reserved.
- "D/I"s are more positive, while "S/C"s are more negative.
- "D/I"s are more people-oriented, while "S/C"s are more task-oriented.
- "D/I"s should learn to be more committed, while "S/C"s should learn to be more outgoing.

# For Your Review

## Couples Faith-Based Expanded

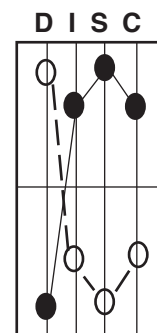
## "D/C"

"D/C"s are more task-oriented, while being active and passive. "I/S"s on the other hand, are basically people-oriented while active and passive.



- "D/C"s are more high-tech than "I/S"s.
- Both should learn from the other.
- Be committed!

## "D" Relating To "I/S/C"



- "D"s are more dominant and demanding.
- "I/S/C"s resist aggression, but respect it.
- They prefer friendly, secure and cautious behavior.
- Both should learn from the other.
- Be committed.

# Working Through The Rough Spots

One of the most, if not **THE** greatest hindrance to spiritual growth is conflict. Excited Christians, desiring to serve God, are often discouraged because of misunderstandings and clashes with other Christians.

This section is designed to help you discover why people do what they do under pressure and why you may conflict with others. Scripture is clear on how to handle clashes. The problem is many Christians are not aware of their “sensitive spots.” Believers also need to learn what the Bible teaches about resolving conflicts.

Every personality type can act like a “D” when pressures and tendencies of personalities

Review your Behavioral Blends pages. Read each section to see how you may respond as a specific personality type. Also consider how you may respond differently from your “giftedness.”

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

Remember —

***Most problems in the church***

## For Your Review

### Couples Faith-Based Expanded

immature, selfish.

details, time pressure, impatience.

#### “D” Behavior —

##### Under Pressure:

*Becomes dictatorial, dominating, angry, intense,*

##### Sources of Irritation:

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

##### Needs To:

*Back off, seek peace, relax, think before reacting, control self, be — patient, loving, friendly, loyal, kind, sensitive.*

*Listen, count the cost, control emotions, be — humble, strong, disciplined, punctual, careful with words, conscientious.*

#### “C” Behavior —

##### Under Pressure:

*Becomes moody, critical, contemplative, negative, worrisome.*

##### Sources of Irritation:

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

##### Needs To:

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

#### “S” Behavior —

##### Under Pressure:

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

##### Sources of Irritation:

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

##### Needs To:

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

#### Natural Responses To Conflict —

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

#### Recommended Biblical Responses —

“D”s — Restore With Love  
“I”s — Talk To God, Not Others  
“S”s — Care Enough To Confront  
“C”s — Examine Own Self First

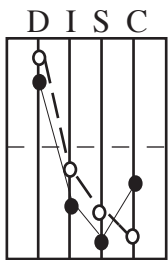
# Intensity Insights

To identify the intensity between two personality types, look for the profile of person #1 and compare it to the profile of person #2.

Don't make the mistake of thinking two personalities cannot work well together. In fact, it is sometimes better to have two different personality types working together, so one type will compensate for the other. Remember, we all have blind spots.

Two similar personalities can also work well together, as long as they both respect and trust each other. The purpose of understanding the intensity caused by contrasting personality types is to predict behavior and respond better.

Always keep in mind, no personality is better than the other. We must learn to understand why people do what they do. We should strive to respond in more mature and wiser ways.



## "D" / "D"

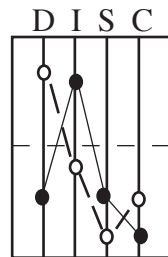
**Work Index:** As one person is the boss, the other must allow more dominance. Team members may be intimidated.

## Practical Application

• Take turns making major decisions. • Specific areas.

