



DISC
Profile

BIBLICAL DISC™ ASSESSMENT

Report For: Ben Sample

Provided By: Certified Biblical DISC Practitioner

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LEAD LIKE JESUS

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Introduction to the Biblical DISC™ Assessment

Congratulations on taking the Biblical DISC Assessment. This is a useful tool to gain new insights into your behavior and the behavior of others with whom you interact. Reading this report, working through some of the exercises, and applying the principles you learn will lead to enhanced relationships and results. You will discover how God used the behavioral style of people in Scripture to accomplish His purposes, and how Jesus modeled the perfect behavior to love, live and lead effectively. You will gain a unique perspective into how God created you and how He can use you to serve His kingdom.

DISC BEHAVIORAL STYLES

The DISC model of human behavior provides a common language to help people understand themselves and others. For many decades, research has shown that human behavior can be categorized into four basic categories, with multiple patterns emerging from these four styles. This report uses **DISC**:

Dominance, **Influencing**, **Steadiness** and **Conscientious** to describe these four categories of behavior. The Biblical DISC Assessment focuses on patterns of external, observable behaviors that each style exhibits. The model is simple, practical, and easy to remember and use.



HOW TO USE THIS REPORT

This DISC report is divided into three parts, and includes **application exercises** on many pages:

Part I focuses on understanding your DISC style characteristics. Each style has its own unique strengths as well as opportunities for continued improvement and growth. The behavioral descriptions mentioned in this report are tendencies for your style group. You may personalize the report by determining which statements apply specifically to you and which do not. Further insights into your behavior will be gained by checking in with others who know you well enough to determine areas that may be "blind spots" for you.

Part II focuses on the application of DISC to men and women in the Bible, highlighting the decisions they made and the human motivation for their behavior. You will learn how pride and fear affected their decisions and behavior, and the transformation that occurred when they submitted their lives to the Lord's will. You will also discover how Jesus was and is the perfect role model for loving, living and leading.

Part III focuses on the application of the model in your everyday life, both personally and professionally. You will discover how to "read" the style of others, and then how to modify your behavior to meet their needs or the needs of the situation, when appropriate. Strategies will be shared for developing better lines of communication and stronger relationships. In short, you will learn to love like Jesus loves.

KEY PRINCIPLES OF THE DISC MODEL

- There is no "best style" - all styles have value, and everyone is a blend of the four styles.
- Your behavioral style is influenced by other factors, including values, life experiences, and maturity.
- A first key to being more effective is understanding yourself and your behavioral style.
- A second key is understanding others' style and their motivations and priorities.
- A third key to being more effective with others is learning to flex or adapt your behavior.
- God's Word is always the final authority on all matters in dealing with people and their behavior.

Understanding the DISC Behavioral Model

BEHAVIORAL STYLES

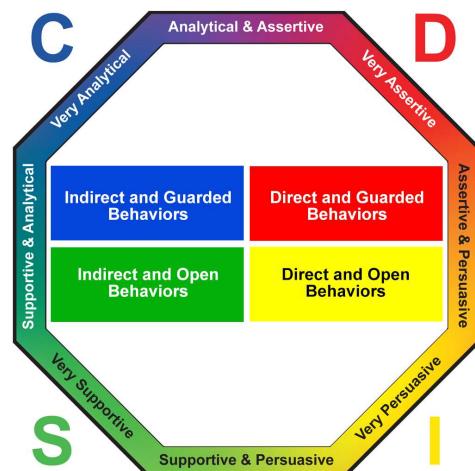
Historical and contemporary research reveals more than a dozen various models of our behavioral differences, but many share one common thread: the grouping of behavior into **four basic categories**. The DISC styles are **Dominance, Influencing, Steadiness, and Conscientious**. There is no “best” style. Each style has its unique strengths and opportunities for continuing improvement and growth. The Biblical DISC Assessment examines external and easily observable behaviors and measures tendencies using scales of **directness** and **openness** that each style exhibits.

Listed Below are Behavioral Descriptors of Each Style

DOMINANCE	INFLUENCING	STEADINESS	CONSCIENTIOUS
Decisive	Charming	Understanding	Accurate
Competitive	Confident	Friendly	Precise
Daring	Convincing	Good Listener	Analytical
Direct	Enthusiastic	Patient	Compliant
Innovative	Inspiring	Relaxed	Courteous
Persistent	Optimistic	Sincere	Diplomatic
Adventurous	Persuasive	Stable	Precise
Problem Solver	Sociable	Steady	Fact Finder
Results Oriented	Trusting	Team Player	Objective

Recognizing the Directness and Openness of Each Style

STYLE	TENDENCIES
Dominance	Tends to be direct and guarded
Influence	Tends to be direct and open
Steadiness	Tends to be indirect and open
Conscientious	Tends to be indirect and guarded

