

TEEN'S PERSONALITY PROFILE

Info User

First name:

Last name:

Phone:

Company:

City:

State/Province:

Country:

Postal Code:

Street Address:

Teen's Faith Based Expanded Version

Interpretation of Behavioral Blends

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

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

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

Every personality has strengths and weaknesses (uniquenesses). One person's weakness may be another person's strength. That's why "uniqueness" may be a better word than "weakness." In order to be more successful and improve your relationships, you must learn how to control your strengths and avoid your "uniquenesses." Always remember that under pressure you lean toward your strengths. The 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 des

The "bottom I want to be me yourself, you critical that Go of what God v supernatural to be through (Eph. 2:8-10).

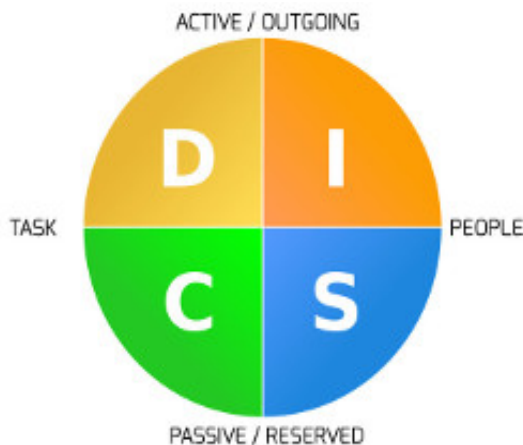
For Your Review

ay, "I just really find insecure or the opposite ral, but I wants you and Lord

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

Interpretation

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



Active/Task-oriented "D"

Dominating, |

Active/People-oriented "I"

Inspiring, Influential

Passive/People-oriented "S"

Steady, Stable

Passive/Task-oriented "C"

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

"D" Type Behavior

Basic Motivation: Challenge & Control

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

For Your Review

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:

Desires: Prestige
Opportunities to

Respond Best
recognition of

Needs to Learn:
dangerous - Be
one's influence

Biblical Advice:

BE HUMBLE / AVOID PRIDE—Humble yourself in the SIGHT of God, James 3:17

CONTROL YOUR SPEECH—Be quick to hear, slow to speak, James 1:19

BE MORE ORGANIZED—Do all things decently and in order, 1 Cor. 14:40

BE PATIENT —The fruit of the Spirit is . . . longsuffering, Gal. 5:23.

"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 -

For Your Review

others -

Provides

sm can be
will improve

Boldness and taking risks is sometimes necessary

Biblical Advice:

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

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

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

"C" Type Behavior

Basic Motivation: Quality & Correctness

Desires: Clearly

- Time to think

planning

Responds Best

- Provides resolution

procedures

Needs to Learn

Deadlines must

everything -

Biblical Advice

BE MORE POSITIVE

4:8

ings, Phil.

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.

For Your Review

Behavioral Blends

These are the personalized insights for you. For more information, see the other information.

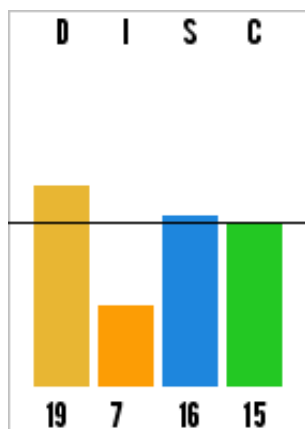
This is expected
This is me: CC

For Your Review

Preface: This is a preview of the insights you will receive when individuals step outside their comfort zones. It is not a perspective - it is a preview of what you may experience when you step outside your comfort zones or when you step outside your comfort zones.

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

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



Description

As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be 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 tendency to be more direct. You don't like to constantly sit back and wait for things to happen. You tend to move forward. You plan and prepare for things in advance.

How Other People View You

You are often viewed as a "self-assured" person. You are seen as a reasonable and organized person because you are good at organizing others to accomplish tasks well.

For Your Review

Don't like to constantly sit back and wait for things to happen. You tend to move forward. You plan and prepare for things in advance.

You tend to be humble, but you are not shy. You are confident, but you are not arrogant. You are not a crowd pleaser. You are not a talkative person. You are not a person who likes to be the center of attention. You are not a person who likes to be the center of attention.

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. You think people expect you to be demanding, directing, sensitive, soft and cautious.

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For Your Review

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guard your aggressiveness through your cautiousness. You tend to plan and prepare a lot so you will be wiser and able to follow your leaders in a sure and steady fashion.

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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 people try to get being popular or the limelight or around and be

coming and not when ed about ed to be in turn right

For Your Review

Guard Against

Don't hesitate both challenging You tend to be

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

Relating Style

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

Conclusion

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

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

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

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

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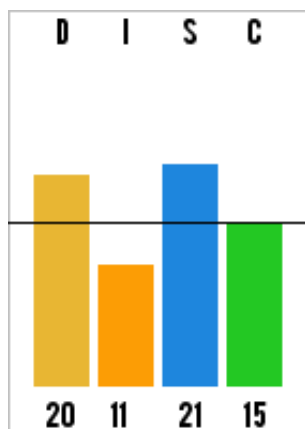
For Your Review

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

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



Description

As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet and sensitive, as well as compliant and conscientious ways seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself reserved because you don't like to constantly be moving forward. You tend to plan a lot of things for the masses.

How Others View You

You are often viewed as a "quiet" person. You are self-assured and reasonable and you don't ask many questions because you like to research and contemplate more than most. You are often seen studying or organizing others to accomplish tasks well. You tend to be a bit of a loner, but you are not alone. You are engaging, but you are not the center of attention. You are difficult to get to know, but you are not impossible.

For Your Review

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 are not the center of attention.

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

Vision and Passion

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

Leadership Style

Your leadership style is more of a mixture of active and passive behavior. You tend to be aggressive and sensitive, soft and exciting when communicating. You influence others by caring. You lead by doing all the work yourself as well as by persuasion and example. You usually prefer loving others to leading them.

For Your Review

Follower Style

You tend to be a follower. You would rather have someone else lead. When it comes to following submissively and compliantly. You like to obey, and prefer to follow the rules. You can be risk-taking, but often guard your aggressiveness with your cautiousness. You tend to plan and prepare extensively so that you will be wise and able to follow your leaders in a sure and steady fashion.

Responds Best To

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

Conflict Management

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

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

Strengths and Uniquenesses

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

Overuses and Abuses

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

are.

Guard Aga

Don't hesitate to have great success. You are sensitive when you are in the limelight. You tend to ensure the success of the crowds. You tend to be in public speaking. You sometimes have information.

For Your Review

When you often are in the limelight and the scenes with your disinterest or quiet and your, and

Relating Style

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

Conclusion

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

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

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

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

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For Your Review

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When Both

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

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

When both graphs have similar configurations, it is a sign that you are satisfied with the model. If the graphs are not similar, you are not willing to adapt the model.