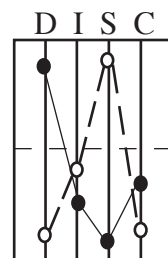
# For Your Review

## Couples Faith-Based Expanded



## "D" / "S"

**Work Index:** active. to improve. The "D" communicates while the "S" is too serious.

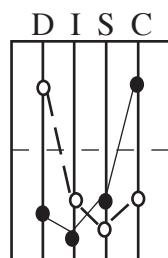


## "D" / "C"

**Work Index:** "D"s and "S"s working together are like masters and slaves. "D"s tell "S"s what to do. "D"s need to appreciate "S"s for their hard work. "D"s definitely dominate "S"s, but should never take them for granted. "S"s feel secure with "D"s as long as "D"s show controlled and stable behavior. "S"s should be assertive — "D"s more compromising.

## Practical Application

- "D"s should direct, not dominate "S"s — "Submit yourself one to the other."
- Agree that when the "D" is out of control, the "S" has the right to say so, without fear.
- "S"s need to strongly appeal to "D"s when their behavior is unacceptable.
- "S"s should show more determination.

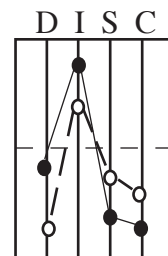


## "D" / "I"

**Work Index:** A "D" and "C" working together conflict over dreams and details. The "D" wants to get the job done, while the "C" wants to get it done right. "D"s are optimistic, while "C"s are more pessimistic ("realistic"). "D"s need to be more careful, while "C"s need to be more positive. "D" and "C" team members are task, rather than people-oriented.

## Practical Application

- Be more understanding of other's perspective — Don't criticize their personality.
- Allow others to feel the way they feel.
- "D"s ought to listen more to "C"s.
- "C"s should avoid always being negative.
- Give "C"s chance to think about decision.
- "C"s should take risks; "D"s careful.



## "I" / "I"

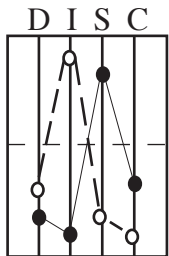
**Work Index:** Two "I"s working together will talk more than work. They compete for praise and approval. They tend to be overly optimistic and enthusiastic. Two "I"s will communicate well, if one doesn't try to out-talk the other. Each wants lots of attention. Both tend to be emotional. Communication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

## Practical Application

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

# More Insights

1. Once you have studied your specific *Intensity Insights*, follow these instructions to understand more about other contrasting personalities on both pages.
2. Identify each person's HIGHEST, NEXT highest, and LOWEST plotting points from your Two Graphs.
3. Review the proceeding pages to avoid and resolve conflicts.



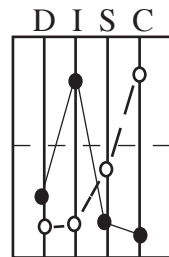
## "I" / "S"

**Work Index:** "I"s and "S"s don't tend to be industrious. They like to "care and share." "I"s are great at PR, while "S"s like customer service. "I"s and "S" relate well together.

"I"s are  
"S"s to  
a word  
and "S"

## 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

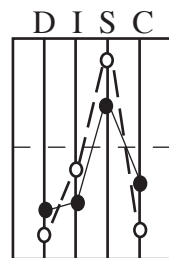


## "I" / "C"

**Work Index:** the "I"s like the "I"s like "C" and "C" more assertive, v opposit

# For Your Review

## Couples Faith-Based Expanded

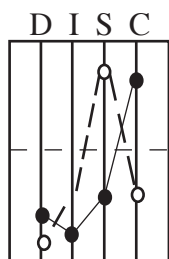


## "S" / "C"

**Work Index:** compete or criticize each other. They are loyal and sensitive to the other. They make great associates. "S"s are the most tolerant and forgiving types; therefore, they make the nicest team members. They tend not to be assertive and will struggle with decision-making. They add stability and sensitivity to the team.

men feelings.

- Two "S"s can miss great opportunities, because neither one wants to take risks.
- Try not to depend on the other for major decisions.
- Be more enthusiastic and outgoing.