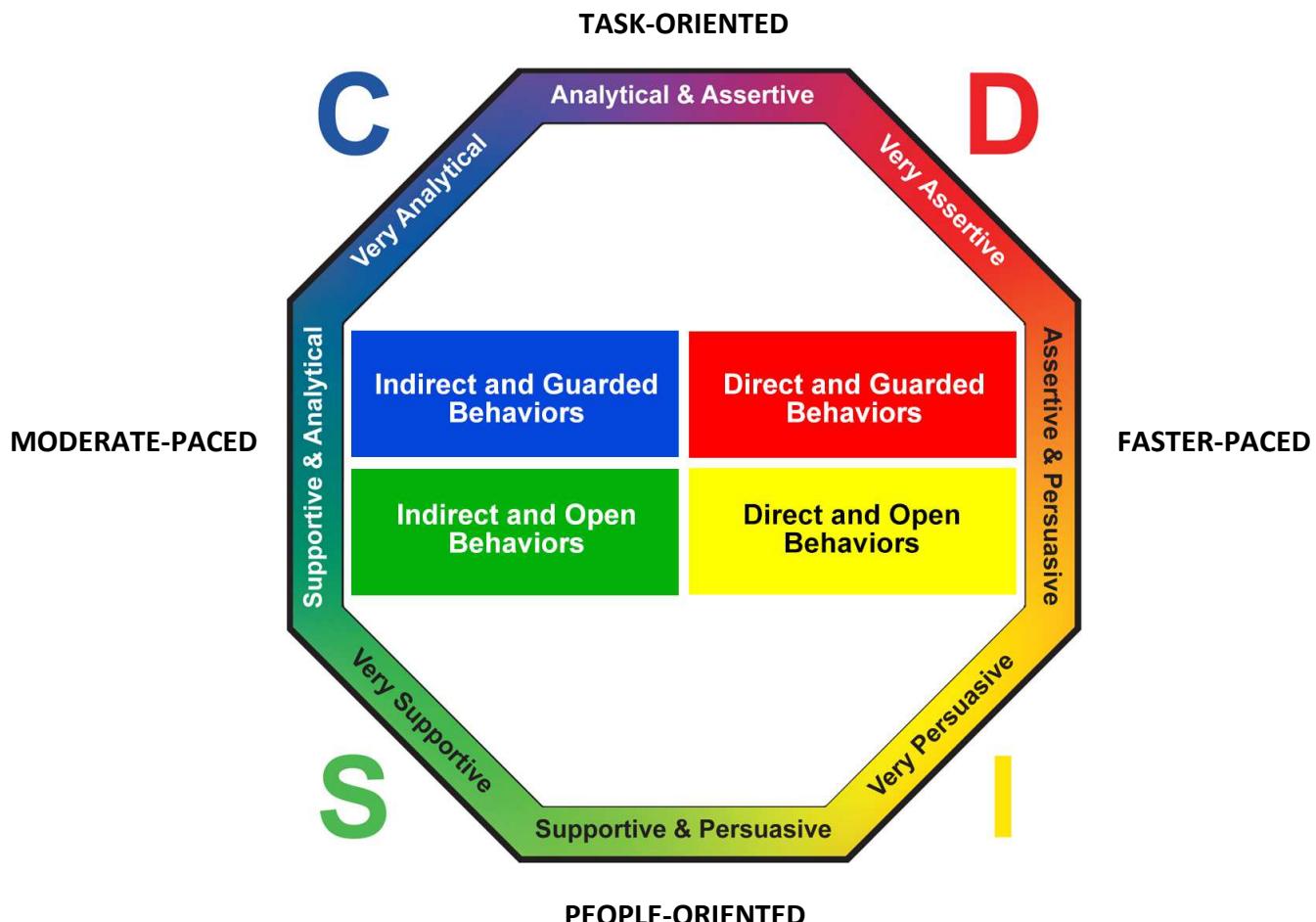


Recognizing the Pace and Priority of Each Style

In addition to examining the directness and openness of each style, the DISC model helps people recognize differences in pace and priority. The octagonal “wheel”* below illustrates this difference in pace (more moderate-paced vs. faster-paced) and priority (task-oriented vs. people-oriented), as noted around the outside of the diagram.

PACE AND PRIORITY represent two of the main sources of tension between the styles.

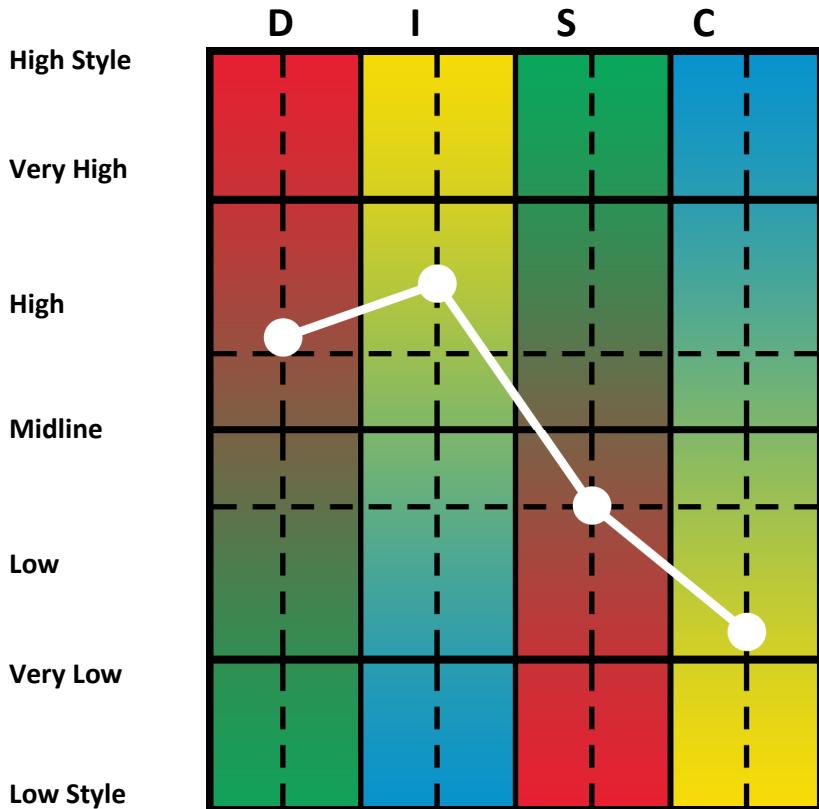
- D and I styles have different **PACES** than S and C styles. D and I are faster-paced, while S and C are more moderate-paced.
- D and C styles have different **PRIORITIES** than I and S styles. D and C are task-oriented, while I and S are people-oriented.
- D and S styles have **BOTH PACE AND PRIORITY DIFFERENCES** from I and C styles.



*This model is more fully explained on page 17.

Understanding Your Natural Style

Your Natural Style Graph



Identifying Your DISC Behavioral Style

The highest plotting point on your graph represents your strongest DISC behavioral style.

The higher the plotting point, the more intensity you bring to this behavior. Circle any plotting points (D, I, S, or C) above the midline.

Your highest plotting point is _____

Other plotting points above the midline are:

Everyone has some of each of the four behavioral tendencies. The position of the four plotting points on your graph creates a pattern which gives you information about your behavior.* See page 7 for a look at both your natural and adapted styles.

Defining Your DISC Styles

D - Dominance Styles: Work toward achieving goals and results; they function best in an active and challenging environment.

I - Influencing Styles: Work toward relating to people through verbal persuasion; they function best in a friendly and favorable environment.

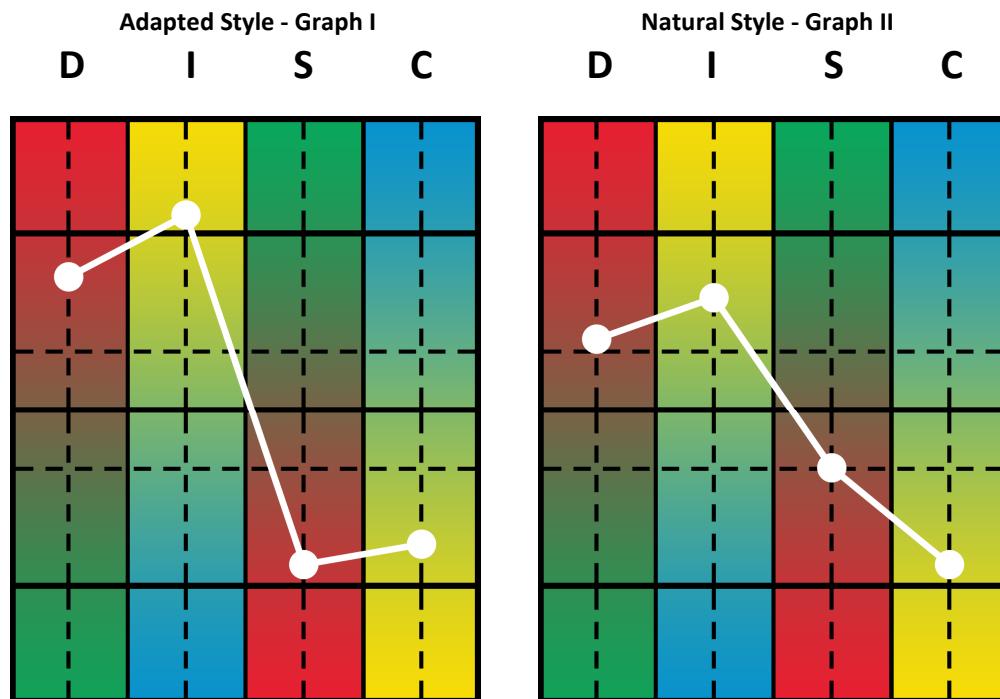
S - Steadiness Styles: Work toward supporting and cooperating with others; they function best in a supportive and harmonious environment.

