

## RELATIONSHIPS

### Info User

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Postal Code:  
Street Address:

## For Your Review

**Couples Faith-Based  
Summarized**

## 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

Every personality has its own strengths and weaknesses. It is important to be another person's strength in order to be more successful. Use your strengths and avoid your weaknesses. The person who becomes the worst of what they later despise.

The "bottom line" is that you want to be me." When you know yourself, you often find it critical that God see you as you are.

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.

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).

## For Your Review

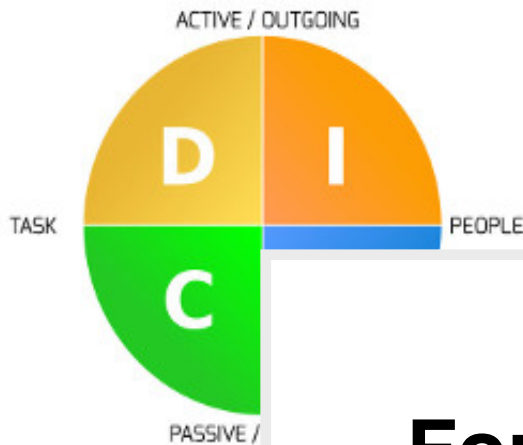
### Couples Faith-Based Summarized

weakness may be a weakness." In order to control your personality, you must lean toward your strengths and avoid your weaknesses. But you must come what comes.

say, "I just want to be me." You really find it insecure or be opposite of what you are.

## Interpretation

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



## For Your Review

### Couples Faith-Based Summarized

#### Active/Task-oriented "D"

Dominating, Direct

#### Active/People-oriented "I"

Inspiring, Influencing

#### Passive/People-oriented "S"

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

#### Passive/Task-oriented "C"

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

#### "D" Type Behavior

Basic Motivation: Challenge & Control

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

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

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

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: F

Desires: Prestige - Opportunities to m

Respond Best To L recognition of abilit

Needs to Learn: Ti dangerous - Being 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.

# For Your Review

## Couples Faith-Based Summarized

## "S" Type Behavior

Basic Motivation: Stability & Support

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

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

Needs To Learn: Change provides opportunity - Friendship isn't everything - Discipline is good -

Boldness and taking risks is sometimes necessary

Biblical Advice:

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

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

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

## "C" Type Behavior

Basic Motivation: Quality & Correctness

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

Responds Best To Leader Who Provides resources, Spells out detailed operating procedures - Provides resources

Needs to Learn: To do everything - Deadlines must be met

Biblical Advice:

BE MORE POSITIVE - Do all things, Phil. 4:8

AVOID A BITTER MOUTH - Do not let the sun go down on you, Eph. 4:31

BE JOYFUL — The Lord is near  
DON'T WORRY —

# For Your Review

## Couples Faith-Based Summarized

Graph 1: "This is expected of me"

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

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

C/S/D - COMPETITIVE

Discovering your behavioral blends

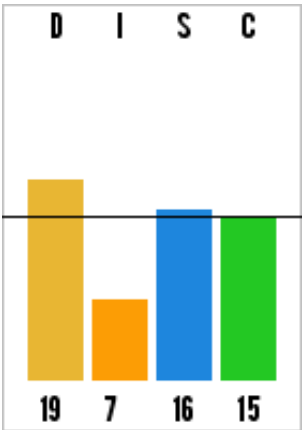
"C/S/D's" are a crowd-oriented, but care for people. They prefer to get things done. They tend to be more direct. They really care for people and are enthusiastic. Natural

# For Your Review

## Couples Faith-Based Summarized

task-oriented of crowds. large groups. "C/S/D" types and

Controlling your behavioral blends



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

Graph 2: "This is me"

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

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

C/S/D - COMPETITIVE

Discovering your

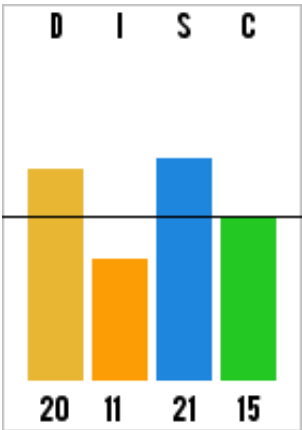
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## Couples Faith-Based Summarized

task-oriented of crowds. large groups. "C/S/D" types and

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

**a** tends to be more:

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

**a** tends to be less:

Outgoing / Active  
 Gentle / Soft / Humble  
 Calculating / Analytical  
 Convinced / Cocky  
 Obedient / Submissive  
 Pleasing / Good-natured  
 Perfectionist / Precise  
 Enthusiastic / Influencing  
 Right / Correct  
 Competent / Does Right  
 Winner / Competitive  
 Deep / Intense  
 Accurate / Exact  
 Animated / Expressive

## For Your Review

### Couples Faith-Based Summarized

**a's "D"Tendencies**

Demanding, Assertive, Relentless, Ambitious, Goes for it, Challenging, motivating, industrious, hard working, Driving, Determined, Direct, To the point

**a's "I"Tendencies seem to be:**

Hyper, Energetic, Admirable, Elegant

**a's "S"Tendencies seem to be:**

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

**a's "C"Tendencies seem to be:**

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

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

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



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

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

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

Gentle, Soft, Hum

**a's "C"Tendencies**

Calculating, Analy  
Researching, Orig

t, Preparing,

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# For Your Review

## Couples Faith-Based Summarized

# 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, but rather the scientific process that made Hippocrates the respected physician of his day.