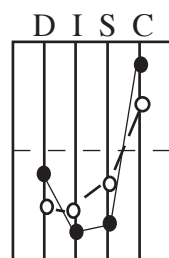


## "S" / "I"

**Work Index:** "S"s and "I"s working together will be passive and methodical. Precision and propriety come before performance. "S"s want "I"s to be more friendly. "I"s can be too picky, but "S"s will be most forgiving. "S"s desire more kindness, while "I"s more perfection. They are both more quiet and private. They can work well together with little need for conversation.

## Practical Application

- S"s need to be more demanding with "I"s.
- Work together on projects.
- "I"s should not criticize "S"s' disinterest.
- Be more intimate and aggressive.
- Don't wait on others to express themselves.
- Be more optimistic and positive about your problems.



## "C" / "I"

**Work Index:** Two "C"s working 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 be cold and caustic. "C"s tend to be picky-perfectionistic and demanding of competence. They make a great team members when at peace and when they respect each other.

## Practical Application

- Be more complimentary of each other.
- Don't criticize each other's work.
- 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.



# Rearing Children According To Their Bents

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 de-motivate the child and vice-versa.

There is a misconception that all children respond better to discipline than to praise.

Everyone is motivated to do one thing, while others are motivated to do the opposite. But everyone is motivated by something.

"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. What motivates the child may not motivate you. Children respond better to praise than to discipline.

## For Your Review

### Couples Faith-Based Expanded

#### "D" Type Child -

##### Under Pressure:

Becomes resistant, angry, stubborn, defiant.

##### Sources of Irritation:

Weakness, losing, inactivity, lack of leadership.

##### To Motivate / Discipline:

- Establish and remind — "I'm the boss!"
- Give opportunity to lead. Be captain of team.
- Give one warning, then follow through.
- When disobedient, put last in line.
- Sit out challenging game.
- Give choices.

attention, reward.

criticism, punishment.

#### "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.

##### To Motivate / Discipline:

- Recognize (video tape) good behavior.
- Give opportunity to express thoughts.
- Show grave displeasure of poor behavior.
- When disobedient, exclude from activities.
- Explain how poor behavior makes them look bad. Relate popularity to responsibility.

#### "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.

# Positive Parenting

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").

## "D" Type Parenting Style With —

### "D" Child:

*Be strong, but willing to bend. The child will challenge and intimidate. Get to the point. Remind the child, you're the boss.*

### "I" Child:

*Be enthusiastic and control the conversation. Talk and exaggerate a lot.*

### "S" Child:

*Be sweet. Don't be forceful. The child will judge how you and kind. Appreciate the*

### "C" Child:

*Be prepared. Don't use force. The child wants explanation, be strong, if you don't know*

## "I" Type Parenting Style With —

### "D" Child:

*Be serious. Don't be silly or informal. The child is not interested in funny stories. Don't waste time. Demonstrate your plan to solve the problem.*

### "I" Child:

*Don't talk much. Compliment good and positive. Smile and be sible.*

*The child share his or her feelings. The child finish completely. Stay on your sensitivity.*

*Don't "snow" the child. Ask for and respectful. Give details. Be precise and methodical.*

# For your Review

## "C" Type Parenting Style With —

### "D" Child:

*Be relaxed. Don't be defensive. Get to the "bottom line." Don't bore the child with a lot of facts. Agree on solution based on both perspectives. Be positive.*

### "I" Child:

*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.*

### "S" Child:

*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.*

### "C" Child:

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

### "D" Child:

*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" Child:

*Be interested in what the child says. Don't just listen. Share your thoughts and concerns. Ask the child to review what was settled.*

### "S" Child:

*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.*

### "C" Child:

*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.*



# Step-Parenting Insights

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, rely on the Holy Spirit to control your personality. Allow God to do something uniquely wonderful for the step-child through you.