C - Conscientious Styles: Work toward doing things right and focus on details; they function best in a structured and orderly environment.

*“The DISC research evidence supports the conclusion that the most effective people are those who know themselves, recognize the demands of the situation and adjust or change their behavior so as to have the best chance to meet the needs of any given opportunity.”

Understanding Your Adapted and Natural Styles

Your **Adapted Style (Graph I)** is the graph shown on the left. This is your perception of the behavior that best fit your focus when you took the assessment. It can change when you refocus on a new role or relationship. The graph to the right is your **Natural Style (Graph II)** and measures your instinctive style. It tends to identify the most "true and accurate" you. This graph tends to describe how you respond when you are most comfortable and also tends to define how and why you predictably react to expectations, fear and confrontation. Graph II tends to be the more stable of the two.



If the plotting points in both graphs are similar, it suggests that you tend to use the same behaviors in your chosen role or situation as you use in your natural environment. If they are different, this may cause stress over time and result in you using greater degrees of energy to function in the specific role you focused on when taking this assessment. Differences can also cause greater degrees of fatigue.

The plotting points also can identify clusters of behavioral traits. On pages 18 and 19, these traits are color coded on the four D,I,S and C continuums. You are encouraged to validate the accuracy of the traits in describing what is happening in your Adapted Style and your Natural Style. Once you are aware of the differences between the graphs and the validity of the traits, you can better apply stress management strategies in coping with challenges. It can also help you in knowing who you might need on your team or in your life to function in roles that are your greatest stretches of behavior.

Application: Compare your two graphs, and look for discrepancies of two or more segments on the graphs in any of your D-I-S-C dimensions. Consider what might be the cause of those discrepancies, and if this causes stress in your life. Determine ways to ease this stress. (Contact your DISC practitioner who gave you this assessment if you'd like to have a coach help you understand this information more fully.)

Overview of the Four Basic DISC Styles

Below is a list of characteristics of each of the four basic DISC styles. Understanding more about each style's strengths, limitations, blind spots, fears and growth areas will lead to greater success in life.

	HIGH D DOMINANCE STYLE		HIGH I INFLUENCING STYLE		HIGH S STEADINESS STYLE		HIGH C CONSCIENTIOUS STYLE
Primary Drive	Independence		Interaction		Stability		Correctness
Preferred tasks	Challenging		People related		Scheduled		Structured
Comfortable with	Being decisive		Social friendliness		Being part of a team		Order and planning
Personal strength	Problem solver		Encourager		Supporter		Organizer
Strength out of control	Preoccupation on goals over people		Speaking without thinking		Procrastination in addressing change		Over analyzing everything
Personal limitation	Too direct and intense		Too disorganized and nontraditional		Too indecisive and indirect		Too detailed and impersonal
Personal wants	Control, Variety		Approval, Non-structure		Routine, Harmony		Standards, Logic
Personal Fears	Losing, Being taken advantage of		Rejection, Rigid structure		Change, Confrontation		Criticism, Illogical thinking
Blind spots	Being held accountable		Follow through on commitments		Embracing need for change		Making decisions without analysis
Needs to work on	Empathy, Patience		Controlling emotions		Being assertive when pressured		Worrying less about everything
Measuring Maturity	Giving up control		Objectively handling rejection		Standing up for self when confronted		Not being defensive when criticized

Application: Read through the column of information of your highest DISC style from page 6. Put a plus sign (+) by every word you agree with, a minus (-) by words you disagree with, and a question mark (?) by words you are unsure about.

Share your results with someone and see if they agree or disagree with your assessment. Also look at the qualities in any additional column(s) which are above the midline on page 6, and personalize that information with a +, - or ? to add to your self-understanding.

Part I: Understanding Self through the DISC Behavioral Model

General Characteristics

The narration below serves as a general overview of your behavioral tendencies. It sets the stage for the report which follows, and provides a framework for understanding and reflecting on your results. Coaching ideas are occasionally provided so that you can leverage your strengths whenever possible to maximize your personal success.

You convey a high level of trust when working with others. This is a strength. People will trust you because they get the sense that you trust them. That's good; however, you will experience situations in which you may get "burned" by trusting someone, when that trust is betrayed. Typically, those who score like you tend not to let those events get them down. They simply become more cautious around certain people. By continuing to set the example of trusting others, you help to establish a positive climate of trust.

Ben, your response pattern to the instrument shows that you tend to seek freedom from routine, control, and minutiae. That is, you prefer a change-oriented environment in which you are empowered to make your own decisions. Your work may suffer on projects with a lot of controls and paperwork, or even mundane things like expense forms.

Your enthusiasm and openness to alternatives allow you to influence others. You score like those who come to a project with some ideas of their own, but also keep an open mind to listen to the ideas of others. When a solution is decided upon, you have the skills to enlist others in an enthusiastic manner and get them on board. Your flexibility to adapt to new approaches, or to unexpected changes, is an asset to the team, as others will look to you for leadership.

You make friends easily and show a strong interest in working with others. You are perceived as an easy person to talk with, and people respond to both of these traits in an open and positive way. Some who score like you say that they are never lonely. If standing in a line, for instance, they'll begin talking to people and enjoy the time waiting because they're learning about others. On the job, you have the ability to enlist a wide variety of people to work on projects, even some who may not ordinarily choose to work with each other.

Ben, you appreciate flexibility and spontaneity in others, and also may fear limitations on your own flexibility or spontaneity. People who score like you say that their creativity comes alive when they are given freedom to perform a task in creative ways. Conversely, their creativity goes into hibernation when they are presented with rules, regulations, forms, and requests for justification on each phase of a project. We suggest seeking assignments that have few strings attached, in order to keep your internal motivation at the highest level.