For Your Review

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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 come across as demanding and determined. They naturally don’t seem very friendly or

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They would pressure, a

so much. They have a lot going for them, but sometimes trip over their own strengths.

For Your Review

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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 v...iciseness and quality cont...

This person has taken c... over time. He charge, but ers to be in the scenes work behind his maturity person shows security and strates

He can also acts where he can investig...roups as opposed to large gatherings.

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

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

He can be a successful leader who lives by example.

For Your Review

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 STEADY DOERS

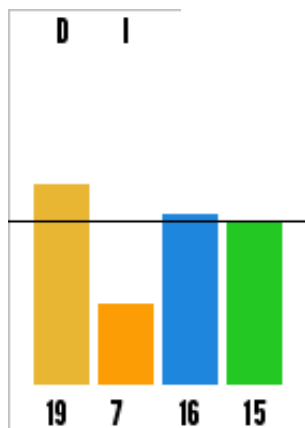
Discovering your behavioral blends

"C/S/D's" are oriented, but They prefer t They tend to really care fo enthusiastic.

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For Your Review

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- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

Graph 2: "This is me"

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

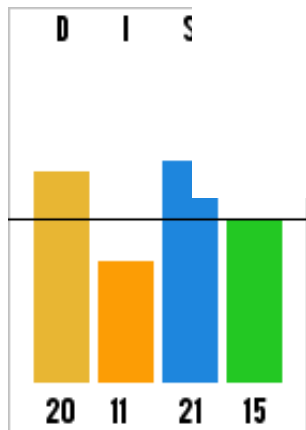
Description: As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your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

C/S/D - COMPETENT STEADY DOERS

Discovering your behavioral blends

"C/S/D's" are a combination of cautious, stable and determined types. They are more task-oriented, but not as much as "D/S/C" types. They are more comfortable in the center of crowds. They prefer to work in small groups. They tend to be more reserved than "S/D/C" types. They don't really care for large groups. They are not as enthusiastic as "D/C/S" types.

Controlling



For Your Review

- Be fearless.

Your DISC Insights

test tends to be more:

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

test's "D" Tendencies

Demanding, Assertive,
 Relentless, Ambitious,
 Determined, Direct

test's "I" Tendencies

Hyper, Energetic, Admirable, Elegant

test's "S" Tendencies seem to be:

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

test's "C" Tendencies seem to be:

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

test's "D" Tendencies are not very:

test tends to be less:

Outgoing / Active
 Gentle / Soft / Humble
 Calculating / Analytical
 Convinced / Cocky
 Obedient / Submissive
 Pleasing / Good-natured
 Perfectionist / Precise
 Enthusiastic / Influencing
 Right / Correct
 Competent / Does Right
 Winner / Competitive
 Deep / Intense
 Accurate / Exact
 Animated / Expressive
 Persuading / Convincing
 Guarded / Masked / Protective
 Preparing / Researching
 Smiling / Happy
 Dynamic / Impressing

For Your Review

Relentless,
 Driving,

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

test's "I" Tendencies are not very:

Outgoing, Active, En

Impressing, Exciting

test's "S" Tendencies

Gentle, Soft, Humble

test's "C" Tendencies

Calculating, Analytic

Researching, Original

For Your Review

ing,

Appendix - Table Of Contents

This Table of Contents is for the generic pages of your
Teen's 4 DISC Personality Online Report. (Faith Based)

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For Your Review

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Introduction

Uniquely You . . . because you are wonderfully made (Psalm 139:14). Every teen should know the answer to “*Who am I?*” The Bible says you are uniquely made for God’s glory (Rev. 4:11).

You may already know that God made you, but do you know that God created everyone else? No one has a bad personality or bad personalities that really define the way God *wired* us, we are who we are *why we do what we do*.

The problem with us is that our feelings and emotions do not see the difference between what feels good or looks good and what feels or looks bad. Emotions affect our motivations and often influence us the most.

Biblical motivation is knowing God desires to use our giftedness to glorify Himself. The way God “wired” us are never excuses for wrong motivations or

poor behavior. We should seek to be spiritual, rather than have “*that’s just the way I am*” attitudes. Our motivations should be godly, rather than humanly.

By identifying personality types we can relate better

to each other. We can be especially helpful in understanding the climate of the times and how it affects them to determine the science of the times and their motivations. We can understand teens and their personalities. We can have the most exciting lives. This process is an adventure or with their ***adventure!***

For Your Review

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
DISC person's

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For Your Review

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

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

How To Read The DISC Graphs

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

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

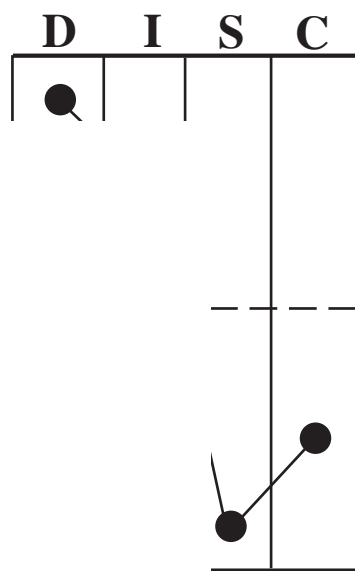
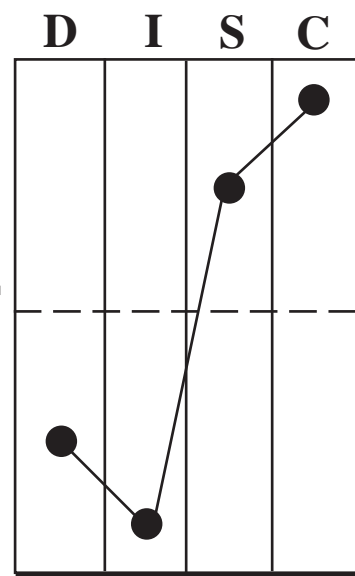
“C/S”s are cautious and steady. They like to do one thing at a time and do it right the first time. They also like stable and secure-oriented surroundings. They don’t like to take risks or cause trouble.

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

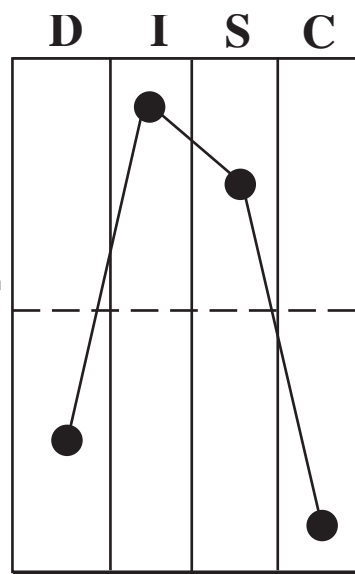
To help you read the graphs, also notice the lowest plotting points. The example shows “I” as the lowest point. It simply means that this person doesn’t enjoy inspiring or interacting with people, while he or she tends to be more shy and calculating about things.