The DISC Model of Human Behavior was first introduced by William Marston in 1928 through his book, *The Emotions of Man*. He identified four basic personality types and assigned them titles and assigned them many titles to various titles to various titles discovered 400 B.C.

Dr. John Geier, Clinical Professor of Minnesota designed a personality type from a blend of the four temperaments.

After studying under Dr. Marston, Dr. Geier became a staff psychologist at the University of Minnesota. He was the first-of-its-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.

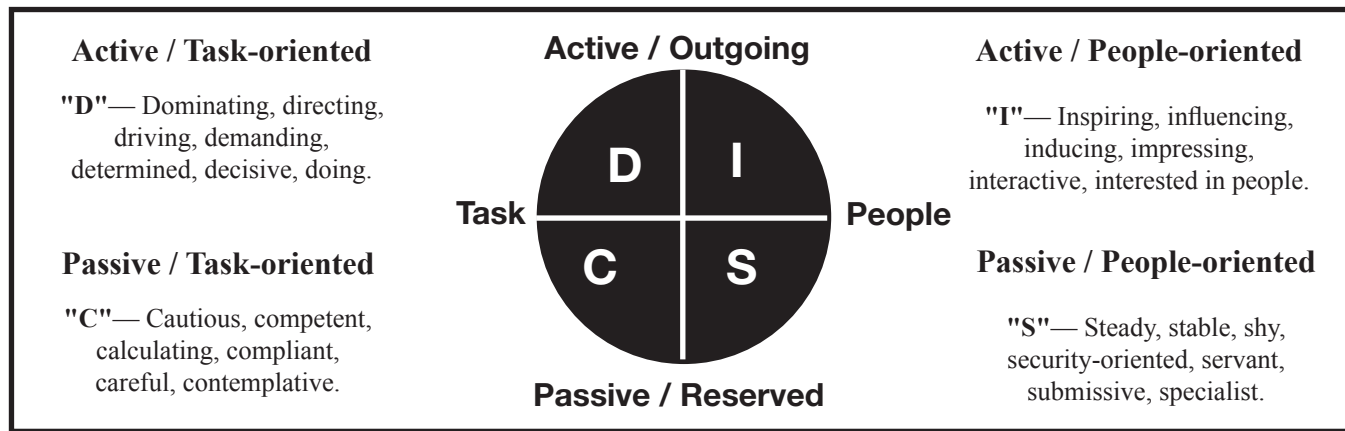
## **For Your Review**

### **Couples Faith-Based Summarized**

# 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.



## "D" BEHAVIOR / 1

(Active / Task-oriented)

**Descriptions:** Dominant, L

**Basic Motivation:** Challeng

**Desires:** • Freedom from co

• Difficult assignments • Opp

• Choices, rather than ultimati

**Responds Best To Leader**

• Sticks to task • Gets to the p

dom for personal accomplish

**Needs To Learn:** • You ne

• Some controls are needed •

most important • To focus on

• Sensitivity to people's feelin

**Biblical Advice:** BE GENT

above is . . . gentle, James 3:1

**ACTIONS—Be angry and sin**

**THING AT A TIME—This O**

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

## For Your Review

### Couples Faith-Based Summarized

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• Freedom from

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Listening better will

**PRIDE—Humble**

**CONTROL YOUR**

ames 1:19 • BE

ly and in order,

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

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

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

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

**Basic Motivation:** Quality and Correctness

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

• Assignments that require precision and planning • Time to think

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

• Spells out detailed operating procedures • Provides resources to do

task correctly • Listens to suggestions

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

• Thorough explanation is not everything • Deadlines must be met

• More optimism will lead to greater success

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

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

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

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

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

Psa. 37:1.

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

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

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

**Basic Motivation:** Stability and Support

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

• Established work patterns • Security of situation • Consistent

familiar environment

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

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

• Gives personal support

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

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

sometimes necessary

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

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

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

MORE ENTHUSIASTIC—Whatsoever you do, do it HEARTILY

as unto the Lord, Col. 3:23.

# How To Read The DISC Graphs

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

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

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

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

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

This person is more reserved on an individual basis than interest in enthusiasm.

**Example B** shows a person who is more active than people. They like to sit still or work on their own.

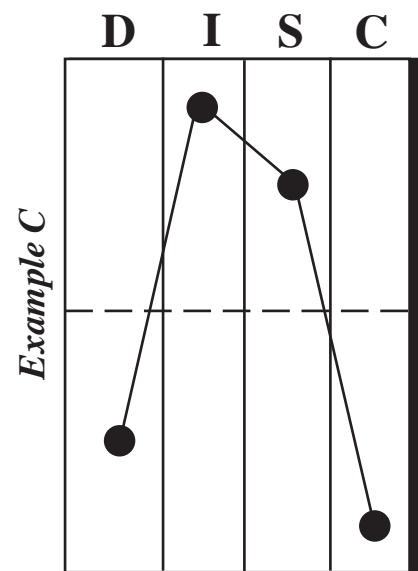
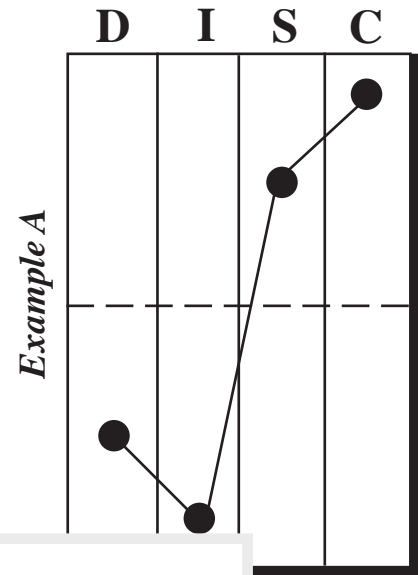
Notice the “S” person is not so calculating and calculating active types.

