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Country:

Postal Code:

Street Address:

For Your Review

Parent - Faith-Based Expanded

Interpretation of Behavioral Blends

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

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

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

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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

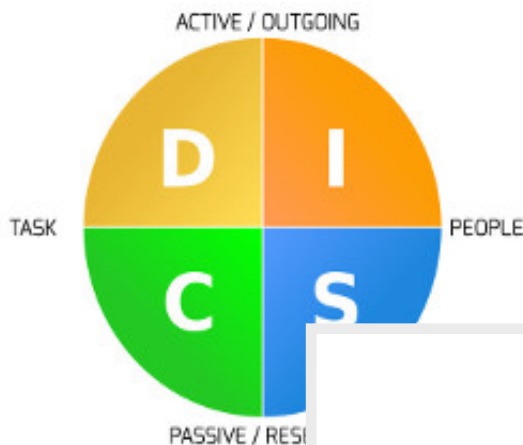
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Interpretation

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



Active/Task-oriented "D"

Dominating, Directing

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

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

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

Biblical Advice:

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

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

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

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

"I" Type Behavior

Basic Motivation: Recognition & Approval

Desires: Prestige - Fri
Opportunities to motiv

Respond Best To Lea
recognition of abilities

Needs to Learn: Time
dangerous - Being res
one's influence

Biblical Advice:

BE HUMBLE / AVOID

CONTROL YOUR SP

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.

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"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

Desires: Clearly defined
Time to think

Responds Best To Learning
Provides resources to children

Needs to Learn: Total satisfaction
Deadlines must be met

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Planning -

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Biblical Advice:

BE MORE POSITIVE—Whatever things are lovely, of good report ... think on these things, Phil. 4:8

AVOID A BITTER AND CRITICAL SPIRIT—Let all bitterness . . . be put away from you, Eph. 4:31

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

DON'T WORRY —Fret not, Psa. 37:1.

Behavioral Blends

These are the Behavioral Blends that are personalized information.

This is expected of me:
This is me: **COMPETITIVE**

Preface: This section describes how individuals are often outside of their comfort zones. People often live in comfort zones where they live than they have.

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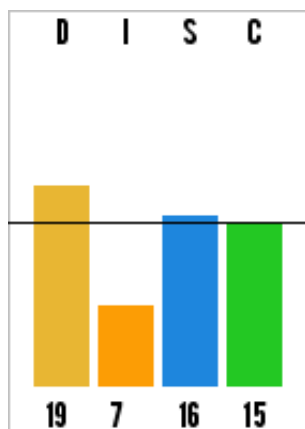
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See other information.

perspective - comes or from where

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

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



Description

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

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How Others See You

You are often seen as a "glory hog" who needs a lot of attention. You think people want you to be humble, but self-assured with a well of knowledge. You are recognized as one who can be challenging, but reasonable and thorough. You think others feel you have a lot of answers to difficult questions because you like to research and investigate more than most. You are often seen studying or organizing others to accomplish tasks well.

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Your Feelings and Thinking

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

occasional negative thinking.

Vision and Passion

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

Leadership Style

Your leadership style is more of a mixture of active and passive behavior. You tend to be aggressive and reserved and cautious. You see excitement when speaking skills or public person; and demonstrate sincere example and personal

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Follower Style

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Responds Best To

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

Conflict Management

You prefer dealing with conflicts straight on, but you tend to approach them gingerly and analytically. You think people expect you to see both sides fairly and then make a decision one

way or the other. You don't care that much about being popular. You just want to make the correct decision. You tend to gather information and research more than others so you can come to the wisest conclusions. You aren't afraid of conflicts, but you tend to be unsure of making decisions too quickly or too slowly.

Strengths and Uniquenesses

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

Overuses and Abuses

You tend to overuse people try to take advantage of you. You tend to be disinterested when people try to get you to be popular or friendly. You tend to be in the limelight or recognized around and be sorry for it.

Guard Against & Watch For

Don't hesitate to speak both challenging and supportive. You tend to be disinterested when things are done and are completely working with small groups.

and force yourself to inspire and influence the masses. Don't let your quiet and sometimes humble attitude hold you back from communicating with conviction, warmth, and information.

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Relating Style

You seem to relate in several different ways. You think people want you to be more passive, but you also can exhibit active and aggressive behavior. On one hand, you relate well with individuals in a quiet and slow way, but you can also challenge large crowds with your dreams and direction. You also tend to be sensitive and kind, especially when working with small groups and individuals. You seem to relate well in several different dimensions. You don't try very hard to make good impressions speaking to large groups or publicly influencing others to promote your causes. You are best at demonstrating confidence in what you do and being supportive and cautious.

Conclusion

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

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

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

People seem to respond to you as being subjective, based on their own perceptions. You are guarded, masked, or cautious in your specific personality type descriptions.

This is simply how you want to make good impressions. Your environment, maturity

This is NOT a psychological analysis of your behavior.

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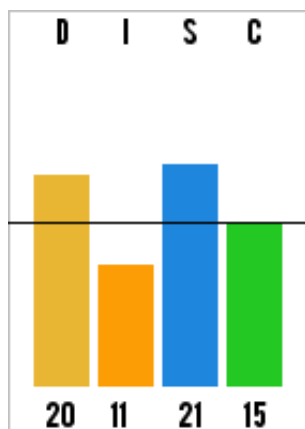
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Preface: This section is designed to describe specific personality types from a private perspective - when individuals are either in their home environments or in settings among friends and relatives. People tend to have different motivations in public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

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

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



Description

As a "D / S / C", or "D / C / C", "C / D / C", "C / C / D", "C / D / C", "C / C / D", you think people expect you to be sometimes surprise people. You are sweet and sensitive, and you have an abrasiveness or forcefulness. You seem to think people are reserved because of you. You like to constantly sit still and moving forward. You are tend to plan and prepare masses.