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

Example A



Example C



Examp

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Notice tl
person is no
calculating a

For Your Review

Examp

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

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

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

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

Understanding The Two Graphs

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

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

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

GRAPH 2: “*This is me*” is the person’s response to how he or she feels and thinks under pressure—how the person really feels and thinks inside. The person is revealing how he or she will naturally respond when he or she does not think about what is expected of him or her — usually under stress.

Everyone is born with a natural *bent* of behavior. Our parents and peers, plus our environment growing up help develop our personalities into predictable patterns of behavior.

If **GRAPH 1** personality will person may be s of him or her an may be very cor her. Having tw for many people

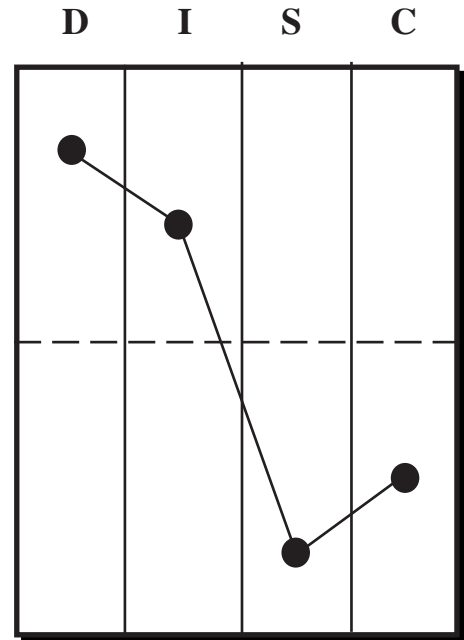
The exampl **GRAPH 2.** Thi want him or her ally isn’t that type. This person is also more s security oriented than what he or she feels is expected of him or her.

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*.

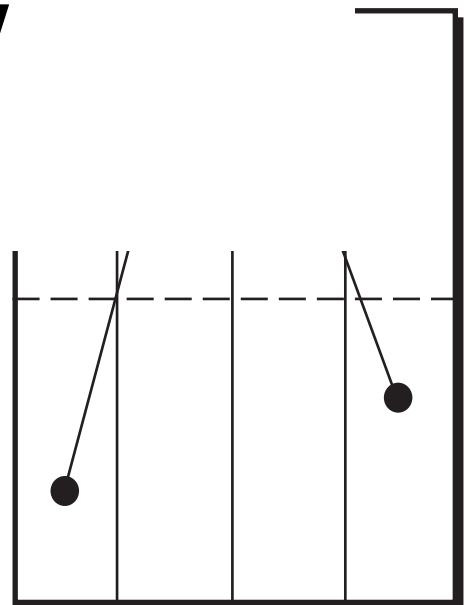
The higher the plotting point, the more that **DISC** letter describes the person’s behavior. Study this entire report to understand how to apply what you learn about yourself and others.

Example of Graph 1



For Your Review

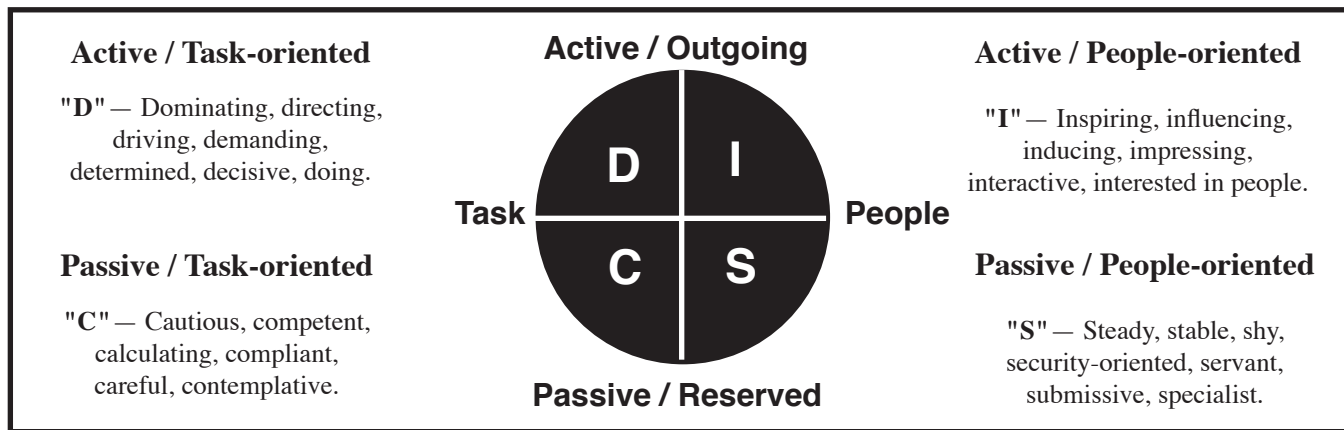
Graph 2



Interpretation . . .

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

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



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

Descriptions: Dominant, Direct, Demanding, Decisive

Basic Motivation: Challenge and Control

Desires: • Freedom from control • Authority • Varied activities

• Difficult assignments • Opportunities for advancement

• Choices, rather than ultimatums

Responds 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 not as important as they seem

• To focus on the most important

• To focus on the most important

• Sensitivity to people's

Biblical Advice: BE ABOVE IS . . . gentle, James

ACTIONS—Be angry

THING AT A TIME—

• HAVE A SERVANT'S

Gal. 5:13.

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

Descriptions: Inspiring, Influencing, Impressing, Inducing

Basic Motivation: Recognition and Approval

Desires: • Prestige • Friendly relationships • Freedom from

details • Opportunities to help others • Opportunities to motivate

others • Chance to verbalize ideas

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

• Provides social involvement • Provides recognition of abilities

• Offers rewards for risk-taking

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

important • Being responsive • Being responsive

stressing better will

IDE—Humble

CONTROL YOUR

es 1:19 • BE

and in order,

Spirit is . . . longsuf-

For Your Review

"C" BEHAVIOR (Passive / Task-oriented)

Descriptions: Compliant, Cautious, Competent

Basic Motivation: Security and Stability

Desires: • Clearly defined

• Assignments that require

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*, Ps. 37:1.

s: Moses & Hannah
is "Phlegmatic"
urity-oriented

ation with a group

on • Consistent

amiliar 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.