With fluent verbal skills, you are able to gain the support of various kinds of people. Those who score like you are prepared at a moment's notice to speak at length on almost any topic (even a topic that they know very little about). Your sense of confidence makes others confident. Your sense of urgency helps others get into gear. Your sense of humor is able to break some tension with the twist of a word or a quip, and get people back on board.

Your Strengths

What You Bring to the Organization

You are likely to display your strength characteristics rather consistently. For the most part, these qualities tend to enhance your effectiveness within your organization. Work Style Preferences provide useful insights as you work in a job or as you work together on a team or family project. They are the talents and tendencies you bring to your job.

Application: Check the two most important strengths and the two most important work style tendencies and transfer them to the **Summary of Your Style** on page 16.

Your Strengths:

- You understand people very well and rely on that understanding to lead, persuade, and motivate.
- You have the potential to be an engaging presenter.
- You have a strong sense of urgency to get things done expediently.
- You are an excellent team player, very effective at training or developing others.
- You score like those known to be "movers and shakers" in the workplace.
- You are able to react and adapt quickly to change in projects or activities.
- You are able to think quickly on your feet.

Your Work Style Tendencies That You Bring to the Job:

- You tend to evaluate others on the job by their ability to express themselves verbally.
- You can work with a variety of people and get things done through mutual cooperation.
- On the job, you seek assignments requiring your specific knowledge or authority.
- You enjoy working with others and tend to make friends easily on and off the job.
- You are able to wield authority with confidence, and thus obtain the respect of others in the organization.
- You are able to maintain a positive public image through a variety of assignments.
- You want to be perceived as trustworthy, and easy to work with.

Your Motivations (Wants) and Needs

What motivates you? People are motivated by what they want. What do you really want? Our behaviors are also driven by our needs. Each style has different needs. If one person is stressed out, they may need quiet time alone; another may need social time around a lot of people. Each person's style is different and is simply meeting its own needs. The more fully our needs are met, the easier it is to perform at an optimal level.

Application: Check the two most important motivators (wants) and the two most important needs and transfer them to the **Summary of Your Style** on page 16.

You Tend to Be Motivated By:

- Awards that recognize ability, skill, or achievements.
- A supportive and encouraging working environment.
- Power, control, and authority to make decisions toward achieving successful results.
- Freedom to express your ideas to interested listeners.
- A variety of activities involving people, both on and off the job.
- Interesting activities outside of the work environment. Some with similar scores like to be involved in volunteer and community activities.
- A trusted support team to assist with detail work and follow-through.

People With Patterns Like You Tend to Need:

- Opportunities for involvement with a wide scope of people.
- Increased organizational skills to reduce the potential for clutter and confusion.
- Better control of body language and personal space. Some people don't like grand gestures and don't like to be touched.
- A greater control over time management.
- Greater control over emotions.
- To feel valued as a team member in order to work at top effectiveness.
- Support work with some of the details, especially when the organization is under pressure.

Your Ideal Work Environment

Everybody is motivated. However, they are motivated for their own reasons, not somebody else's reasons. By understanding your motivations, you can create a work environment where you are most likely to be self-motivated.

Application: Check the two most important environmental factors and transfer them to the **Summary of Your Style** on page 16.

You Tend to Be Most Effective In Environments That Provide:

- Public recognition of your accomplishments.
- Ability to see rapid results from your efforts.
- Challenging assignments.
- Freedom from controls, details, and minutiae.
- A freedom to travel around the organization or around the country.
- Opportunities to try new ideas.
- A wide scope of involvement with a variety of people.

The I Style

Your Behavior and Needs Under Stress

The narration below describes possible actions you may take when experiencing stress. Also described is a range of behaviors you might use in conflict situations, and strategies that will help you reduce conflict and increase harmony in your life.

Application: Check the two most important strategies to reduce conflict and transfer them to the **Summary of Your Style** on page 16.

Under Stress You May Appear:

- Unrealistic
- Wasteful of time
- Inconsistent
- Overeager
- Impulsive

Under Stress You Need:

- Prestige
- Action and interaction
- A quick pace for stimulation and excitement

Your Typical Behaviors in Conflict:

- When you experience a moment of misery, you may appear overeager, impulsive, sarcastic and demanding. You may disregard the facts, and may not listen well to what is being said (only hearing what you want to hear).
- If a conflict persists or your anger increases, you are likely to lash out with a strong verbal attack on the other person. This may have a startling effect on others since it is so unlike your normal behavior.
- Your anger is generally a response to a personal attack or, possibly, the failure of someone to support you when you were really counting on that person's support. Of course you may interpret a comment intended to refer to a task-related problem as a personal attack, especially if it concerns your contribution to the problem.

Strategies to Reduce Conflict and Increase Harmony:

- Take time to clarify the commitments and expectations of others. Do not make any assumptions about what others will do. Always get a specific commitment.
- Recognize that you can never resolve a conflict by avoiding it. Risk damaging a relationship or losing someone's approval by stating your feelings and clarifying your expectations. Be sure, of course, to listen attentively to the responses of others.
- You have a tendency to "think out loud." Others may take these "brainstorming" ideas as actual commitments and become upset when those "commitments" are not completed. So, let others know in advance when you are only exploring ideas and options and not committing to actions.

Communication Tips and Plans for Others

The following suggestions can help others who interact with you understand and be aware of your communication preferences. To use this information effectively, share it with others and also discuss their preferences.

Application: Check the two most important ideas when others communicate with you (do's & don'ts) and transfer them to the **Summary of Your Style** on page 16.

When Communicating with Ben, DO:

- Offer input on how to make ideas become reality.
- Provide testimonials from people he sees as important and prominent.
- Be specific about what's needed, and who is going to do it.
- Give Ben the opportunity to express his opinions and make some of the decisions.
- Offer specific evidence about the probability of success or effectiveness of some of the options.
- Provide immediate incentives for his willingness to help on the project.
- Try to be engaging, stimulating, and fast-paced.

When Communicating with Ben, DON'T:

- Ask rhetorical or useless questions.
- Make guarantees and assurances when there is a risk in meeting them.
- Speculate wildly without factual support.
- Get bogged down in facts, figures, or abstractions.
- Be overly task-oriented.
- Leave decisions hanging in the air. Be certain all decision points have reached closure and result in plans for action.
- Confuse or distract him from the business issues at hand.

Growth Areas: Potential Areas for Improvement

Everyone has some possible struggles, limitations or weaknesses. Oftentimes, these are simply an overextension of your strengths which may become a weakness. For example, a High D's directness may be a strength in certain environments, but when overextended they may tend to become bossy.

Application: Check the two most important areas you are committed to improve upon and transfer them to the **Summary of Your Style** on page 16.