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How Others See You

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

Your Feelings and Thinking

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

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

Vision and Passion

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

Leadership Style

Your leadership style is more of a mixture of active and passive behavior. You tend to be aggressive and reserved, sensitive, soft and cautious. You can be very excited when speaking and have good communication skills. You influence others with your words and actions. You care. You lead more for others than for yourself. You do all the work for you

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Follower Style

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

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Responds Best To

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

Conflict Management

You prefer dealing with conflicts directly, but you tend to approach them gingerly and analytically.

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

Strengths and Uniquenesses

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

Overuses and Abuses

You tend to overuse people try to take advantage when people try to get about being popular or be in the limelight or return around and are so

Guard Against & V

Don't hesitate to speak have great substance sensitive when you speak to ensure the job gets

crowds. You prefer working with small groups or motivating individuals. Overcome your disinterest in public speaking, and force yourself to inspire and influence the masses. Don't let your quiet and sometimes humble attitude hold you back from communicating with conviction, warmth, and information.

Relating Style

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

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Conclusion

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

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

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

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When Both Graphs Are Generally The Same

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

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

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

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

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

Understanding and adapting to others is productive and wise. For differences. Then, learn

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

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

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

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

On one hand they seem to be very kind and sensitive, while analytical and contemplative. On the other hand, they can seem very friendly or outgoing. They seem very

When speaking public subjects. They have s have a triple-edged sv

Their greatest challenge, motivation to sell their overdo their strengths

They would greatly im pressure, and be liveli so much. They have a lot going for them, but sometimes trip over their own strengths.

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

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

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

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

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

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

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

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

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

He can also be task and can investigate and even opposed to large gatherings

He can get lost in a crowd his ego and doesn't always say the right things.

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

He can be a successful leader who lives by example.

Graph 1: "This is expected of me"

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

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

C/S/D - COMPETENT

Discovering your beha

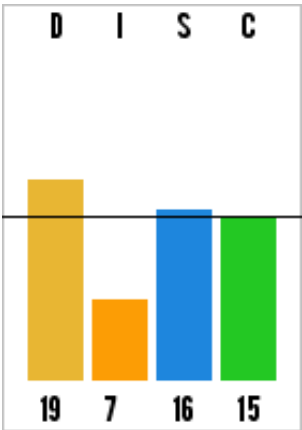
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- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

Graph 2: "This is me"

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

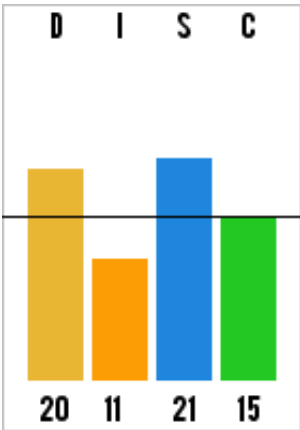
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C/S/D - COMPETENT

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- Be more outwardly optimistic and encouraging to others.
- Be fearless.

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Your DISC Insights

a tends to be more:

Demanding / Asserting
 Law-abiding / Conscientious
 Loyal / True Blue
 Peaceful / Calm
 Careful / Cautious
 Risk-taking / Courageous
 Hyper / Energetic
 Brave / Adventurous
 Persistent / Restless / Relentless
 Shy / Mild
 Admirable / Elegant
 Ambitious / Goes for it
 Challenging / Motivating
 Perceptive / Sees clear
 Pondering / Wonderin
 Sweet / Tender / Com
 Generous / Giving
 Industrious / Hard wor
 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

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a's "D"Tendencies s

Demanding, Asserting, 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

Gentle, Soft, Humble, Plea

a's "C"Tendencies are not

Calculating, Analytical, Pe
Researching, Original, Cre

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Appendix

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Introduction to Parents' Profiles —

Controlling and Conquering Feelings

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

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

Parents who identify their children according to personality types will be more effective. As Proverbs 22:6 teaches, "Train up a child in the way he should go." The word "way" refers to personality. Every child is created according to his or her personality.

God created every personality. No one has the right to say what you do with your feelings matters. By understanding Human Behavior Science, we can discover why we feel the way we feel.

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

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

personality is the key to understanding them. It is more than the way they respond to stimuli. It is a minimum report. It is a key to their personality. It is a key to their future.

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

Historical Background

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

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

Dr. John Geier, Chairman of the Human Behavior Science Department at the University of Minnesota, has been instrumental in the development of the DISC personality type.

After studying with Dr. Geier, I became a Staff Psychologist at Dalhousie University. Their kind combination of files now in print in the most respected and popular organizations.

Understanding the way people do what they do, their responses, and the

The profile is not just a list of traits. It can help with simple insights into basic human behavior motivations. For more in-depth needs, we recommend you seek "professional" counseling.

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

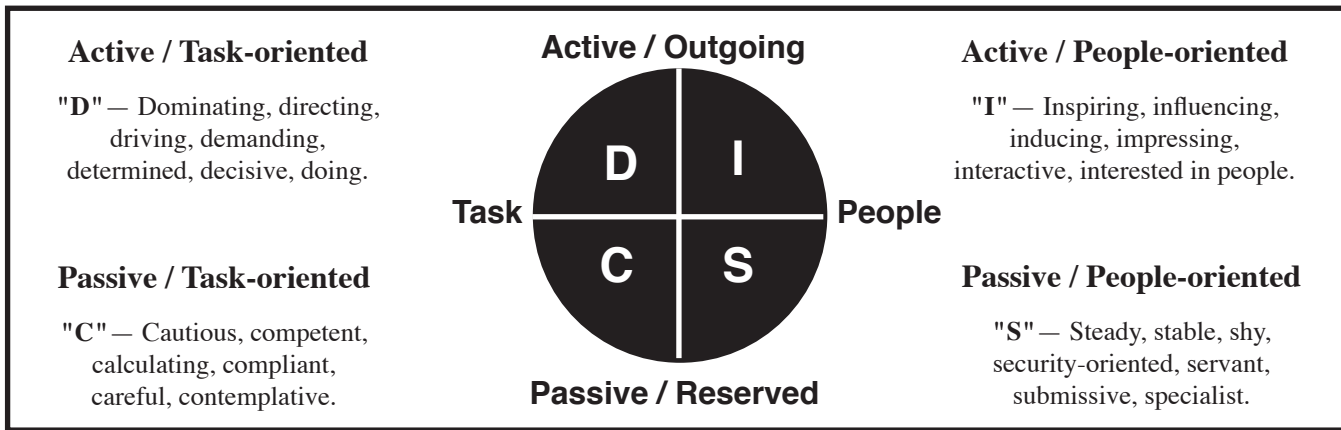
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Interpretation . . .