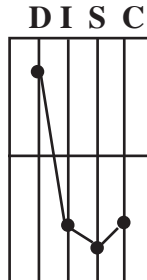
DISCOVERING YOUR BEHAVIORAL BLEND

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

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

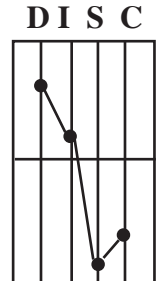
D: DETERMINED DOERS

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



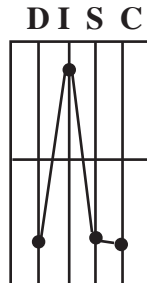
D/I: DRIVING INFLUENCERS

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



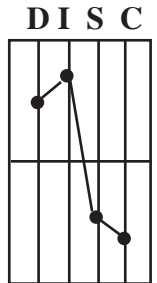
I: INSPIRATIONAL INFLUENCERS

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



I/D: INSPIRATIONAL DOERS

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

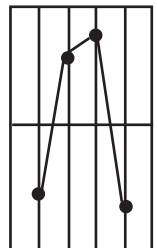


S: STEADY S

"S"s are stable and They enjoy pleasin same job. Secure important to them they are so forgiv advantage of them how to say, "No" to Talking in front o They are motivate to help others.

DISC

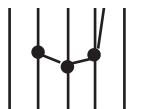
DISC



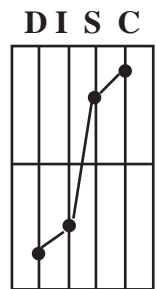
For Your Review

C: CAUTIOUS

"C"s are logical and is careful, calculat When frustrated, t posite. They need their potential. T ings 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.

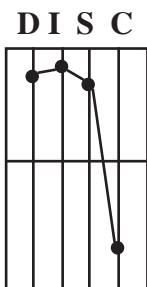


new things. They do not like speaking to large crowds, but will work hard behind the scenes to help groups stay on track. They are motivated by opportunities to serve others and to do things correctly.



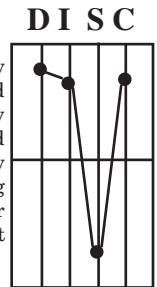
I/D/S: INSPIRING DRIVING SUBMISSIVE

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



D/I/C: DOMINANT INSPIRING CAUTIOUS

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

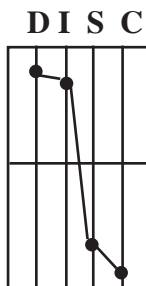


Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other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

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

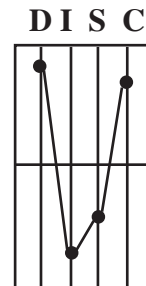
D/I: DYNAMIC INFLUENCERS

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



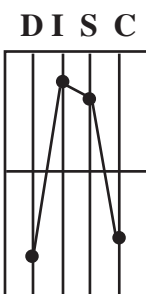
D/C: DRIVING COMPETENT TYPES

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



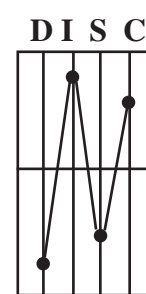
I/S: INSPIRATIONAL SPECIALISTS

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



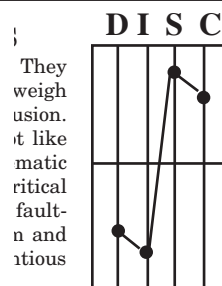
I/C: INSPIRATIONAL COMPETENT

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



S/D: STEADY

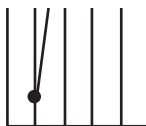
S/D"s get the... and are determined, they relate... talk in front of... They enjoy... them. They are motivated... systematically... rather than... while driving



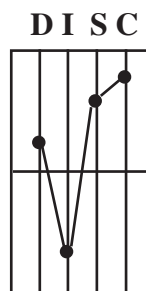
For Your Review

C/I/S: COM

"C/I/S"s like to... situations. They enjoy large an... and prefer to... 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.

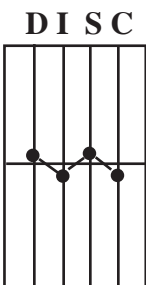


They tend to be more serious. Often misunderstood by others as being insensitive, "C/S/D" types really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.



STRAIGHT MID-LINE

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

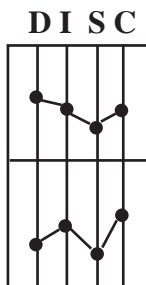


ABOVE MID-LINE • BELOW MID-LINE

Some patterns indicate unique struggles an individual may be having.

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

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



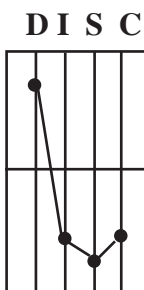
CONTROLLING YOUR BEHAVIORAL BLEND

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

(Continue instructions next page.)

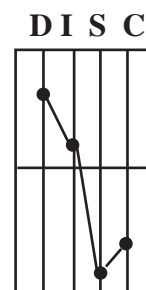
D: DETERMINED DOERS

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



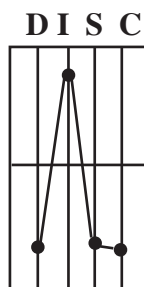
D/I: DRIVING INFLUENCERS

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



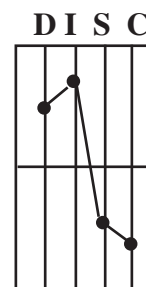
I: INSPIRATIONAL INFLUENCERS

Don't exalt yourself—"Humble yourself and God will exalt you," James 4:10. Be sure to listen more—"quick to hear, slow to speak," James 1:19. Work at being organized—"Do all things decently and in order," 1 Cor. 14:40. Concentrate on doing what is most important—"All things are not expedient," 1 Cor. 10:23. Prepare more—"Prepare yourself," 2 Chron. 35:4. Be careful what you desire—"Delight in the Lord," Prov. 3:5,6. Don't be over-confident and watch what you promise—Peter claimed he would never deny Christ, Mark 14:31.



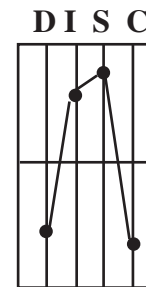
I/D: INSPIRATIONAL DOERS

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



S: STEADY SPIRIT

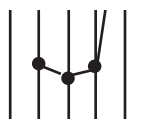
Increase your confidence through Christ, Who sustains you—"rock, fortress and a nest is not from God—of fear," 2 Tim. 1:7. Be redeemed of the Lord: strong and less inhibited—5:1. Be more assertive—"let my people go," Exodus 6:6. Be secure, because of



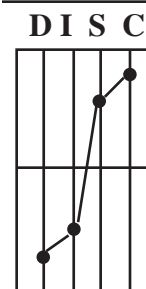
For Your Review

C: CAUTIOUS C

Be more patient when rebuked, exhort with all love in love—"Speak the truth positively—"Rejoice in the Lord, not in circumstances." Hope in God, not in circumstances. Rom. 12:12. The most logical thing you can do is serve God—"Present your bodies a living sacrifice . . . which is your reasonable service," Rom 12:2. Find happiness in God—"Delight in the Lord," Psalms 37:4.