Potential Areas for Improvement:

- You may sometimes act impulsively, favoring emotion over facts.
- Your optimism and high level of trust may cause you to overestimate the abilities or intentions of others. As a result, you may be left with unexpected difficulties.
- You may overestimate your ability to influence people.
- You may tend to be a selective listener, hearing only what you want to hear.
- You could be more effective in large groups by being more firm in delegating tasks and setting deadlines.
- Your natural optimism may yield a tendency to over-forecast the success of a project.
- You are sometimes inattentive to details and may need support in this area.

Summary of Ben Sample's Style

Communication is a two-way process. Encourage others to complete their own Biblical DISC Assessment and then share the Summary Sheet below with each other. By discussing the preferences, needs and wants of the people with whom you work, minister, socialize and live, you can enhance these relationships and turn what might have been a stressful relationship into a more effective one – just by understanding and applying the Biblical DISC information.

Application: Complete the worksheet below by referring to the information on the previous pages of this report.

YOUR STRENGTHS (p. 10)

YOUR MOTIVATIONS and IDEAL WORK ENVIRONMENT (pp. 11 and 12)

STRATEGIES TO REDUCE CONFLICT AND INCREASE HARMONY (p. 13)

COMMUNICATION TIPS AND PLANS FOR OTHERS (p. 14)

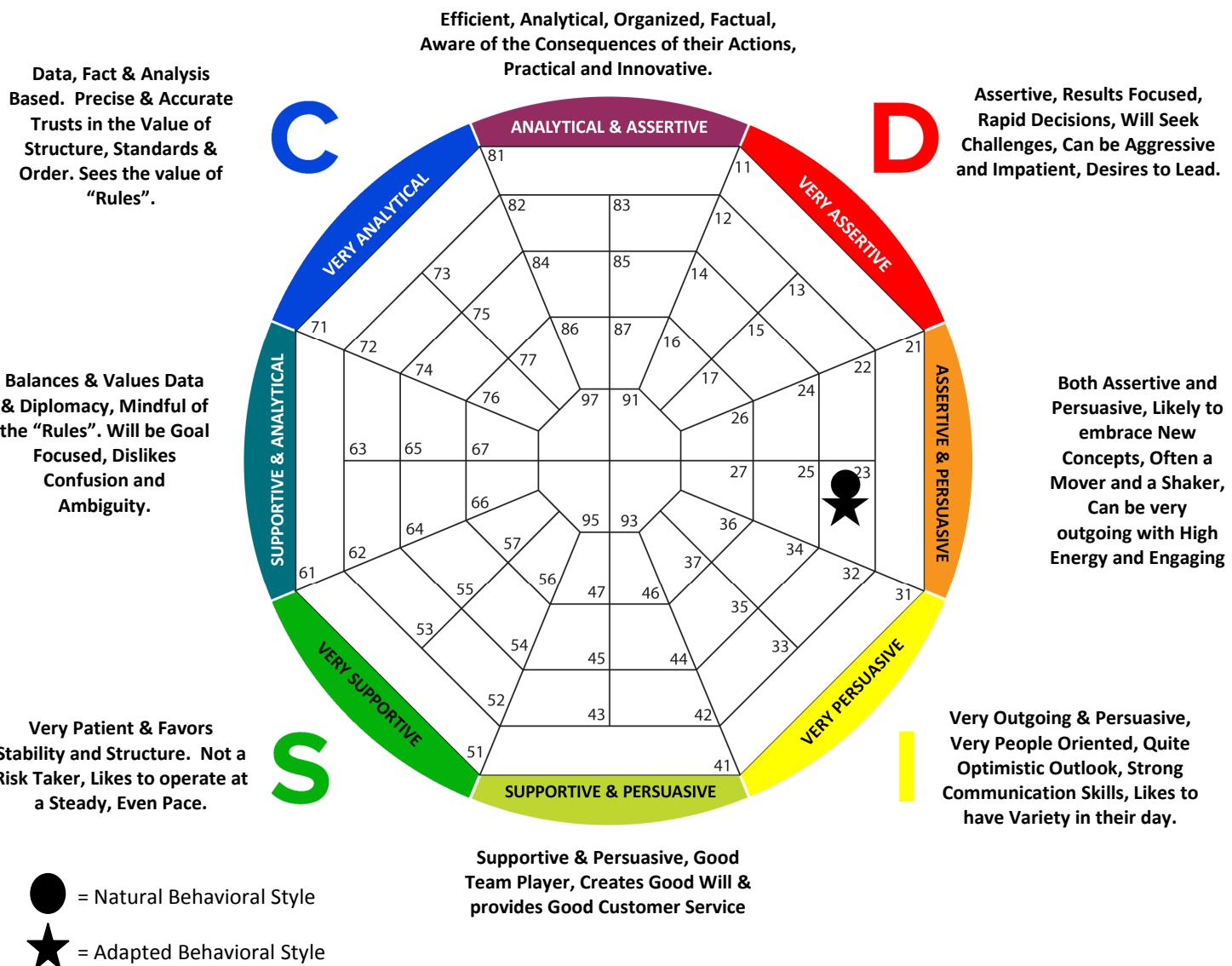
GROWTH AREAS: POTENTIAL AREAS FOR IMPROVEMENT (p. 15)

A Deeper Look at Your Behavior: The Behavioral Pattern View

The Behavioral Pattern View (BPV) has eight behavioral zones. Each zone identifies a different combination of behavioral traits. The peripheral descriptors describe how others typically see individuals with your style. Plots on the outer edges of the diamond identify that one factor (DISC) of your style will dominate the other three. As you move towards the center of the diamond, two and eventually three traits combine to moderate the intensity of your style descriptors within a specific behavioral zone.

THE SCORING LEGEND

- D = Dominance:** How you deal with Problems and Challenges
- I = Influencing:** How you deal with People and Contacts
- S = Steadiness:** How you deal with Pace and Consistency
- C = Conscientious:** How you deal with Procedure and Constraints



Adapted Style Continuum

The words in the bracketed areas below reflect the intensity of the adapted or expected behaviors you portray in each DISC segment. **Application:** Increase self-awareness of your behavioral style by identifying traits that best define your behavior. Put a plus (+) mark by words in the bracketed areas that best describe you.