**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**.



## For Your Review

### Couples Faith-Based Summarized

# Understanding The Two Graphs

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

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

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

**GRAPH 2:** “*This is me*” is the person’s response to how he or she feels and thinks it will naturally respond to what is expected of him or her.

Everyone is brought up by family and peers, plus other personalities into perspective.

If **GRAPHS 1** and **2** are the same, the person’s personality will be consistent. If they are different, the person may be struggling with the expectations of him or her and how he or she feels about them. This may be very consistent for her. Having two different graphs is not a problem and is normal for many people.

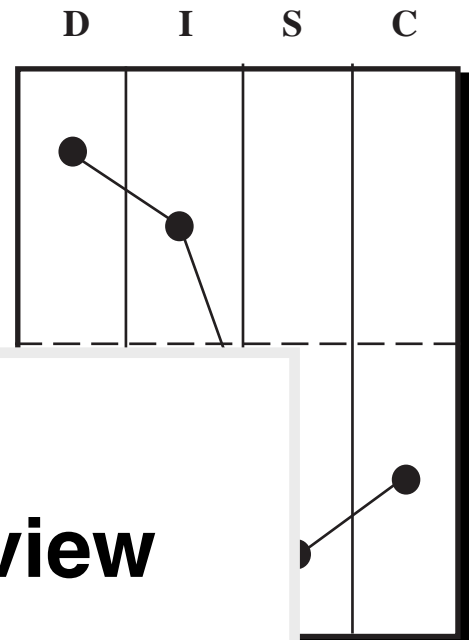
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected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

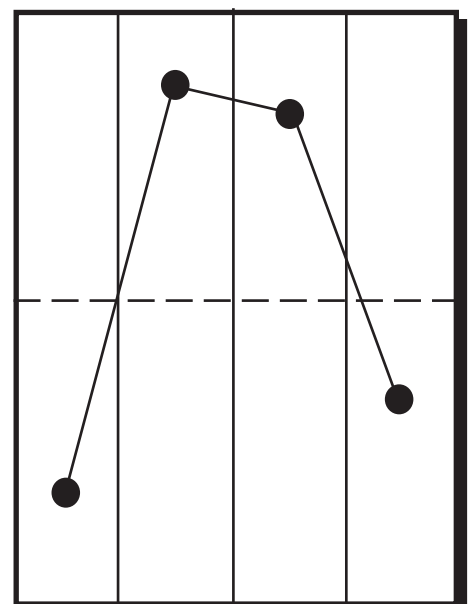


## For Your Review

### Couples Faith-Based Summarized

Graph 2

C



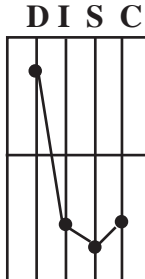
# DISCOVERING YOUR BEHAVIORAL BLEND

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

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

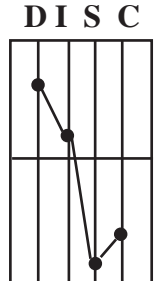
## D: DETERMINED DOERS

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



## D/I: DRIVING INFLUENCERS

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



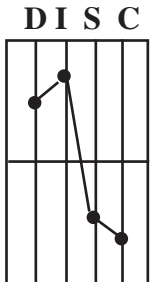
## I: INSPIRATIONAL INFLUENCERS

"I"s are impressive people. They are fun and excited individuals. Approaching them is easy. They can have lots of friends if they need for attention. They can be very persuasive. They need to be more interested in listening. They do not like research. They look good. They often do things that are entertainers. They need to think more logically. They are often motivated by recognition.

DISC

## I/D: INSPIRATIONAL DOERS

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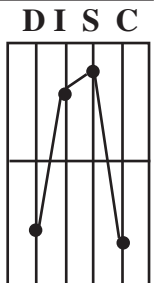
## Couples Faith-Based Summarized

## S: STEADY SPECIALISTS

"S"s are stable and shy types. They enjoy pleasing people and the same job. Secure, non-threat important to them. They make them so forgiving. Other advantage of them. They need how to say, "No" to a friend who Talking in front of large crowd. They are motivated by sweet and to help others.

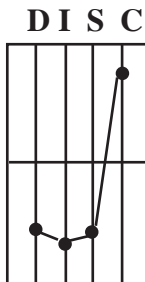
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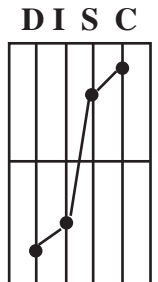
## C: CAUTIOUS COMPETENT TYPES

"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.



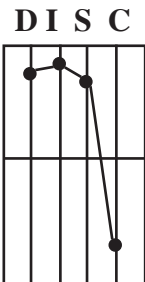
## C/S: COMPETENT SPECIALISTS

"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.