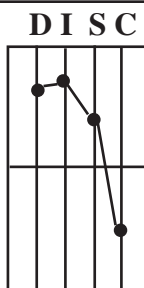


possible — with God all things are possible, Matt. 19:26. Be cheerful—"The fruit of the Spirit is . . . joy," Gal. 5:22. When everything goes wrong, God is all you need—"Our sufficiency is of God," 2 Cor. 3:5. Think like Christ—"Let this mind be in you which was also in Christ," Phil. 4:8.



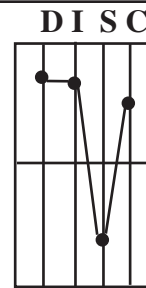
I/D/S: INSPIRING DRIVING SUBMITTING

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



D/I/C: DOMINANT INSPIRING CAUTIOUS

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

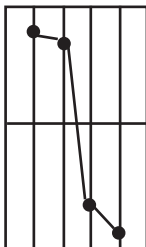


Once you discover your **Behavioral Blend/s**, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. "All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness" (2 Timothy 3:16).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

D/I: DYNAMIC INFLUENCERS

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

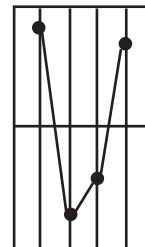
DISC



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," Ps. 46:10.

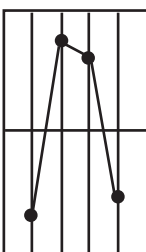
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I/S: INSPIRATIONAL SPECIALISTS

Do everything unto the Lord—"Whatsoever you do, do it heartily, as unto the Lord and not unto men," Col. 3:23. Beware of seeking man's approval—"Not with eyeservice as men pleasers," Eph. 6:6. Seek to please God, rather than others—"Do always those things that please Him," John 8:29. Be more task-oriented—"Sit down first and count the cost," Luke 14:28. Don't be lazy—"not slothful in business," Rom. 12:11. Work hard—"Let every man prove his work," Gal. 6:4. Don't just talk about what you want—"Being fruitful in every good work," Col. 1:10. Be industrious—"Night comes when no one will work," John 9:4.

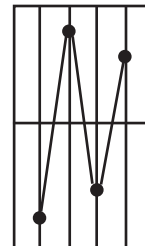
DISC



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 example—"Be an example of the believer," 1 Tim. 4:12. Care more about how you look to God—"Glorify God in your body and spirit," 1 Cor. 6:20. Be bold and confident in Christ—"We have boldness and access with confidence by the faith of Him," Eph. 3:12. Guard statements and judgments—"A lying tongue is a vanity tossed to and fro," Prov. 21:6. Don't flatter yourself—"He flatters himself in his own eyes," Ps. 36:2.

DISC

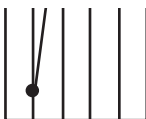


S/D: STEADY

God wants to empower gladly will I rather than of Christ may rest up ability to do what G you need—"My grace often strongest in w not yourself—"For w 2 Cor. 12:9. Encoura one another daily," reason with Him—"C Isa. 1:18.

C/I/S: COMPETE SPI

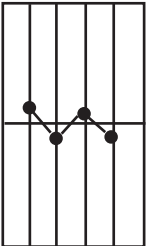
Guard against being judged," Matt. 7:1. "James 4:12. Avoid bit root of bitterness sprir will meet your needs— according to His riches in glory," Phil. 4:19. Be thankful for everything—"In all things give thanks," 1 Thess. 5:18. Let God's Word affect you—"Let the Word of God dwell in you richly in all wisdom," Col. 3:16. Whatever you do, do it for God's glory—"Do all in the name of God," Col. 3:17.



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

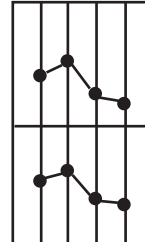


ABOVE MID-LINE • BELOW MID-LINE

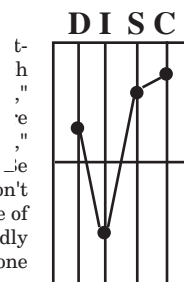
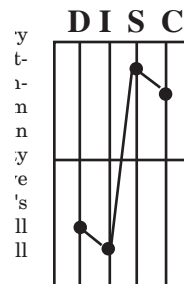
An Above Mid-Line Blend may be trying to over-achieve—"It is God who works in us, both to will and do of His good pleasure," Phil. 2:13. You may be thinking too highly of what is expected of you or the real you. Remember Peter.

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," Ps. 139:14.

DISC



For Your Review



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. Youth tend to lead according to their personalities, rather than adapt to the styles of others.

"D" Leaders —

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

"I" Leaders —

"I"s are inspiring and enthusiastic. They love to lead and influence others. Naturally great presenters, they tend to talk too much. "I"s are so sensitive to rejection that they often reject positive leaders. "I"s are common in individuals.

"S" Leaders —

"S"s are the sensitive. They seldom demand and tend to be too nice and assertive. Overly sensitive, they tend to be more confident. They often miss opportunities. When relaxed, they are more effective.

"C" Leaders —

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

Follower Styles

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

"D" Followers —

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

"I" Followers —

"I"s follow with their hearts. They tend to be impulsive followers. They want opportunities that will make them shine. They like to be first, to persuade others, and to be on top. Sometimes, they are not the best.

"S" followers are sensitive. They like to be around for a long time. They want to be around for peace and stability. When in a stable environment, "S" followers are the best in low-key environments.

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

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

Blended Servant Leaders allow the Holy Spirit to control

their drives, passions, and wills in order to motivate others more wisely. Servant Leaders are Transformational Leaders who raise people up to follow on a higher plain. Any young person 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!***

For Your Review

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.

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

Every mentor, parent, and teacher should also know and understand how these learning styles respond. Adapting one's

presenting style to the learning style of the teen will often determine the success or failure of a relationship.

It is not always the responsibility of the teen or student to adapt his or her learning style to that of the presenter. Teens and their mentor, 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: *LISTENS* best to challenges and straightforward communication. Wants to hear bottom-line and summarized facts. Doesn't like to listen to long drawn-out stories. Responds best to serious and hard-hitting points. Pays most attention when lessons are direct and demanding.

Visual Learner: Wants to *SEE* progress and results. Responds best to action-packed visuals. Learns best when lessons are animated or shown, as opposed to written or spoken. Desires more hands-on group learning by example.