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

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



"D" BEHAVIOR / Biblical Examples: Thomas & Ruth (Active / Task-oriented) Known as "Lion" or "Otter"

"Lion"

Descriptions: Dominant, Direct

Basic Motivation: Challenge and Control

Desires: • Freedom from control

• Difficult assignments • Opportunities

• Choices, rather than ultimatums

Responds Best To Leader Who:

• Sticks to task • Gets to the point •

for personal accomplishments

Needs To Learn: • You need people

• Some controls are needed • Every

important • To focus on finishing work

• Sensitivity to people's feelings is

Biblical Advice: BE GENTLE /

is . . . gentle, James 3:17 • CONTR

TIONS—Be angry and sin not, Ep

AT A TIME—This ONE thing I do,

• HAVE A SERVANT'S ATTITUDE—*By love, serve one another,*

Gal. 5:13.

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

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" or "Golden Retriever"

Descriptions: Submissive, Steady, Stable, Security-oriented

Basic Motivation: Stability and Support

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

• Established work patterns • Security of situation • Consistent

familiar environment

Responds Best To Leader Who: • Is relaxed and friendly

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

• Gives personal support

Needs To Learn: • Change provides opportunity • Friendship

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

sometimes necessary

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

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

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

MORE ENTHUSIASTIC—Whatsoever you do, do it HEARTILY

as unto the Lord, Col. 3:23.

How To Read The DISC Graphs

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

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

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

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

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

This person is more...
on an individual basis...
interest in enthusiastic...

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

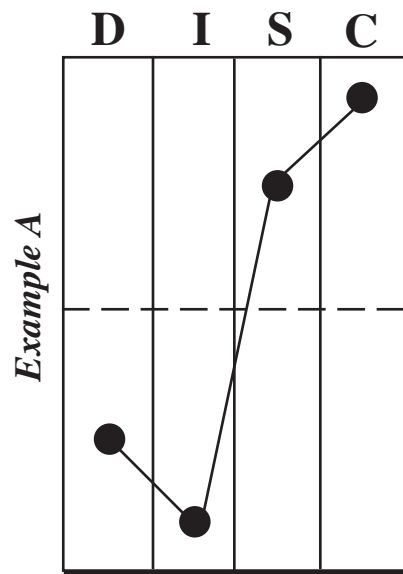
Notice the “S” and...
person is not so conce...
calculating actions. L...

Example C is an... type personality. ...
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.

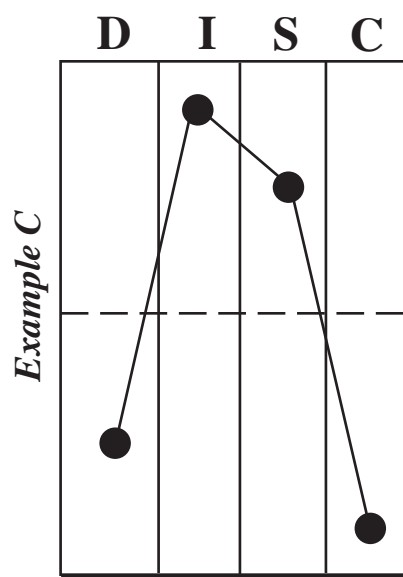
Remember, there is no bad personality. We need to accept the way
we and others naturally respond as unique traits. Everyone doesn’t
think, feel or act the same way. Once we understand these differences
we will be more comfortable and effective with ourselves and others.

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



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Understanding The Two Graphs

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

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

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

GRAPH 2: “*This is me*” is the person’s response to how he or she feels and thinks under pressure—how the person really feels and thinks inside.

Everyone is born with a personality. Our personalities are shaped by our family and peers, plus our own personalities into predictable patterns.

If **GRAPHS 1 and 2** are plotted, a person’s personality will be easier to understand. A person may be struggling with how he or she feels about himself or herself and how he or she may be very consistent with her. Having two different graphs for many people.

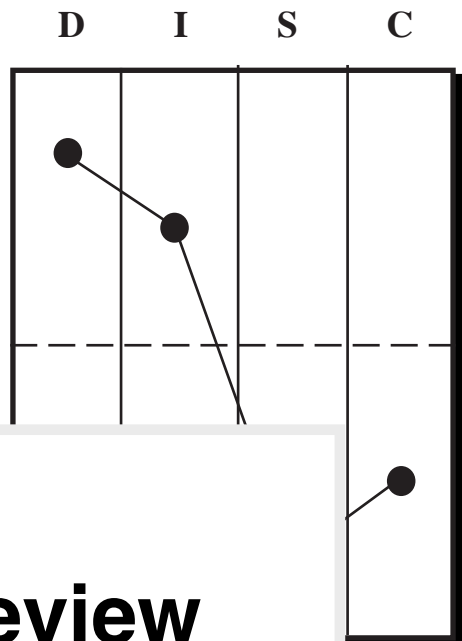
The examples show a “D/I” type in **GRAPH 1** and “I/S” in **GRAPH 2**. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S”—submissive and security oriented than what he or she feels is expected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

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

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

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

Example of Graph 1

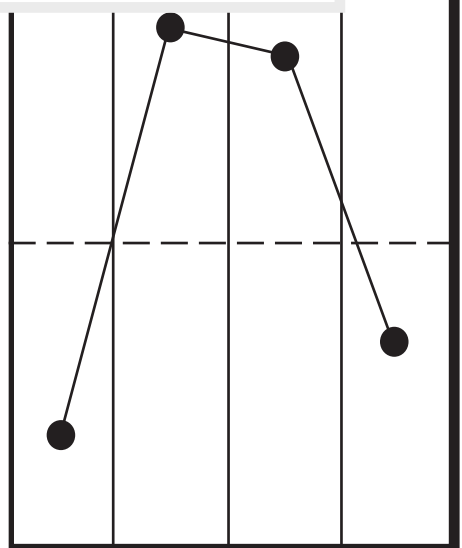


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Graph 2

C



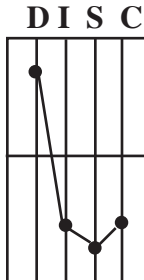
DISCOVERING YOUR BEHAVIORAL BLEND

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. Remember, it doesn't matter what personality you have, as much as what you do with it. (Continue instructions next page.)