	D	I	S	C
DISC Focus	Problems / Tasks	People	Pace (or Environment)	Procedures
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze
Observable	Decisive, risk-taker	Optimistic, trust others	Patience, stabilizer	Cautious, careful decisions
Fears	... being taken advantage of/lack of control	... being left out, loss of social approval	... sudden change/loss of stability and security	... being criticized/loss of accuracy and quality
6	dominant belligerent dictatorial demanding pioneering decisive	interactive persuasive spontaneous emotional impulsive overly optimistic	patient loyal steady team player indifferent remaining still	compliant perfectionist precise systematic diplomatic worrisome
5	risk taker takes chances curious self assured	enthusiastic cheerful influential sociable	too lenient kind at ease good listener	restrained conscientious analytical conforms to rules
4	hasty competitive confident positive	optimistic charitable pleasant agreeable	non-emotional deliberate amiable dependable	analytical critical of self sensitive too compliant
3	hesitant calculates risks self-critical unassuming	convincing prefers harmony adaptable reflective	mobile alert restless responsive	self-confident "own person" expresses opinion firm
2	discounts self non-demanding conservative willing	reserved factual suspicious non-emotional	ready and willing critical of others flexible impatient	persistent independent unconventional strong-willed
1	shy humble peaceful fearful meek submissive	aloof pessimistic withdrawn logical probing detached	active intense confrontational spontaneous hyperactive aggressive action	determined fearless free-spirited rebellious sarcastic defiant

Natural Style Continuum

The words in the bracketed areas below reflect the intensity of the adapted or expected behaviors you portray in each segment. **Application:** Increase self-awareness of your behavioral style by identifying traits that best define your behavior. Put a plus (+) mark by words in the bracketed areas that best describe you.

		D	I	S	C
DISC Focus	Problems / Tasks	People	Pace (or Environment)	Procedures	
Needs	Challenges to solve, Authority	Social relationships, Friendly environment	Systems, Teams, Stable environment	Rules to follow, Data to analyze	
Observable	Decisive, risk-taker	Optimistic, trust others	Patience, stabilizer	Cautious, careful decisions	
Fears	... being taken advantage of/lack of control	... being left out, loss of social approval	... sudden change/loss of stability and security	... being criticized/loss of accuracy and quality	
<hr/>					
6	dominant belligerent dictatorial demanding pioneering decisive	interactive persuasive spontaneous emotional impulsive overly optimistic	patient loyal steady team player indifferent remaining still	compliant perfectionist precise systematic diplomatic worrysome	
5	risk taker takes chances curious self assured	enthusiastic cheerful influential sociable	too lenient kind at ease good listener	restrained conscientious analytical conforms to rules	
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Understanding Your Relational Style

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 6. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Respond	Be Direct	Be Friendly	Be Nonthreatening	Be Specific
Relate	Briefness	Freedom to Express Feelings	Friendly Tones	Patient Answers
Reinforce	The Bottom Line	Social Recognition	Time to Process	Freedom to Validate
Help	Get out of the way	Talk to Me	Give Assurances	Leave Me Alone

----- midline -----

Respond	Allow Time to Process	Be Logical	Focus on Action	Focus on Activities
Relate	Nonverbal Assurances	Accurate Data	Variety	Non-structure
Reinforce	Time to React	Support	Control	Encouragement
Help	Give Me a Hug	Respect Privacy	Allow Spontaneity	Allow Flexibility
Low Style	D	I	S	C

Understanding Your Relational Style

Example: "As a High I/S and Low D/C blend, my suggestion to others in **responding** to me is *be friendly and nonthreatening*. **Relate** to me with *freedom to express my feelings*. In **reinforcing** me give me *verbal encouragement*. When I'm under stress, you can be **helpful** to me if you *talk to me*."

Using the chart above, define your relational style by completing the statements below.

Defining Your Relational Style

As a high _____ and low _____ blend, my suggestion to others in **responding** to me is _____

Relate to me with _____

In **reinforcing** me, give me _____

When I'm under stress, you can be **helpful** if you _____.

Understanding Your Communication Style

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 6. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Act	Assertive	Persuasive	Patient	Contemplative
Want	Control	Approval	Routine	Standards
Fear	Losing	Rejection	Change	Being Wrong
Fear Response	Anger	Blame	Nonparticipation	Criticism

----- midline -----

Act	Cooperative	Unemotional	Responsive	Free-spirited
Want	Harmony	Logic	Variety	Non-structured
Fear	Confrontation	Illogical actions	Status Quo	Conforming
Fear Response	Indifference	Suspicion	Physical Action	Emotion
Low Style	D	I	S	C

Understanding Your Communication Style

Example: "As a High D/C and Low I/S blend, I naturally **act assertive and responsive** because I **want control and logic**. If I perceive that I may face (**fear**) **losing or illogical actions**, I may **respond with anger or suspicion**."

Using the chart above, define your communication style by completing the statements below.

Defining Your Communication Style

As a high _____ and low _____ blend, I naturally **act** _____

because I **want** _____

If I perceive that I may face (**fear**) _____

I may **respond** with _____

Understanding Your Negotiating Style in Resolving Conflict

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 6. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Comfortable	Decisive	Enthusiastic	Supportive	Structured
Fears	Losing	Rejection	Change	Being Wrong
Tension	Demand Action	Attack	Comply	Avoid Disagreeing
Conflict	Avoid Contact	Comply	Attack	Demand Details

----- midline -----

Comfortable	A Team Player	Detached	Spontaneous	Unstructured
Fears	Confrontation	Illogical Actions	Status Quo	Conforming
Tension	Become Quiet	Remain Calm	Challenge Others	Become Arbitrary
Conflict	Stuff Feelings	React Covertly	Assess Blame	Become Sarcastic
Low Style	D	I	S	C

Understanding Your Negotiating Style in Conflict

Example: "As a High I/S and Low D/C blend facing conflict, I am most **comfortable** being *enthusiastic and supportive*. When I feel **fears** of *confrontation and rejection* it causes tension for me. Under **tension**, I may *become quiet and comply*. If this intensifies the **conflict**, I may *attack or become sarcastic*."

Using the chart above, define your negotiating style in resolving conflict by completing the statements below.

Defining Your Negotiating Style in Resolving Conflict

As a high _____ and low _____ blend, I am most **comfortable** being _____

When I feel **fears** of _____ it causes tension for me.

Under **tension**, I may _____

If this intensifies the **conflict**, I may _____.

Understanding Your Work Style

Circle the High and Low squares below that correspond with the High and Low plotting points on your graph on page 6. **Application:** Take a few minutes to consider the traits below and complete the blanks at the bottom of the page. Then share the information with an important person in your life.

High Style	D	I	S	C
Preferred Tasks	Challenging	People Related	Scheduled	Detailed
Work Style	Decisive	Interactive	Cooperative	Traditional
Strength	Problem Solver	Encourager	Supporter	Organizer
Limitation	Too Direct	Too Disorganized	Too Indecisive	Too Detailed

----- midline -----

Preferred Tasks	Routine	Technical	Diverse	Unorthodox
Work Style	Participative	Structured	Reactive	Instinctive
Strength	Team Player	Logical Thinker	Energy Source	Risk Taker
Limitation	Too Indirect	Too Impersonal	Too Intense	Too Nontraditional
Low Style	D	I	S	C

Understanding Your Work Style

Example: "As a High D/C and Low I/S blend, I **prefer tasks** that are *challenging, detailed and diverse*. My **work style** tends to be *decisive and structured*. My **strengths** are being a *problem solver, organizer and logical thinker*. Regarding my **limitations**, I tend to be *too direct, impersonal and intense*; therefore, I **need** a High I, Low D on my team."