Kinesthetic Learner: Wants to *FEEL* the lesson. Desires strong, logical, or silly type presentation. Makes him or her re-

"I" Behavior —

Auditory Learner: *LISTENS* best to exciting and enthusiastic communication. Desires to hear expressions and word-pictures that make lessons come alive. Needs to hear influencing and impressive learning that communicates optimism. Hears the lesson best through humorous stories.

Visual Learner: Wants to *SEE* the lesson through drama or role-play. Desires to participate by acting out or visualizing the lesson. Learns best when able to picture him or herself in the lesson.

Wants to hear the heart of the lesson. Desires to hear how her feelings can be put on.

"C" Behavior —

Auditory Learner: Wants to hear words. Desires to hear words and how. Wants to hear facts. Learns best by

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.

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.

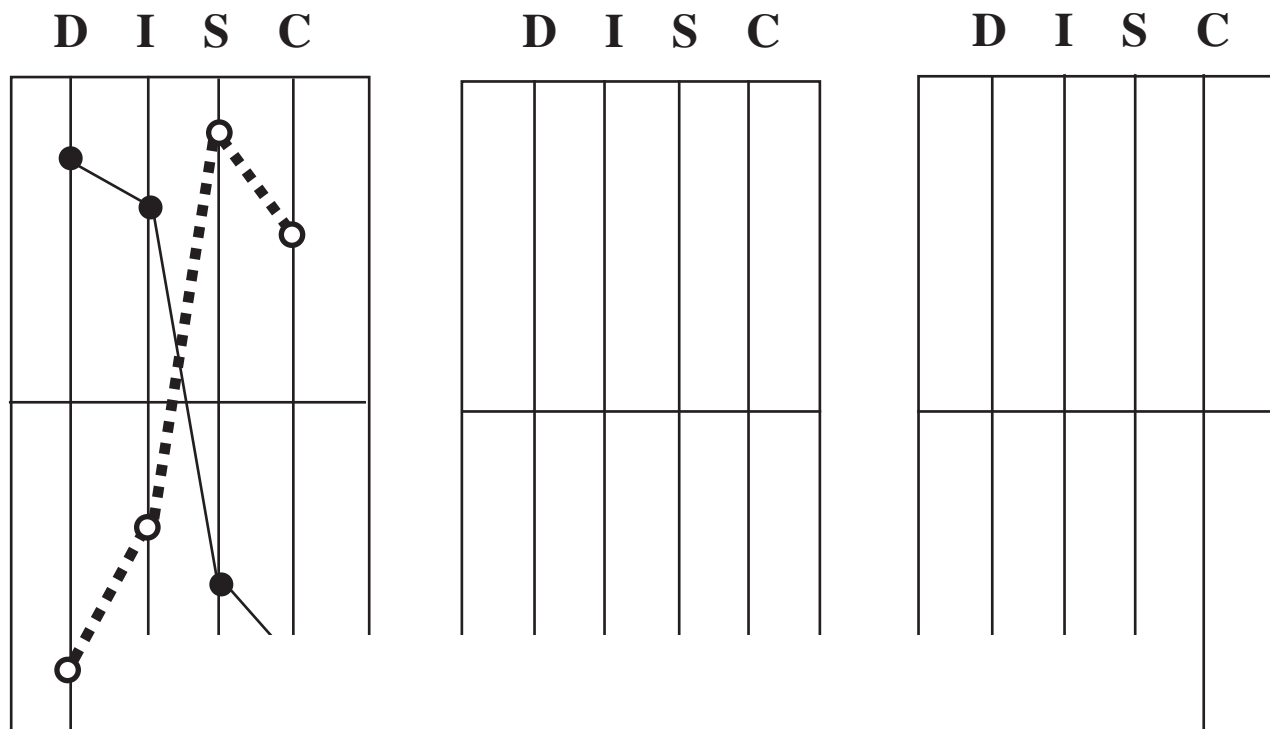
Kinesthetic Learner: Wants to *FEEL* comfortable and secure as he or she learns. Responds best to status-quo type learning, without surprises or challenges. Desires that everyone is learning harmoniously and together as a family. Needs to feel the lesson in a personal and private way.

For Your Review

Mentor or Parent / Teen Reflections

To contrast two personality profiles use Graphs 1 and 2 below. Transpose the graphs from your two graphs in this booklet (mentor or parent and teen must each complete their own *Uniquely You Questionnaire*).

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 below.



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For Your Review

the assertive
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D/I" teen's
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Mentors often
because one
of the other
child wants to dominate the mentor or parent — to
be in charge. But the mentor or parent knows total
freedom is not good for the child. The mentor or
parent will naturally resist.

The "D/I" teen needs to be more obedient to the
"S/C" mentor's or parent's more passive and reserved
behavior. "D/I"s may want to do their own thing,
while the "S/C" mentor or parent may want to make
sure the child is careful. The "D/I" teen wants to be
more active, while the "S/C" mentor or parent may
want the teen to be more reserved.

Parents must
control the
mind cer-
tain personalities are control-oriented and need to be
obeyed more quickly. Teens will gain more freedom
and responsibility when they learn to obey, rather
than resist.

The most important factor in developing a great re-
lationship is **commitment**, rather than **compatibility**.
Chances are a mentor or parent and teen will have
different personalities. This often brings the best out
of each of them. Ancient words of wisdom advise:

To Teens — "Obey your mentors and parents!"

To Mentors — "Provoke not teens to wrath!"

To Both — "Harmony grows healthy relationships!"

To improve or enhance your relationships,
study this entire booklet.

Dynamic Differences

ASSIGNMENT —

- Think of how opposite personalities come together and complement each other.
- Recognize the obvious differences between you and others.
- Consider how opposite personalities can bring out the best and worst part of you.
- Begin thinking about the so-called "weaknesses" of others as "uniquenesses."

Opposites seem to attract each other. Somehow we are attracted to people who have strengths that are our weaknesses. "C"s will meet an exciting, positive, upbeat type person, like an "I". "C"s will wish they were more like him or her, while the "I" is impressed with the "C"s logical thinking and organized behavior.

"D"s are often attracted to "C"s because of "C"s cautious and calculating demeanor, while "C"s are impressed with "D"s risk-taking, driving, decisive and dreaming behavior. "I"s are also attracted to "S"s because of their quiet, sweet, soft demeanor; while "S"s admire "I"s ability to influence and impress others.

What happens when opposites attract can be explained by the *dynamics of differences*. Our differences draw us together. Ironically, those same differences can drive us apart. The characteristics of the person with whom we fell in love often become the very traits we end-up resenting.

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this unique and often confusing behavior is normal.