## “D” Type Step-Parent Dealing With—

### **“D” Step-Child:**

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

### “I” Step-Child:

*Praise child for success more serious. Motivate reinforcement. Encourage*

### “S” Step-Child:

*First become the child  
child's slow response.  
Be sensitive and patient*

### “C” Step-Child:

*Expect child to question  
Be logical and explain  
atmosphere. Let child*

## “I” Type Step-Parent Dealing With—

### “D” Step-Child:

*Control your emotions. Child will test your feelings.  
Show child you can be serious. Don't lecture child.  
Give child opportunity to speak.*

### “T” Sten-Child:

ntion. Let child share his or  
errupt. Teach child how to  
under pressure.

more outgoing. Spend time  
dual basis. Give child time to

*questions. Appeal to the  
ld detailed instructions. Don't  
be optimistic.*

# For your Review

### “C” Type Step-F

### **“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.*

**urrent Dealing With—**

**“D” Step-Union:**

*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.*

# Leadership Insights

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

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

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

## Leader Styles

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

### "D" Leaders —

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

### "I" Leaders —

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

### "S" Leaders —

"S"s are the sweet, steady types. They seldom demand anything. They tend to be too nice. They are not assertive. Overly sensitive to be more confident. They 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.

### The most effective Leader is the blended Servant Leader.

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

## Follower Styles

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

### "D" Followers —

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

### "I" Followers —

"I" followers follow with their hearts. They tend to be impulsive and take advantage of opportunities that will make them stand out. Followers talk a lot. They make great leaders with high egos and ability to persuade others. They are leaders in order to rise to the top. They want to know who's leading whom.

"S" followers don't make quick decisions. They like leaders who are standing and gentle. They want to follow with a leader who will be around for a long time. They are more concerned about service and quality than speed. They respond to sensible and slow judgment, and they are more comfortable in low-key environments. "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.

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

# Your Health Can Affect Your Relationships

When the Apostle John wrote: "I pray that in all respects you may prosper and be in good health, just as your soul prospers" (3 John 1:2), it was meant for you too!

The bottom line is "what do you believe and how do you act about wellness from a biblical perspective?"

Are you like so many religious people today — faithfully following the Lord, 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 GRACE and how God can liberate us from our bondage to poor health habits.

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 practice the "Whole Counsel of God"— all of the Scriptures.

The purpose of this profile is to help you examine yourself, your home and ministry . . . to learn how to improve your effectiveness through better physical & nutritional, mental & emotional, social and spiritual health.

Being introduced to this may be providential. It may be your wake-up call. You may be sincerely trying to do your best for the Kingdom of God, but are struggling with the whole health issue. Let us help you bring all this to a serious conclusion.

The following admonitions may save your life or the life of a family member.

## ***Take heed or suffer***

### ***Nutritional & Physical Health***

What you do with your body will do for you! You MUST take premium fuel you can afford.

Former Surgeon General C. Everett Koop said, "If you do not smoke or drink excessively, your long-term health prospects must be good."

If necessary, change your diet. Nutrition is no longer an option.

Take 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.

## For your Review

### ***Mental & Emotional Health***

Your mind and motivations are perhaps your greatest areas to guard. It's not always what you are eating that's 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 after eating a large delicious meal with the longer lasting 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 your portions and eating the proper foods.

***Control your feelings and cravings  
by being determined and stronger mentally.  
Substitute your cravings with your  
commitment to glorify God!***

### ***Social & Spiritual Health***

Relationships are so important to a healthy life. Work on your relationship with others and God by spending time with them. It is not enough to simply co-habitate, but to have a better relationship. Develop listening skills. Be less or more assertive as your personality type. Be more or less outgoing naturally. Gardening is like working a garden. Keep it healthy and regularly and fertilize with organic fertilizer and effort, but you will reap rewarding results.

***Love your family and yourself!***

### ***Prayer of Commitment:***

"Dear God, Thank you for making me special according to Psalms 139:13 & 14. I recognize you created me to enjoy life as you intended. 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 magnify You!

I know you have given me the strength and will to do what I should. I will, from this day forward, begin eating better foods, supplement my meals with nutritional vitamins, exercise adequately, think more positively, control my feelings and cravings, plus improve my relationships with You and others!  
Amen"

Name \_\_\_\_\_