Using the chart above, define your work style by completing the statements below.

Defining Your Work Style

As a high _____ and low _____ blend, I **prefer tasks** that are _____.

My **work style** tends to be _____.

My **strengths** are being a _____. Regarding my **limitations**, I tend to be

too _____, therefore I **need** a High _____,

(opposite) Low _____ (opposite) on my team or in my life."

Three R's of DISC Relationships	
CONSCIENTIOUS (C)	DOMINANCE (D)
<p>HOW TO RESPOND TO A HIGH C</p> <ul style="list-style-type: none"> • Be specific and accurate • Make allowance for initial responses to be cautious and/or negative • Allow freedom to ask questions <p>HOW TO RELATE TO A HIGH C</p> <ul style="list-style-type: none"> • Answer questions in a patient and persistent manner • Mix accurate data with assurances • Allow time to validate information <p>HOW TO REINFORCE THE HIGH C</p> <ul style="list-style-type: none"> • Provide a step-by-step approach • Provide reassurances of support • Give permission to validate information with third party 	<p>HOW TO RESPOND TO A HIGH D</p> <ul style="list-style-type: none"> • Be firm and direct • Focus on actions and goals • Confront to get his/her attention <p>HOW TO RELATE TO A HIGH D</p> <ul style="list-style-type: none"> • Be brief and to the point • Explain "How to achieve goals" using logic with an action plan • Allow time to consider your ideas <p>HOW TO REINFORCE THE HIGH D</p> <ul style="list-style-type: none"> • Repeat the plan of action, focusing on goals, objectives, and results • Give bottom line instructions • Get out of his/her way
<p>STEADINESS (S)</p> <p>HOW TO RESPOND TO A HIGH S</p> <ul style="list-style-type: none"> • Be non-threatening and patient • Allow time to process and adjust to change • Make allowances for family or team <p>HOW TO RELATE TO A HIGH S</p> <ul style="list-style-type: none"> • Use friendly tones when instructing • Give personal, nonverbal acceptance and assurances • Allow time to process information <p>HOW TO REINFORCE THE HIGH S</p> <ul style="list-style-type: none"> • Repeat any instructions • Provide hands-on reinforcement • Be patient in allowing time to take ownership 	<p>INFLUENCING (I)</p> <p>HOW TO RESPOND TO A HIGH I</p> <ul style="list-style-type: none"> • Be friendly and positive • Allow for informal dialogue • Allow time for stimulating and fun activities <p>HOW TO RELATE TO A HIGH I</p> <ul style="list-style-type: none"> • Use friendly voice tones • Allow time for them to verbalize their feelings • Help them transfer talk to an action plan <p>HOW TO REINFORCE THE HIGH I</p> <ul style="list-style-type: none"> • Offer positive encouragement and incentives for taking on tasks • Help them organize an action plan • Communicate positive recognition

Part II: Understanding Biblical Characters with DISC Behavior

Your Combined DISC Style Pattern

Up to this point, you have examined your DISC behavior largely by isolating the high and low plotting points and identifying which behaviors you display based on those points. While these descriptions are often quite accurate, they do not give you the full picture of your behavior. On the next four pages you will begin to see how the D, I, S, and C plotting points combine to make you the unique person you are in terms of behavioral characteristics.

The descriptions of the 16 most common behavioral patterns (DISC combinations) along with Biblical characters associated with each pattern are listed on pages 26-29. Find the graphs on these pages that look most like the shapes of your Graph I and Graph II found on page 6. Typically, each pattern will have one or two – and sometimes three - of the DISC plotting points that are prominently displayed, plotted above the midline. Look for the graph that has the same general shape as yours, even though some plotting points may be slightly higher or lower.

Circle the two graphs that correspond with your Graph I and Graph II. If your Graph I and Graph II are identical or fairly similar, you will only need to circle one.

Application

If your Graph I and Graph II are fairly similar, you only need to complete one graph assignment below. If they are different in their shape, you will get insights into your behavior by completing the assignment for both graphs. List the Biblical character(s) that are associated with your behavioral pattern(s) for

Graph I: _____

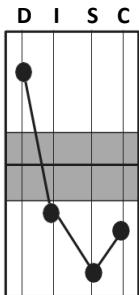
Graph II: _____

Read the descriptive information about the behavioral pattern(s) on the following pages. Personalize the information by placing a plus (+) sign next to those phrases you agree with, a minus sign (-) by those you disagree with, and a question mark (?) by phrases you are unsure about. Discuss this information with a person who knows you well to gain further insights into your behavior.

Look up the scripture passages listed with your behavioral pattern(s) and note how the Biblical characters exhibited congruent behaviors associated with that pattern.

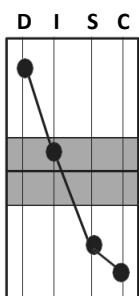
What did you learn about that character(s)? How do you see that behavior exhibited in your own life?

High D Behavioral Patterns



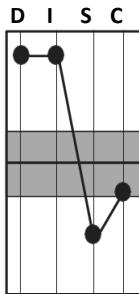
Primary D (Producer)

- 1-PRIMARY DRIVE: **Solomon, Rahab ***
Very independent in seeking solutions to problems
Ecclesiastes 2:1–11
- 2-PERSONAL GIFTEDNESS: Innovative problem solver; able to directly influence others' actions
I Kings 3:16–28, Joshua 2, 6
- 3-INSTINCTIVE FEARS: Loss of control
I Kings 2:13–25
- 4-BLIND SPOTS/PRIDE: Seeing the need to be accountable to others
I Kings 11:1–13



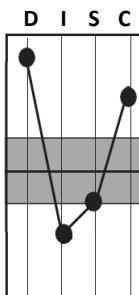
D/I (Results-Driven)

- 1-PRIMARY DRIVE: **Joshua, Sarah ***
Strength of character
Joshua 24:1–16, 31
- 2-PERSONAL GIFTEDNESS: Takes charge; acts as catalyst to carry out difficult assignments
Joshua 1:1–18
- 3-INSTINCTIVE FEARS: Slowness, especially in seeing a task or goal accomplished
Gen. 16:1–3
- 4-BLIND SPOTS/PRIDE: Seeing where their actions contribute to negative consequences
Gen. 16:1–3



D equal I (Dynamo)

- 1-PRIMARY DRIVE: **Apollos, Stephen, Lydia ***
Strong drive to control their environment by persuasion
Acts 18:24–28, Acts 16:13–15, 40
- 2-PERSONAL GIFTEDNESS: Gifted with verbal skills; can be intimidating
Acts 7:2–53, Acts 7:54–60
- 3-INSTINCTIVE FEARS: Not having authority to control events; can misrepresent the facts
Gen. 29:15–25, Gen. 29:26–30
- 4-BLIND SPOTS/PRIDE: Understanding their aggressive style can cause others to resort to covert action
Gen. 31:26–31, Acts 6:8–14