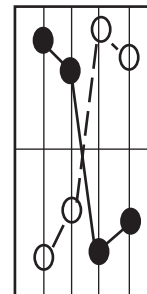
The most obvious conflicts occur when a pure "D/C" task-oriented individual is attracted to a pure "I/S" people-oriented person. These people were probably initially impressed with the others' strengths which were their own weaknesses. The "D/C" lacks people skills while the "I/S" needs to become more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

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

The following are three of the most common opposite types. See if any of these is like your Behavioral Blend/s and another person's type to improve your relationship.

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

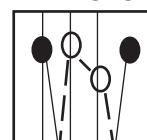
D I S C



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

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

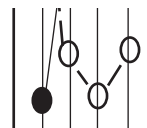
D I S C



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

"I/S/C"

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- behavior.
- Both should learn from the other.
- Be committed.

For Your Review

Intensity Index

Parent's highest plotting point:

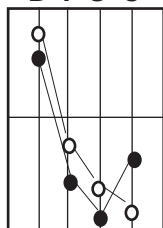
Graph 1 ____; Graph 2 ____;

Teen's highest plotting point:

Graph 1 ____; Graph 2 ____;

1. Identify parent's and teen's highest plotting points from the graphs on the **Plotting Instructions** page.
2. Decide who will be the solid circle ● and who will be the other ○.
3. Complete your **Mentor or Parent / Teen Reflections** graphs.
4. Look for the Behavioral Blends graph/s most similar to your graphs (concentrate on the highest points).
5. Evaluate your **Indexes and Practical Application**.

D I S C



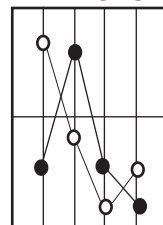
"D" / "D" RELATIONSHIP

Two "D"s relate well together as long as one recognizes the other is the "boss." "D" #1 may be the boss, but "D" #2 must respect and trust him or her. "D" #2 may be a little more dominant, but "D" #1 is also very dominant. Two "D"s living in the same home will struggle over "who's the boss?" There must be a respect for authority and clear chain of command established.

Practical Application

- Don't be afraid to allow others to make major decisions.
- Give choices, not ultimatums.
- Don't force issues.
- Slow down in making decisions.
- Control yourself first, rather than the other.
- Learn to relax and control stress.

D I S C



"D" / "I" RELATIONSHIP

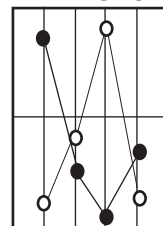
"D"s and "I"s are very active. The "D" wants to control, while the "I" wants to impress. The "I" wants to talk, while the "D" wants to do accomplish a task. The "D" wants to dominate, while the "I" desires to communicate.

Practical Application

- Determine to communicate on the basis of the other person's needs.
- "D"s need to show they really care.
- "I"s need to give "D"s a chance to talk.

—workers.

D I S C

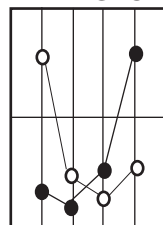


For Your Review

"S"s.
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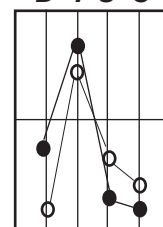
D I S C



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 more optimistic, while "C"s are more pessimistic ("realistic"). "D"s need to be more careful, while "C"s need to be more positive. They both need to be more people-oriented and cordial.

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

D I S C



"I" / "I" RELATIONSHIP

Two "I"s will talk more than work. They compete for praise and approval. They tend to be overly optimistic and enthusiastic. Two "I"s in the same home will communicate well, if one doesn't outtalk the other. Each wants lots of attention. Both tend to be emotional. Communication goes two ways—talking and listening. They tend to exaggerate things and often overreact.

Practical Application

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

More Insights

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

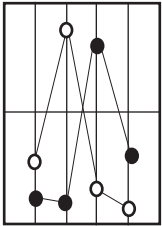
Graph 1 ____; Graph 2 ____;

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

Graph 1 ____; Graph 2 ____;

1. Once you have completed understanding your **Intensity Index**, follow these instructions for more insights.
2. Identify parent's and teen's **NEXT** highest plotting points from the graphs on the **Plotting Instructions** page.
3. Review your **Mentor or Parent / Teen Reflections** graphs. Be sure your **NEXT** highest points are both above the mid-line.
4. Study the **Intensity Indexes** that relate to your **NEXT** highest points on Graphs 1 & 2.

D I S C



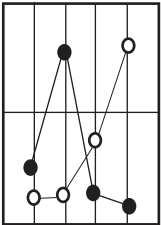
"I" / "S" RELATIONSHIP

"I"s and "S"s don't tend to be outwardly industrious. They like to "care and share" more. "I"s are great at promoting, while "S"s tend to more serving. "I"s and "S"s relate well together. "I"s are the talkers, while "S"s are the listeners. "I"s want "S"s to tell them how they feel, but "S"s can't seem to get a word in. "I"s love crowds; "S"s prefer small groups.

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 should avoid thinking of what they want to say, rather than listening more closely.

D I S C



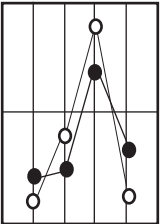
"I" / "C" RELATIONSHIP

"I"s and "C"s are often attracted to each other, because "I" are real friendly and "C" are very analytical. "I"s eventually dislike "C"s' pessimism, while "C"s distrust "I"s' facts. "I"s and "C"s tend to conflict, due to their differences. "I"s are more active, while "C"s passive. "I"s are feeling-oriented, while "C"s task-oriented. They are definitely opposite, but can complement each other.

Practical Application

- "I"s need to seriously trust "C"s' concerns.
- "C"s ought to be more optimistic about "I"s' interests.
- "I"s should do their "homework" before trying to convince "C"s about an idea.
- "C"s need to express themselves, instead of internally criticizing "I"s.

D I S C



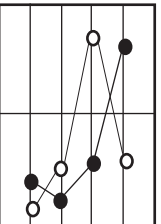
For Your Review

to express

ortunities,
take risks.
r for major

'going.

D I S C



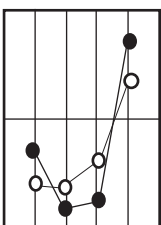
can be too picky, but "S"s will be most forgiving. "S"s desire more intimacy, while "C"s are more into projects. They are both more quiet and private. They can often spend time together without a lot of conversation.

ling with "C"s.

s' disinterest.

- Be more intimate and aggressive.
- Don't wait on others to express themselves.
- Be more optimistic and positive about your problems.

D I S C



"C" / "C" RELATIONSHIP

Two "C"s can be challenging together. Both have high standards on how to do things. "C"s tend to think their way is best. Two "C"s living in the same home will conflict over "right and wrong." They can be cold and caustic. "C"s tend to be picky-perfectionists and demanding of competence. They make friends when they respect each other's wisdom and thinking.