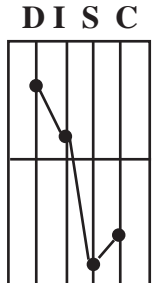
D: DETERMINED DOERS

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



D/I: DRIVING INFLUENCERS

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



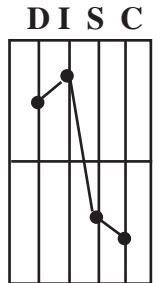
I: INSPIRATIONAL INFLUENCERS

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



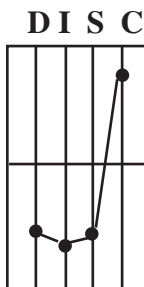
I/D: INSPIRATIONAL DOERS

"I/D"s are super salespeople. They love large groups. They are impressive and can easily influence people.



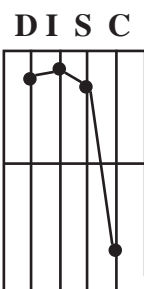
S: STEADY SPECIALISTS

"S"s are stable and shy types. They are quiet and reserved. They enjoy pleasing people and can be very helpful. They are secure, non-threatening, and consistent. They are important to them. They make the best of situations. They are so forgiving. Other people take advantage of them. They need to be more assertive. Talking in front of large crowds is difficult for them. They are motivated by sweet and sincere praise to help others.



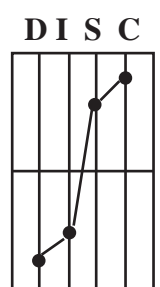
C: CAUTIOUS COMPETENT TYPES

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



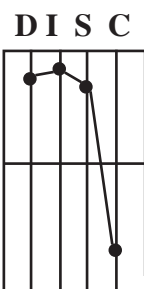
C/S: COMPETENT SPECIALISTS

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



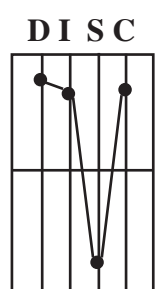
I/D/S: INSPIRING DRIVING SUBMISSIVE

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



D/I/C: DOMINANT INSPIRING CAUTIOUS

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



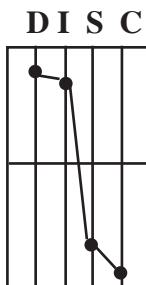
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Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles.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

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

D/I: DYNAMIC INFLUENCERS

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



D/C: DRIVING COMPETENT TYPES

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



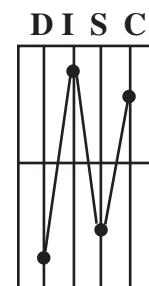
I/S: INSPIRATIONAL SPECIALISTS

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



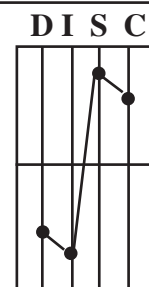
I/C: INSPIRATIONAL COMPETENT

"I/C" Types are inspiring, yet cautious. They size up situations and comply with the rules in order to look good. They are good at figuring out ways to do things better.



S/D: STEADY DOERS

S/D"s get the job done. They prefer to work alone and are determined to accomplish tasks. They relate best to small groups. They talk in front of large crowds, but with confidence. They enjoy secure relationships, but they are not overly dependent on them. They can be soft and hard at times. They are motivated by sincere challenges. They systematically do great things. They are not driven by shallow recognition. They are driven to succeed.

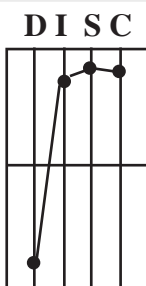


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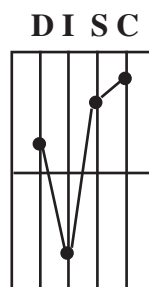
C/I/S: COMPETENT INFLUENCING SPECIALISTS

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



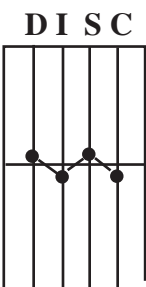
C/S/D: COMPETENT STEADY DOERS

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



STRAIGHT MID-LINE

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

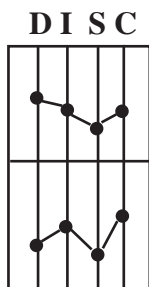


ABOVE MID-LINE • BELOW MID-LINE

Some patterns indicate unique struggles an individual may be having.

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

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



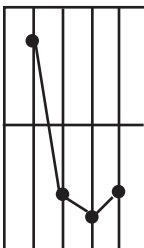
CONTROLLING YOUR BEHAVIORAL BLEND

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

D: DETERMINED DOERS

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

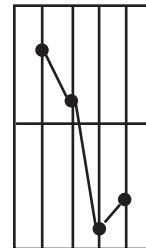
D I S C



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.

D I S C



I: INSPIRATIONAL INFLUENCERS

Don't exalt yourself—"Humble yourself and God will exalt you," James 4:10. Be sure to listen more—"quick to hear, slow to speak," James 1:19. Be organized—"Do all things decently and in order," 1 Cor. 14:40. Concentrate on doing what is right—"All things are not expedient," 1 Cor. 13:3. Be more—"Prepare yourself," 2 Chron. 35:6. Do what you desire—"Delight in the Lord," Ps. 149:4. Be over-confident and watch what you say—"He who has claimed he would never deny Christ will be the first to deny Him," Matt. 26:34.