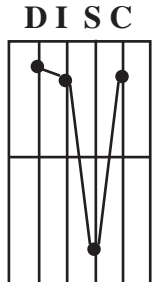
## I/D/S: INSPIRING DRIVING SUBMISSIVE

"I/D/S"s are impressing, 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

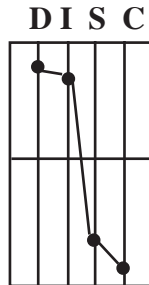
"D/I/C"s are demanding, impressing and competent. They tend to be more task-oriented, but can be people-oriented before crowds. They need to increase their sensitivity and softness. They don't mind change. Active and outgoing, they are also compliant and cautious. They like to do things correctly, while 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.



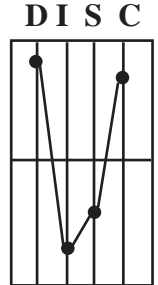


Every personality has strengths and weaknesses (uniquenesses). One person's weakness may be another person's strength. That's why "uniqueness" may be a better word than "weakness." In order to be more successful and improve your relationships, you must learn how to control your strengths and avoid your "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/T”s are impressive, demanding types. They get excited about accomplishing tasks and looking good. Determined and driven, they influence large crowds best. They can be too strong and concerned about what others think. They have good communication skills and are interested in people. They need to be more sensitive and patient with the feelings of others. Learning to slow down and think through projects are crucial for them. They are motivated by opportunities to control and impress.



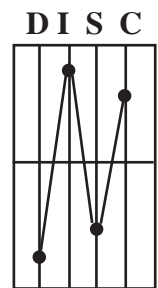
**“D/C” Types** are determined students or defiant critics. They want to be in charge, while collecting information to accomplish tasks. They care more about getting a job done and doing it right than what others think or feel. They drive themselves and others. They are dominant and caustic. Improving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



"I/S"s are influential and stable people love them. They like to. They do not like time constraints want to look good and encourage organizational skills. They follow what are told. They should be what to do, than with whom to do by interactive and sincere opposition. Regardless of being up front or influence and support others. and obedient workers.



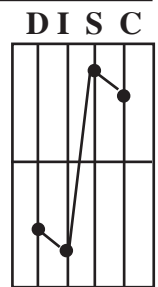
**"I/C" Types** are inspiring, yet cautious. They size up



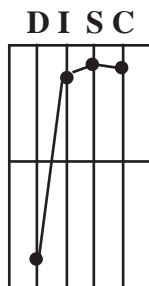
**S/D's** get the job done. They plan and are determined to accomplish their goals. As leaders, they relate best to small groups and talk in front of large crowds, but they enjoy secure relationships with their people. They can be soft and hard, but they are motivated by sincere challenges. They systematically do great things, rather than shallow recognition while driving to succeed.



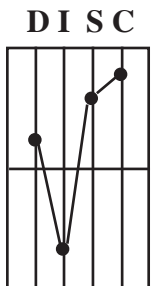
They weigh usion. ot like matic ritical fault-n and ntious



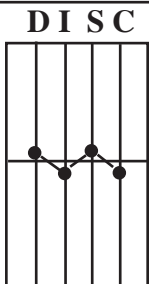
"C/IS"s like to do things right, impress others and stabilize situations. They are not aggressive or pushy people. They enjoy large and small crowds. They are good with people and prefer quality. They are sensitive to what others think about them and their work. They need to be more determined and dominant.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



“C/S/D”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.



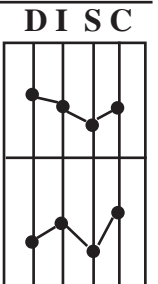
**A Straight Mid-Line Blend** occurs when all four plotting points are close together in the middle of the graph. This may indicate that the person is trying to please everyone. Striving to be “all things to all men” may indicate mature response to pressure. Or it may confirm frustration over the intensity 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.



Some patterns indicate unique struggles an individual may be having.

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

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



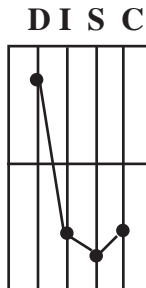


# CONTROLLING YOUR BEHAVIORAL BLEND

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

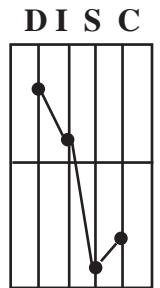
## D: DETERMINED DOERS

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



## D/I: DRIVING INFLUENCERS

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



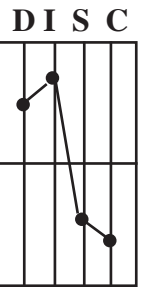
## I: INSPIRATIONAL INFLUENCERS

Don't exalt yourself—"Humble and lowly, and the Re- se, I r all Put m of lesh your

DISC

## I/D: INSPIRATIONAL DOERS

ire," and the Re- se, I r all Put m of lesh your



## For Your Review

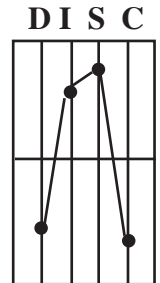
## Couples Faith-Based Summarized

## S: STEADY SPECIALIST

Increase your confidence in Christ through Christ, Who strengthens you—"rock, fortress and deliverance is not from God—"God spirit of fear," 2 Tim. 1:7. Speak the redeemed of the Lord say so outgoing and less inhibited—"C Gal. 5:1. Be more assertive—"M with "let my people go," Ex. 5:1. "You are secure, because of hope," Job 11:18.