Practical Application

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

How To Handle Conflicts

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

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

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

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

Remember — **Most problems with teenagers today are not theological or technical. They're relational — personality conflicts and clashes with others.**

"D" Behavior —

Under Pressure:

Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy.

Sources of Irritation:

Weakness, indecisiveness, laziness

Lack of direction

Needs To:

Back off reacting friendly,

"I" Behavior —

Under Pressure:

Becomes hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish.

Sources of Irritation:

Disinterest, slowness, messiness, details, time

n.

tual,

For Your Review

"C" Behavior —

Under Pressure:

Becomes negative

Sources of Irritation:

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

Needs To:

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

weak-

disloyalty, insensitivity, pride, discrimination, unfairness.

Needs To:

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

Natural Responses To Conflict —

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

Recommended Wise Responses —

"D"s — Restore With Love!
"I"s — Make Others Look Good!
"S"s — Care Enough To Confront!
"C"s — Examine Own Self First!

Relating Styles

Everyone has a specific relating style that complements and conflicts. People often clash, in spite of their commitment to each other. Identifying predictable patterns of behavior can improve their relationships.

No relating style is better than the other. Smart teenagers learn to control their personalities and respond according to their other peoples' personalities. Unfortunately, many youths don't know their relating style. They also often don't even know their best friend's personality type.

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

Understanding "relating styles" will help youths deal with the differences between them and others. Be sure to identify both personalities.

Best friends often have totally different personalities. An aggressive teenager may have a passive friend. Don't think best friends are always alike. Learn to deal with your friend according to his/her specific personality.

It is each youth's responsibility to adapt and control the conflict. Don't expect the other person to.

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

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

"D" Type Relating To —

"D":

Be strong, but willing to bend. Your friend will challenge and intimidate. Get to the point. Remind your friend, you're a team.

"I":

Be enthusiastic and complimentary. Your friend will talk and exaggerate a lot. Listen and don't try to control the conversation or prove your point.

"S":

Be sweet. Your friend will be kind.

"C":

Be prepared. Your friend will be strong.

"I" Type Relating To —

"D":

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

"I":

Be a good listener. Don't talk much. Compliment your friend. Emphasize the good and positive. Smile and agree, as much as possible.

"S":

Be sensitive.

1. Ask for details.

For Your Review

"C" Type

"D":

Be relaxed. Your friend will be on solution.

"I":

Be patient. Your friend will think. Get your friend to talk through to the solution. Stay on track.

"S":

Be loving. Show sincere care for your friend. Make your friend feel you really enjoy what you do. Don't complain. Be optimistic and sure of your plan.

"C":

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

and may be friend, but you're right.

Don't just listen. Share your thoughts and concerns. Ask your friend to review what was settled.

"S":

Be kind, but don't overdo it. Be strong if necessary. Don't hold back, but be sensitive. Encourage your friend to be stronger concerning problems.

"C":

Be ready for stress. Have your proof ready. Your friend will pressure you with logic or reasons. Be open to what is said. Take the good, leave the bad.

Dating Insights

Every personality type has its predictable pattern of behavior. Dating and "going together" allows you the opportunity to "get to know" the other person. But dating can be one of the most deceitful times of a relationship!

The reason is, everyone has "masked" and "unmasked" behavior or "guarded" and "unguarded" behavior. Our "masked" or "guarded" behavior is what we think is expected of us. It's the way we perceive or feel others expect us to act — the response to our environment.

"Unmasked" and "unguarded" behavior is the "real you." It's the way we really feel inside — our instinctive response and basic style.

Both "masked" and "unmasked" behavior are normal, but they can be confusing. Sometimes you won't know what is what. In dating relationships, you might think a person is naturally gentle, when in reality he or she is potentially explosive.

Example: A "S" behavior. they are read often bring o

You shou pressure and out in ungua expect it. Als more we let c

Maturity control our emotions, so we don't do what comes "natural", but do what comes "supernatural." We should not seek to be "normal," but "spiritual" as unto the Lord.

The key to successful relationships is controlling ourselves, rather than trying to control others. Healthy relationships come out of understanding how everyone's personality affects the relationship — learning how to adapt and relate to the other person's feeling, thoughts and actions.

The following is how specific personality types often, but not always respond in dating situations:

"D" types tend to be demanding and decisive in relationships. They like to dominate and determine what to do and where to go. They can be too "bossy." But they are also confident and aggressive, often succeeding where others fail. "D"s make great leaders, but under pressure, they can become unbending and forceful. They must constantly remember to be more gentle and kind when things don't go their way.

"I"s are more inspiring and influencing types. They constantly talk and express their feelings. Emotional and enthusiastic, they are full of fun and spontaneity. They often say things silly, but talk their way out of most everything. "I"s need to listen better. They love attention, but should learn how to share the lime light. They must always remember, others have feelings too. "I"s are the most friendly, but popular types.

"S" types prefer steady and stable environments. They don't like surprises. They make the best friends and most
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For Your Review

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Since opposite types tend to attract and attack, study this entire booklet to learn as much as you can about Human Behavior Science. Guard your strengths and avoid your "uniquenesses." Learn to unselfishly respond to people the way they are, rather than the way you are.

Try to discern other people's "masked " Graph 1 and "unmasked" Graph 2 behavior, then determine if they are controlling their emotions or if their emotions are controlling them. Don't jump to conclusions. Control yourself, regardless what other people do.

BIBLICAL EXAMPLES OF PERSONALITY TYPES

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

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

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

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

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

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

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

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For Your Review

High "D"s

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

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

High "C"s

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

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

oking.
t is difficult
for them.

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

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

High "S"s

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

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

Joy & Giftedness

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

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

Scripture admonishes us to "*present our bodies, living sacrifices to God . . . to discover what is that good and acceptable will of God*," Rom. 12:1,2. If you really want to discover God's will for your life, Give Him your body. He will use you both naturally and supernaturally.

The Bible is full of examples of people who were blessed because they were obedient to God's voice. You should "speak up in Christ,"

We are called to follow Christ, so we can enjoy life as God intended!

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

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

Don't wait for anyone to ask you to get involved. Start this week by just showing up and saying, "*I'm ready to serve!*" Don't be surprised if things are a little disorganized and chaotic at times. Remember the Day of Pentecost was a

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

For Your Review

Understand that every day is a blessing. You never know what God has in store for you, and you

Keep your eyes on Christ and you will succeed!

My 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 Graph 1: _____; Graph 2: _____

This means I tend to not be _____; _____;

_____, _____.

6. To communicate _____

7. To communicate _____

8. I should guard _____

9. I should guard _____

10. I can improve my outgoing and reserved tendencies by: _____

_____.

11. I will begin today working on the following: _____

12. My daily affirmation to improve my behavior is: _____

For Your Review