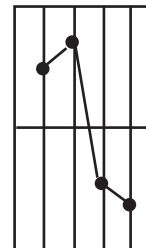
D I S C



I/D: INSPIRATIONAL DOERS

Guard the power of your words—"The tongue is a fire," James 3:6. Don't be like those who "by fair words and good speeches—deceive," Rom. 16:18. Always tell the truth—"Speak the truth as it is," Eph. 4:25.

D I S C



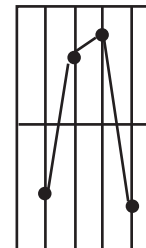
For Your Review

Parent - Faith-Based Expanded

S: STEADY SPECIALISTS

Increase your confidence in Christ—"Through Christ, Who strengthens us, we are more than conquerors," 1 Cor. 15:57. Be your—"rock, fortress and deliverer," Ps. 46:1. Fullness is not from God—"God has no spirit of fear," 2 Tim. 1:7. Speak out for the redeemed of the Lord say so," Ps. 118:24. Be outgoing and less inhibited—"Christ Jesus has made us free," Gal. 5:1. Be more assertive—"Moses called out to the Lord, 'Let my people go,'" Ex. 5:1. See the future—"You are secure, because of hope," Jo. 1:19.

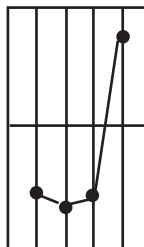
D I S C



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.

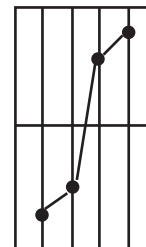
D I S C



C/S: COMPETENT SPECIALISTS

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

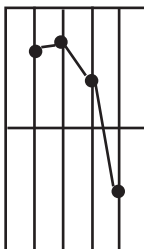
D I S C



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.

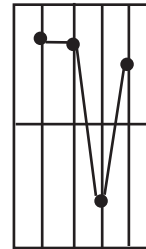
D I S C



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.

D I S C

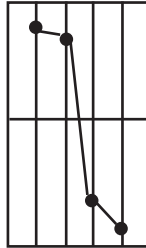


Once you discover your **Behavioral Blend/s**, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. *"All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness"* (2 Timothy 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.

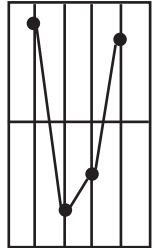
DISC



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—"Whatsoever you do, do it heartily, as unto the Lord and not unto men," Col. 3:23. Beware of seeking man's approval—"Not with eyeservice as men pleasers," Eph. 6:6. Seek to please others—"Do always those things that please the Lord," Col. 3:23. Be more task-oriented—"Sit down faithfully," Luke 14:28. Don't be lazy—"not slothful in your zeal," 1 Thess. 5:6. Work hard—"Let every man be diligent in his work," Col. 3:23. Don't just talk about what you do—"Be doers of the word," James 1:22. Come when no one will work," John 4:38.

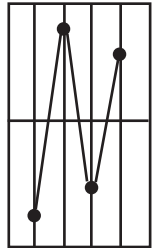
DISC



I/C: INSPIRATIONAL COMPETENT

Be careful you don't think too highly of yourself—"God resists the proud, but gives grace to the humble," 1 Pet. 5:5. Seek to please God more than others—"When a man's ways please the Lord," Prov. 16:7. Be a good

DISC



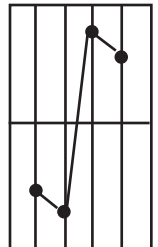
S/D: STEADY DOERS

God wants to empower what you think gladly will I rather glory in my infirmity. Christ may rest upon me." God's grace to do what God wants is enough for "My grace is sufficient for you." You are weak, as you trust in God and not in yourself. I am weak, then am I strong," 2 Cor. 12:10. Help others daily—"Exhort one another daily," Heb. 3:13. God challenges you to reason with others—"let us reason together," Isa. 1:18.