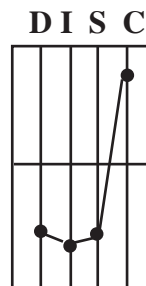


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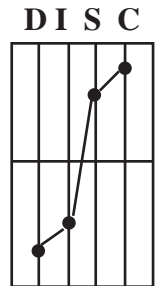
## C: CAUTIOUS COMPETENT TYPES

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



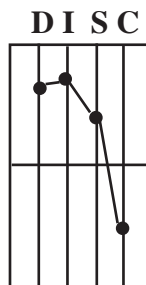
## C/S: COMPETENT SPECIALISTS

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



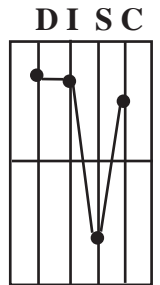
## I/D/S: INSPIRING DRIVING SUBMITTING

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," Ps. 29:1,2. Think before you do things—"A wise man thinks to know," Ecc. 8:17. Be humble and share the glory—"Humble yourself and God will exalt you," James 4:10.



## D/I/C: DOMINANT INSPIRING CAUTIOUS

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

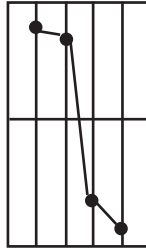


Once you discover your **Behavioral Blend/s**, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. *"All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness"* (2 Timothy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

#### D/I: DYNAMIC INFLUENCERS

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

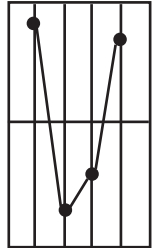
#### DISC



#### 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. Meekness is not weakness. Control your desire to have power over others. Be Christlike—"By the meekness and gentleness of Christ," 2 Cor. 10:1. Take time to be still and commune with God—"Be still and know that I am God," Psa. 46:10.

#### DISC



#### I/S: INSPIRATIONAL SPECIALISTS

Do everything unto the Lord—"Serve the Lord heartily, as unto the Lord and not unto men," Eph. 6:6. Beware of seeking man's approval—"Do not be like the world, for it is full of idols," 1 Cor. 10:14. Be more task-oriented—"Sit down and write," Luke 14:28. Don't be lazy—"not slothful," 12:11. Work hard—"Let every one of you be diligent," 6:4. Don't just talk about what you do—"in every good work," Col. 1:10. Come when no one will work,"

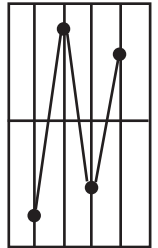
#### DISC



#### I/C: INSPIRATIONAL COMPETENT

Be careful you don't think too highly of yourself—"God is true," 1 John 2:8. When a good work is done, God is in it—"fidelity and integrity," 1 John 2:10. Be careful you don't think too highly of yourself—"God is true," 1 John 2:8. When a good work is done, God is in it—"fidelity and integrity," 1 John 2:10.

#### DISC



## For Your Review

## Couples Faith-Based Summarized

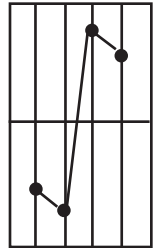
#### S/D: STEADY DOERS

God wants to empower what you do—"I will gladly will I rather glory in my infirmities," Christ may rest upon me." God's desire to do what God wants) is enough—"My grace is sufficient for you," 2 Cor. 12:9. Weakness, as you trust in God and His strength, I am weak, then am I strong," 1 Cor. 15:10. Help others daily—"Exhort one another daily," 1 Thess. 5:11. Let us reason together," Isa. 1:18.

#### DISC



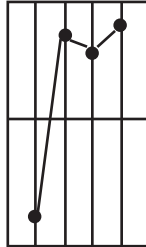
#### DISC



#### 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.

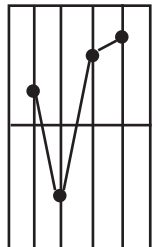
#### DISC



#### 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.

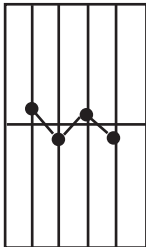
#### DISC



#### 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

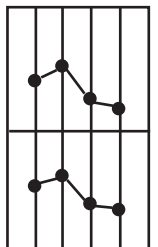


#### ABOVE MID-LINE • BELOW MID-LINE

An Above Mid-Line Blend may be trying to over-achieve—"It is God who works in us, both to will and to 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," Psa. 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 definitely a **"D"** type. He was left for dead, imprisoned, stoned, forsaken and forgotten, yet he pressed on toward the high calling of God. He didn't worry about what anyone thought. He learned obedience and submitted to the road to Damascus.

Sarah exhibited **"D"** waiting for God to give her a child. She dominated and devised her own way to have a child. Sarah then blamed Abraham. She also was dominant; however, her behavior enabled her to leave her home and go to a new destination. She knew it was

**Thomas**, the Disciple, doubted Christ's resurrection 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

**Peter** demonstrated **"I"** type behavior every time he spoke up for the disciples. He was often very dramatic. One moment Peter promises in front of a crowd to never forsake Christ, then he is watching, to a great way at Pentecost.

convinced Naomi of family loyalty to move to a new place — so much so inspired and also was optimistic

## For Your Review

### Couples Faith-Based Summarized

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

**Hannah** is a good example of **"S"** behavior. She was submissive and remained faithful, even though her dreams were not fulfilled. She may have appeared "unstable" when she prayed in the temple. However, her reaction after praying shows she was very stable. She wanted the security that came with bearing children in her day. Hannah also wanted the support of her husband. She needed children to have an identity within her environment.