For Your Review

Parent - Faith-Based Expanded

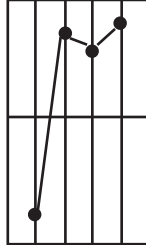
DISC



C/I/S: COMPETENT INFLUENCING SPECIALISTS

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

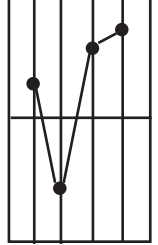
DISC



C/S/D: COMPETENT STEADY DOERS

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

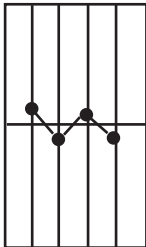
DISC



STRAIGHT MID-LINE

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

DISC

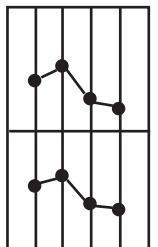


ABOVE MID-LINE • BELOW MID-LINE

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

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

DISC

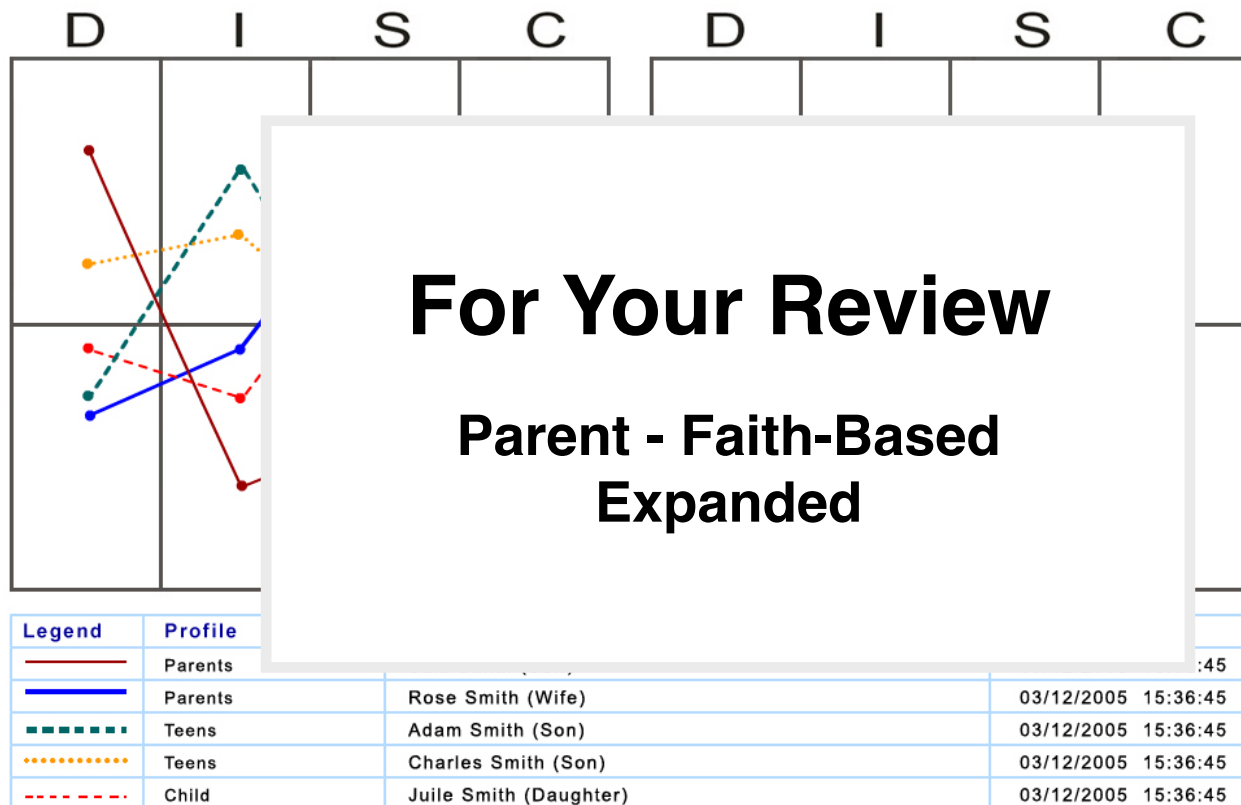


Comparing Graphs

Contrast 2 - 20 people on the same graph. See how your graph relates to another person's or the group's graphs. Parent, can now assess their family as a group by having each person of the family complete his or her profile and then plot their results on the same graphs. See example below.

Graph - 1 : This is expected of me

Graph - 2 : This is me



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

Parenting Styles

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

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

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

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

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

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

"D" Type Parent Under Pressure: <i>Becomes determined, disciplinarian, sets high standards, worries, questions, digs deeper.</i> Sources of Irritation: <i>Silliness, insecurity, lack of — initiative, aggressiveness, and</i> Needs To: <i>Think before acting, answers, Be loyal, stimulate others to</i>	<div> <div> "I" Type Parent </div> <div> For Your Review </div> <div> Parent - Faith-Based Expanded </div> </div>		<i>ability, lack of</i> <i>eciate Focus ts.</i>
"C" Type Parent Under Pressure: <i>Becomes picky, critical, unsociable, sets high standards, worries, questions, digs deeper.</i> Sources of Irritation: <i>Incomplete reports, careless mistakes, thoughtless work, illogical responses, inaccurate facts, unclear answers, foolishness.</i> Needs To: <i>Improve people-skills, be enthusiastic, positive, caring, sensitive, decisive, allow others to learn by their mistakes, encourage others.</i>	Under Pressure: <i>Becomes silent, loyal, nervous, shy, takes blame, does whatever necessary to please.</i> Sources of Irritation: <i>Aggression, undependable people, impatience, insincerity, inconsistency, competition, having to look good, pressure to speak out.</i> Needs To: <i>Be spontaneous, active, mobile, demanding, determined, verbalize feelings, take risks, inspiring, confrontational.</i>		

Strengths —

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

Weaknesses / "Uniquenesses" —

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

Parenting Challenges

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

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

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

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

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

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

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

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

"D" Type Parent

"D" Child:

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

"I" Child:

Be enthusiastic and energetic. Talk and exaggerate to control the conversation.

"S" Child:

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

"C" Child:

Be prepared. Don't let the child want explanations. Be strong, if you don't

For Your Review

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"C" Type Parenting Style With —

"D" Child:

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

"I" 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 Challenges

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

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

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

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

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

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

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

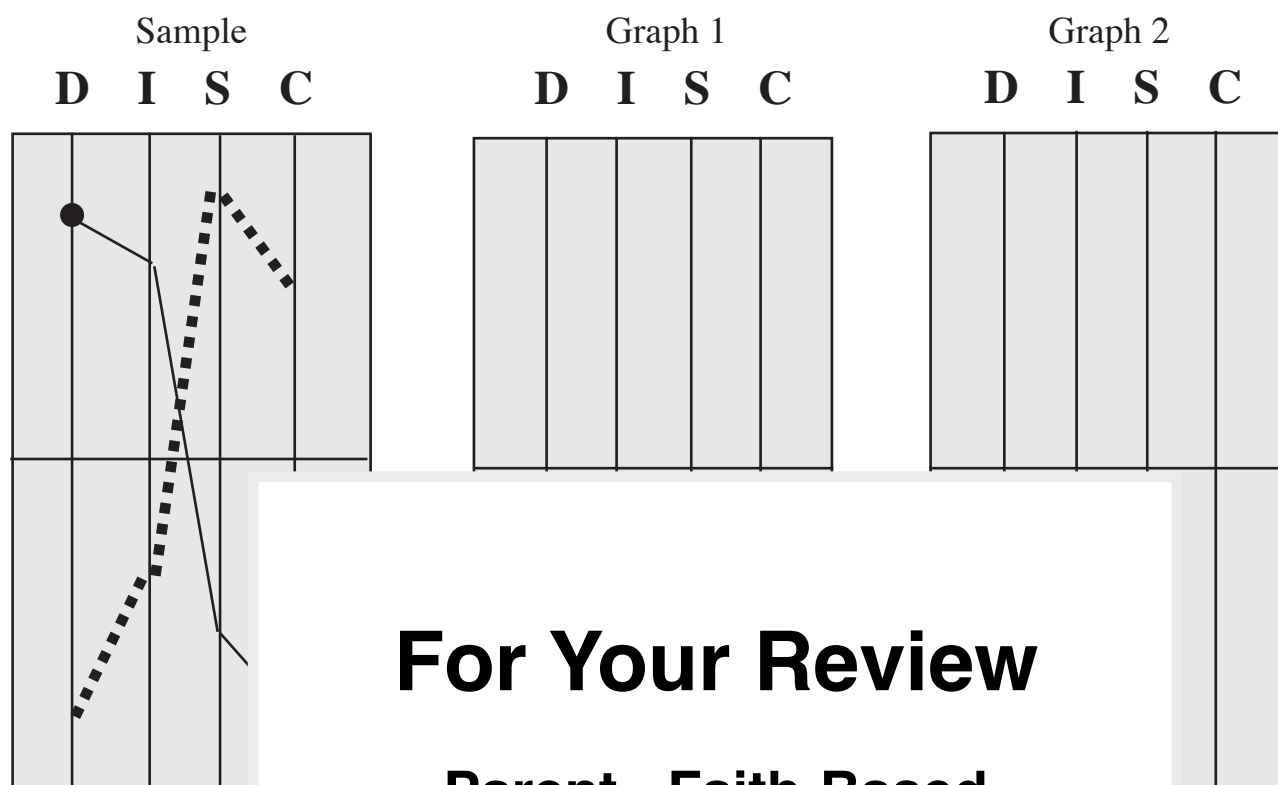
The following are specific ways D,I,S or C type step-parents can relate to D,I,S or C type step-children. Above all, rely on the Holy Spirit to control your personality. Allow God to do something uniquely wonderful for the step-child through you.

"D" Type Step-Parent Dealing With —	For Your Review	"I" Type Step-Parent Dealing With —
<p>"D" Step-Child: <i>Gain child's respect and love. Child will respond to praise and encouragement. Don't command.</i></p> <p>"I" Step-Child: <i>Praise child for success. Be more serious. Motivate with reinforcement. Encourage.</i></p> <p>"S" Step-Child: <i>First become the child's friend. Respond to child's slow responses. Be sensitive and patient.</i></p> <p>"C" Step-Child: <i>Expect child to question. Be logical and explain. Create a calm atmosphere. Let child decide.</i></p>	<h2>For Your Review</h2> <h3>Parent - Faith-Based Expanded</h3>	<p><i>Feelings. Respond to child.</i></p> <p><i>His or her. Know to</i></p> <p><i>time. Give time to</i></p> <p><i>he. Don't</i></p>
"C" Type Step-Parent Dealing With —		"S" Type Step-Parent Dealing With —
<p>"D" Step-Child: <i>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></p> <p>"I" Step-Child: <i>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.</i></p> <p>"S" Step-Child: <i>Be kind and sweet. Don't try to correct everything. The child wants to please, but needs to trust you first. Build loving relationship.</i></p> <p>"C" Step-Child: <i>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.</i></p>		<p>"D" Step-Child: <i>Establish early your authority. Child will try to dominate you. Show strength and decisiveness. Determine the limits and stick to them.</i></p> <p>"I" Step-Child: <i>Be excited about child's accomplishments. Show enthusiasm. Don't try to calm the child. Be more expressive and active with child.</i></p> <p>"S" Step-Child: <i>Child is much like you. He or she will take time to know. Take it slow and steady. Build security-oriented environment.</i></p> <p>"C" Step-Child: <i>Be consistent with your approach. Explain the "why" questions. Teach child to be more positive and outgoing by your example.</i></p>

Child / Parent Reflections

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

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



For Your Review

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The person with "I" personality, while the line has a "S / C" personality, is better than the other. Their strengths and

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 have strengths that are the other person's weaknesses. Always remember, the other person probably has strengths where you have weaknesses. A better outlook of another person's differences is helpful.

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

more ag-
y. These
ir differ-
her than

In parenting, everyone has a "motivational button." To be more effective, parents must identify and adapt to each child's personality. Every child is different. It's the parent's responsibility to control his or her personality.

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

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

Challenging Differences

SUGGESTIONS —

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

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

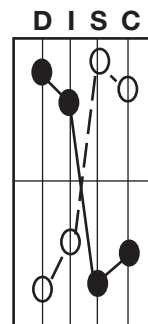
"D"s may clash with "C"s because of "C"s' cautious and calculating demeanor; while "D"s are more risk-taking, driving, decisive and dreaming. "I"s can conflict with "S"s because of "S"s' quiet, sweet and soft demeanor; while "I"s tend to be more influencing and impressing types.

Parents with strong active children. Strong-willed and passive type parents. Task-oriented people-oriented children; with more "high-tech" — for

Identifying and understanding can be powerful and practical. Personality can improve you

The following are three common types that challenge each other. See if one of these is like your **CHILD / PARENT REFLECTIONS** on page A-16.

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



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

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EXAMPLES —

There are "D/I" behaviors and people skills. There are people and task-oriented active and passive at the basically people-oriented,

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

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

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

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

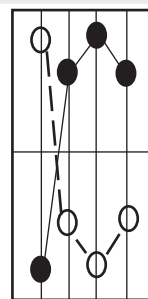
To "D/C"

people," are the high-D/C"s. are in "I/S"s. are more

prefer leadership.

To "I/S/C"

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



To compare your personalities' intensities, be sure to study the following pages.

Intensity Insights

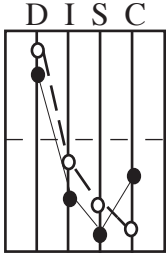
Child's highest plotting point:

Graph 1 ____; Graph 2 ____;

Parent's highest plotting point:

Graph 1 ____; Graph 2 ____;

1. Identify Child's and Parent's highest plotting points from the Graphs
 2. Decide who will be the solid circle and who will be the other .
 3. Complete the CHILD / PARENT REFLECTION graphs on page A16.
- Identify and study the *Intensity Insights* on pages A-18 & 19.

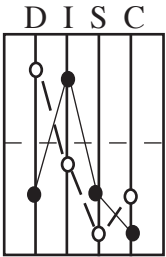


"D" / "D" RELATIONSHIP

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

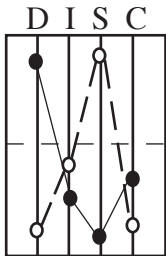
Practical Application

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



"D"

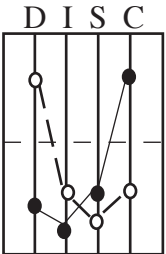
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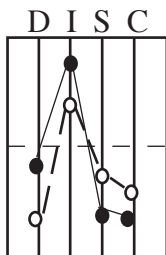


"D" / "C" RELATIONSHIP

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

Practical Application

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



"I" / "I" RELATIONSHIP

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

Practical Application

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

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More Insights

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

Graph 1 ____; Graph 2 ____;

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

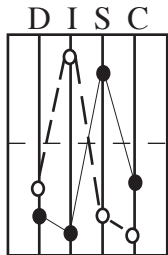
Graph 1 ____; Graph 2 ____;

1. To identify your most obvious **Intensity Insights**, follow these instructions for more insights.

2. Identify Child's and Parent's **NEXT** highest plotting points from the Graphs on page 2.

3. Review the CHILD / PARENT REFLECTIONS graphs on page A-16. Be sure your **NEXT** highest points are both above the mid-line.

4. Study the **Insights** on pages A-19-20 that relate to your **NEXT** highest points on Graphs 1 & 2.

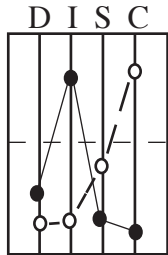


"I" / "S" RELATIONSHIP

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

Practical Application

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

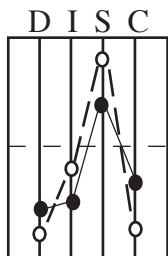


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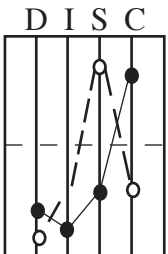
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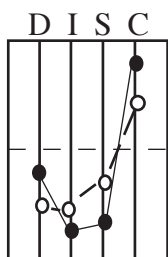


"S" / "C" RELATIONSHIP

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

Practical Application

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



"C" / "C" RELATIONSHIP

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

Practical Application

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

Handling Pressure and Stress

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

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

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

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

Seek to be spiritual, not natural!

Remember —

Most family problems today are relational — personality conflicts and clashes with others.

"D" Behavior

Under Pressure:

Becomes dictatorial, angry, intense, fighting, angry, intense, fighting

Sources of Irritation:

Weakness, indecisiveness

Lack of — discipline, direction, authority

Needs To:

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

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"C" Behavior —

Under Pressure:

Becomes moody, critical, contemplative, negative, worrisome.

Sources of Irritation:

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

Needs To:

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

"S" Behavior —

Under Pressure:

Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizes, 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

Leadership Insights

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

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

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

Leader Styles

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

"D" Leaders —

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

"I" Leaders —

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

"S" Leaders —

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

Blended Servant Leaders allow the Holy Spirit to control

Follower Styles

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

"D" Followers —

"D"s respect strong leaders. They want to be part of a winning team. They follow with power and authority in mind. They wonder, "*Will this action make me more powerful?*" Followers need strong leaders. They

to be impulsive. They like to make them great first impressions. They persuade often. They are on the top. Some-

s. They like to be around them. They want to be around for the long term 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.

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!***

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DISC Learning Styles

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

Students should discover their auditory, visual, or kinesthetic / feeling styles in order to help teachers and parents communicate better with them. It is not always their teacher's or parent's fault when things are misunderstood. It is every student's responsibility to work with their teacher and parents to know how the student learns best.

Every student, parent, and teacher should also know and understand how these learning styles respond. Adapting one's presenting style to the learning style of the student will often determine the

success or failure of a relationship.

It is not always the responsibility of the student to adapt his or her learning style to that of the teacher. Student's and their parent or teacher must both control their communicating and learning styles in order to have the best results possible.

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

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

"D" Behavior —

Auditory Learner: *LIS*ts straightforward communication and summarized facts. Does out stories. Responds best to Pays most attention when les

Visual Learner: *Wants* Responds best to action-pac lessons are animated or sh spoken. Desires more hands

Kinesthetic Learner: *Wants* ing. Desires strong emotion-or silly type presentations. makes him or her relate per

"I" Behavior —

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"C" Behavior —

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

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

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

"S" Behavior —

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

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

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

Disciplining & Motivating Children

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

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

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

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

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

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

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

"D" Type Child

Under Pressure:

Becomes resistant, angry, stubborn, demanding.

Sources of Irritation

Weakness, losing, Lack of — leadership.

To Motivate / Discipline

- Establish and reinforce boundaries.
- Give opportunity.
- Give one warning.
- When disobedient, sit out challenging activities.
- Give choices.

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"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.

Parent's Action Plan

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

This means I tend to be more _____; _____;
_____, _____.

2. The overuse of this type sometimes makes me _____
_____.

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

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

4. The overuse of these types sometimes makes me _____
_____.

5. My lowest plotting point in

This means I tend to not be _____
_____.

6. My child's highest plotting p

This means he or she tends to n
_____.

7. My child's next highest plot

This means he or she tends to n
_____, _____.

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

This means he or she tends to not be _____; _____;
_____, _____.

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

10. My prayer to improve my parenting effectiveness is: _____

_____.

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