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.

# 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 challenge authority, they need to learn that everyone has a boss. If not, they will push others to the limit.

*Instead of telling "D"s to complete a task immediately, give them the choice of completing the task now or later. They will usually choose to complete it later and 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.
- Don't put them down for their desire to entertain.
- Encourage them to control their excitement and share the limelight with others.

## For Your Review

### Couples Faith-Based Summarized

## High "C"s

- They like to do things on their own, project half way to completion and then to them.
- Give them time to complete the task.
- 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.*

*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

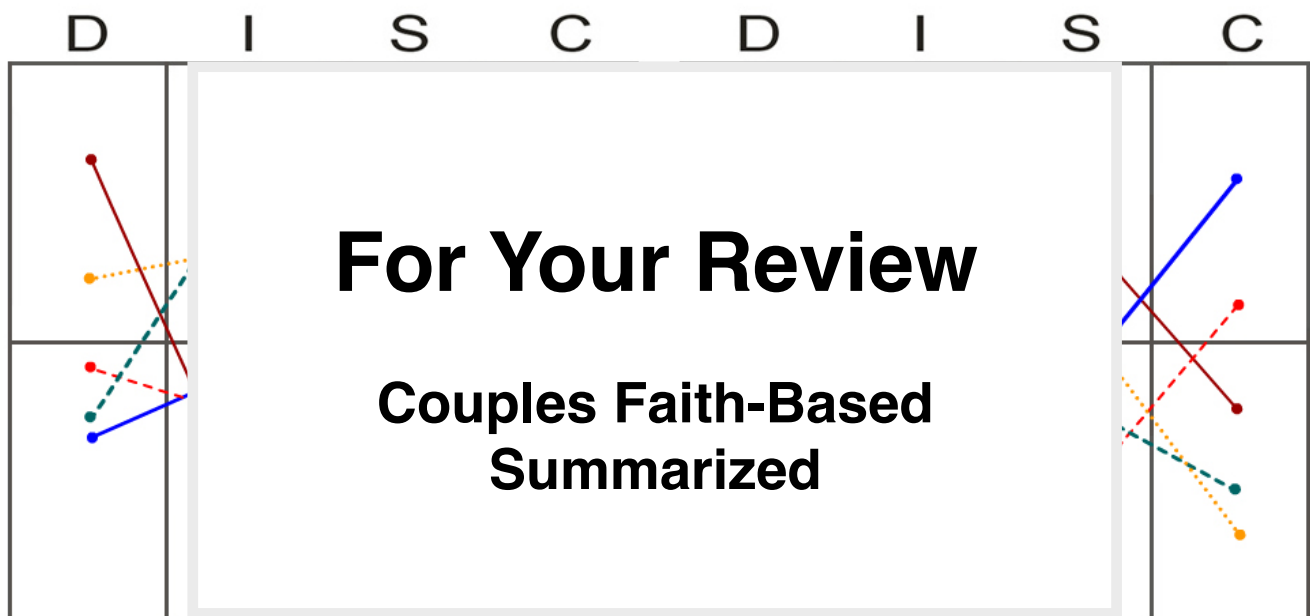
Contrast 2 - 20 people on the same graph. See how your graph relates to another person's or the group's graphs. Parent, Couples, Team leaders, Supervisors, Business Managers and Owners can now assess their staffs as a group by having each person on the team complete his or her profile and then plot their 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.

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

**Graph - 2 : This is me**



Legend	Profile	Member	Date
<span style="color: red;">—</span>	Parents	Sam Smith (Self)	03/12/2005 15:36:45
<span style="color: blue;">—</span>	Parents	Rose Smith (Wife)	03/12/2005 15:36:45
<span style="color: green;">—</span>	Teens	Adam Smith (Son)	03/12/2005 15:36:45
<span style="color: orange;">—</span>	Teens	Charles Smith (Son)	03/12/2005 15:36:45
<span style="color: yellow;">—</span>	Child	Juile Smith (Daughter)	03/12/2005 15:36:45

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**.

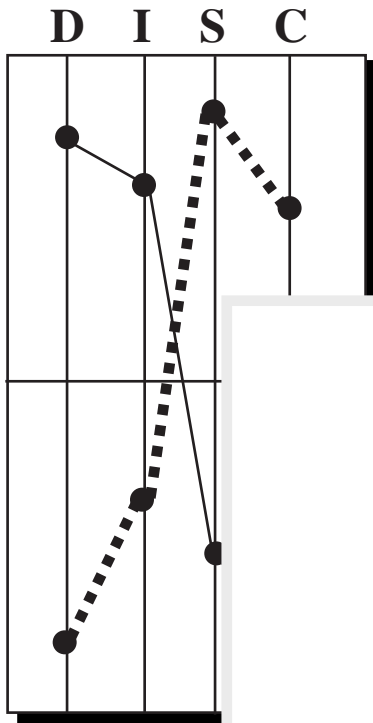


# Relationship Reflections

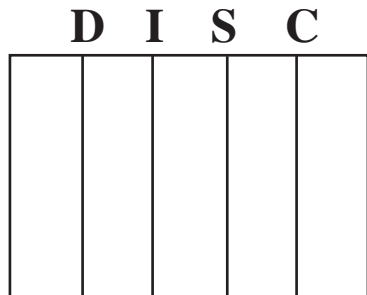
To contrast two personality profiles use Graphs 1 and 2 below. Transpose the graphs from your report.

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.

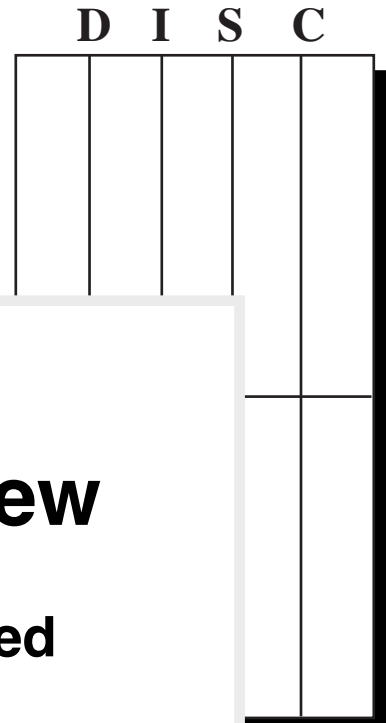
Sample



Graph 1



Graph 2



## For Your Review

### Couples Faith-Based Summarized

The person with a "D / I" personality, while the person with 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 person with a "D / I" personality is more active, while the person with a "S / C" personality is more reserved. 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. Somehow we are attracted to people who have strengths that are our weaknesses. "C"s will meet an exciting, positive, upbeat type person, like an "I". "C"s will wish they were more like him or her, while the "I" is impressed with the "C"'s logical thinking and organized behavior.

"D"s are often attracted to "I"s. "D"s are more of a soft demeanor, while "C"s are more of a hard demeanor. "I"s are more of a soft demeanor; while "S"s are more of a hard demeanor.

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

While opposites often attract, they can also clash. For composites of DISC. For most people are a combination of all four.

## EXAMPLES —

There are "D/I" blends. There are people skills. There are people and task oriented. "D/C" blends. "I/S" blends. "D/I" blends. "D/C" blends. "I/S" blends. "D/I" blends. "D/C" blends. "I/S" blends.

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.

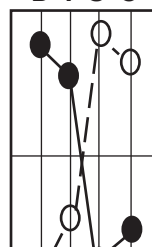
The most obvious conflicts occur when a pure "D/C" task-oriented individual is attracted to a pure "I/S" people-oriented person. These people were probably initially impressed with the others' strengths which were their own weaknesses. The "D/C" lacks people skills while the "I/S" needs to become more 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 C



- "D/I"s are outgoing, while "S/C"s are passive and reserved.
- "D/I"s are more positive than "S/C"s.
- "S/C"s are more cautious than "D/I"s.
- Both should learn from the other. Be committed!

## For Your Review

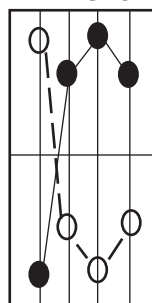
### Couples Faith-Based Summarized

## To "D/C"

are people, "D/C"s are oriented. are more high- than "D/C"s. 's are more tech than "I/S"s. should learn the other. mmitted!

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

D 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 has its “hot button.” Everyone can act like a “D” when pushed too far. The following are tendencies of personalities they relate under pressure.

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 today are not theological—they’re relational — personality conflicts and clashes with others.***

## “D” Behavior

### Under Pressure:

*Becomes dictating, angry, intense.*

### Sources of Irritation:

*Weakness, indecision, Lack of — discipline, direction, authority.*

### Needs To:

*Back off, seek peace, reacting, control, friendly, loyal, kind.*

## For Your Review

## Couples Faith-Based Summarized

*c, immature, shy, selfish.*

*, details, time structure, participation.*

*notions, d, punctual, ts.*

## “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.*

### 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



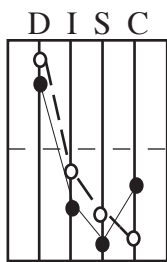
# Intensity Insights

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.

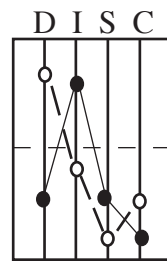


## "D" / "D"

**Work Index:** Two "D"s can work well together as long as one recognizes the other is the "boss." "D" #1 may be the boss, but "D" #2 must respect and trust him. They must also learn to give-and-take. "D" #2 may be a little more dominant, but "D" #1 is also very dominant. "D" team members will be more driving and direct. They often intimidate, but can be extremely good for the team.

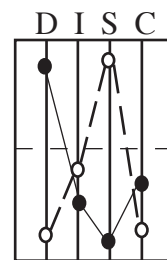
## Practical Application

- Take turns making major decisions.
- Choose who will decide in specific areas.
- Don't give ultimatums.
- Don't force issues.
- Slow down in making decisions.
- Control yourself, rather the other.
- Learn to relax and control stress.



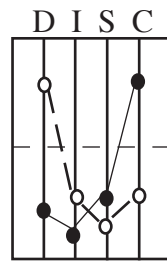
## "D" / "S"

**Work Index:** The "D" is active and the "S" is passive. The "D" is more dominant while the "S" is more submissive.



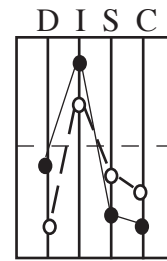
## "D" / "I"

**Work Index:** The "D" is more dominant and the "I" is more influential. The "D" is more task-oriented while the "I" is more people-oriented.



## "D" / "C"

**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.



## "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.

# For Your Review

## Couples Faith-Based Summarized

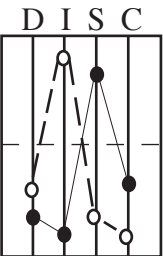
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to "D"s when

- their behavior is unacceptable.
- "S"s should show more determination.

# 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.

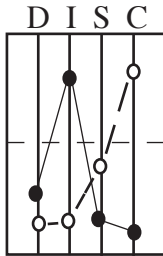


## "I" / "S"

**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 the talkers, while "S" are the listeners. "I"s want "S"s to tell them how they feel, but "S"s can't seem to get a word in. "I"s love crowds; "S"s prefer small groups. "I" and "S" team members are people-oriented.

## Practical Application

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



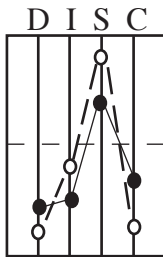
## "I" / "C"

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## Practical Application

# For Your Review

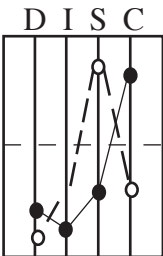
## Couples Faith-Based Summarized



## "S" / "C"

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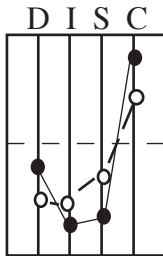


## "S" / "C"

**Work Index:** "S"s and "C"s working together will be passive and methodical. Precision and propriety come before performance. "S"s want "C"s to be more friendly. "C"s can be too picky, but "S"s will be most forgiving. "S"s desire more kindness, while "C"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 "C"s.
- Work together on projects.
- "C"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" / "C"

**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 about motivation — that we can motivate others.

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

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

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

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

## "D" Type Child

### Under Pressure:

*Becomes resistant, angry, stubborn, and*

### Sources of Irritation:

*Weakness, losing, Lack of — leader*

### To Motivate / Discipline:

- Establish and re
- Give opportunity
- Give one warnin
- When disobedie
- Sit out challeng
- Give choices.

## For Your Review

## Couples Faith-Based Summarized

*s atten-crowd.*

*criticism, inds.*

*or. s. avior. ivities. hem look*

*baa. relate popularity to responsibility.*

## "C" Type Child —

### Under Pressure:

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

### Sources of Irritation:

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

### To Motivate / Discipline:

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

## "S" Type Child —

### Under Pressure:

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

### Sources of Irritation:

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

### To Motivate / Discipline:

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

# 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 Parent

### "D" Child:

*Be strong, but willing to challenge and intimidate the child, you're the*

### "I" Child:

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

### "S" Child:

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

### "C" Child:

*Be prepared. Don't use force. The child wants explanation. Be strong, if you don't know what you're talking about.*

## For Your Review

## Couples Faith-Based Summarized

h —

*The child waste time. I am.*

*compliment. Smile and*

*er feelings. Completely. Stay*

*1. Ask for details. Be precise and methodical.*

## "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.*

## "S" Type Parenting Style With —

### "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

### "D" Step-Child:

*Gain child's respect. Don't push him or her. Child will not make choices not comm.*

### "I" Step-Child:

*Praise child for serious. More reinforcement. Encourage.*

### "S" Step-Child:

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

### "C" Step-Child:

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

## For Your Review

### Couples Faith-Based Summarized

## With—

*our feelings. Mature child.*

*are his or her. How to*

*pend time. Child time to*

*! to the. Don't*

## "C" Type Step-Parent Dealing With—

### "D" Step-Child:

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

### "I" Step-Child:

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

### "S" Step-Child:

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

### "C" Step-Child:

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

## "S" Type Step-Parent Dealing With—

### "D" Step-Child:

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

### "I" Step-Child:

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

### "S" Step-Child:

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

### "C" Step-Child:

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



# 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* people. They don't like people telling them what to do. They can be too pushy and forceful and demanding approach leaders when they learn of others' mistakes. They are demanding of others.

### "I" Leaders —

"I"s are inspiring and influence others. They like to talk too much. "I" leaders are so sensitive to rejection that they often follow positive leaders. "I"s like to lead individuals.

### "S" Leaders —

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

### "C" Leaders —

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

### 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" followers want to be part of the action and authority. They don't like to be made me more. "D" followers need firm instructions. They like to be in control.

"D" followers tend to be impulsive. They want to know what will make them successful. They make great decisions. They have the ability to persuade others. They like to rise to the top. They like to lead whom.

"D" followers like decisions. They like to be in control.

"D" followers like leaders who are understanding and gentle. They want to establish a relationship with a leader who will be around for a long time. "S"s are concerned about service and stability. When it comes to sensible and slow judgment, "S" followers feel right at home. They like familiar and low-key environments.

### "C" Followers —

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

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, social and spiritual

Being introduced to the Kingdom of God, but the issue. Let us help you bring

The following admonition to your family member.

*Take heed or*

## **Nutritional & Physical**

What you do with you will do for you! You MUST have premium fuel you can afford.

Former Surgeon General Dr. C. Everett Koop said, "The most important long-term health prospects more than any other action you might take."

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

Exercise is also a MUST. The older you get the more important it is.

Especially concentrate on three types of exercises:

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

## **Mental & Emotional Health**

Your mind and motivations are perhaps your greatest areas to guard. It's not always what you are eating that'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.

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## For Your Review

### Couples Faith-Based Summarized

*Do it for God, 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 \_\_\_\_\_