D/C (Explorer)

- 1-PRIMARY DRIVE: **Paul, Rachel,* Michal ***
Being the front-runner in developing new concepts
Gal. 1:15–16, Gal. 2:1–10
- 2-PERSONAL GIFTEDNESS: Being the instrument in bringing about change to make old systems better
Gal. 2:15–16, Acts 15:1–29
- 3-INSTINCTIVE FEARS: Others failing to measure up to their standards
Gal. 2:11–14
- 4-BLIND SPOTS/PRIDE: Understanding that grace is a critical factor in implementing standards and principles
Acts 15:36–40

Style Overview:

Producer style follows their own path and will seek new projects and challenges. They are self-reliant and like to solve their issues without asking for help. This independence fosters innovation that is strongly advocated to others. Being in control is important to them and they can push back if challenged. They have high expectations of others and can be quite critical if expected results lag. They can be seen as uncaring and difficult to work with.

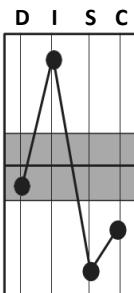
The Results-Driven style displays strong self-confidence that may be viewed as arrogance. They will pursue options that challenge them to achieve goals. They like difficult tasks, unique opportunities and seek positions of authority. They avoid constraints. Rules can be viewed as loose guidelines. They act quickly and can become impatient and critical with more methodical and analytical people. In the extreme, they can appear cool and abrasive to others.

Dynamics will make an attempt to adjust or modify the thoughts and actions of others. They are good at understanding how to steer others toward a predetermined result. They will set the stage for the desired result before they verbalize that desire. Their strong persuasive skills can elicit cooperation from others but sometimes create a feeling by others of being manipulated. Dynamics can be intimidating and can seek to override the decisions of others.

Explorers display opposing directions in their behaviors. There is a desire for results and goal achievement AND a competing desire for those results to be perfect. Explorers shift between aggression and sensitivity, the desire for immediate results vs. consideration of alternatives. They often make routine decisions quickly but may need to exercise caution for bigger ones. They are change agents who will want the space and flexibility to explore by retesting their conclusions over time. They can be seen as emotionally distant and sometimes surprisingly direct.

*Tendencies include a pattern, but not enough scriptural content to make a confident association.

High I Behavioral Patterns

**Primary I (Networker)**

1-PRIMARY DRIVE:

King Saul, Aaron

Creation of a favorable, friendly environment

I Samuel 15:6–13

2-PERSONAL GIFTEDNESS:

Quick of tongue; special ability to affirm and encourage others

Exodus 4:28–31

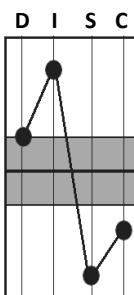
3-INSTINCTIVE FEARS:

Having to face social rejection

I Samuel 15:15, I Samuel 15:19–27

4-BLIND SPOTS/PRIDE:

Connecting commitments to action when encountering social situations

I Samuel 15:1–3, Exodus 24, 32:1–6**I/D (Influencer)**

1-PRIMARY DRIVE:

Peter, Rebekah *

Reaching out to strangers, sincere desire to help people

Genesis 24:53–58, Acts 3:1–6

2-PERSONAL GIFTEDNESS:

Influencing others with verbal persuasion; poised speaker

Acts 3:12–26, 4:4, Acts 4:7–12

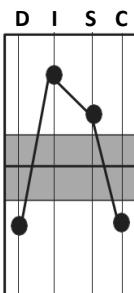
3-INSTINCTIVE FEARS:

Being rejected by friends

Galatians 2:11–12

4-BLIND SPOTS/PRIDE:

Remembering past commitments in an unfavorable environment

Matthew 26:31–35, Luke 22:54–62**I/S (Coach)**

1-PRIMARY DRIVE:

Barnabas, Abigail

Projecting encouragement; maintaining peace and harmony

Acts 4:36–37, I Samuel 25:13–35

2-PERSONAL GIFTEDNESS:

Sees the potential in people in spite of their flaws

Acts 9:26–27, Acts 15:36–39

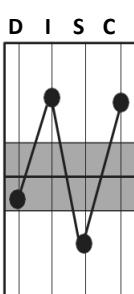
3-INSTINCTIVE FEARS:

Disappointing friends; having to continually experience disharmony

Galatians 2:13, Acts 15:38–39

4-BLIND SPOTS/PRIDE:

Knowing when an abusive situation is critical enough to confront

I Samuel 25:2–3, 19, 36**I/C (Assessor)**

1-PRIMARY DRIVE:

David, Miriam*

Being innovative with flair

I Samuel 17:26–54, I Samuel 18:20–30

2-PERSONAL GIFTEDNESS:

Working through people and having fun

I Kings 2:8–9

3-INSTINCTIVE FEARS:

Coming under public criticism; made to look bad before peers

II Samuel 11:1–27

4-BLIND SPOTS/PRIDE:

Being rational when under emotional pressure

Psalm 32**Style Overview:**

Networkers have many personal contacts who support their efforts. They are outgoing, socially comfortable and make friends with ease. They promote with enthusiasm and draw on their contacts to help them achieve their goals. They are quite optimistic, which can lead to misjudging others. They may not spend time on considering negative consequences of their "gut feel" inclinations. They can over-talk as they pursue their objectives.

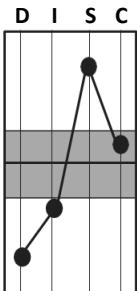
Influencers enjoy working with others. They are viewed as friendly, even as they seek to accomplish their personal goals. They often gain the respect and support of others. They aspire to positions of authority and it is important that they "look good to others." They like variety in their day. They can be too optimistic about others and tend to believe they can influence others more than they likely can. Influencers often need analytical support to offset their tendency to proceed without all the facts.

Coaches are adept at solving "people problems." They are seen as warm, empathetic and insightful. They like to form extended personal relationships and often develop a reputation for unobtrusive, contributory efforts when working with others. They can become too lenient with marginal contributors and tend to be too mild when issuing corrections, directions and expectations.

Assessors apply creative focus to practical, workable concepts and make them doable. They display competitive and results-oriented interactions but engage others with persuasion rather than through aggressive methods. They are good at explaining their ideas and the steps required to reach their goals. They are organized and often have a step by step action plan to assure a good result. They can be quite verbal in stating their dissatisfaction and in criticizing others who are not contributing.

* Tendencies include a pattern, but not enough scriptural content to make a confident association.

High S Behavioral Patterns

**Primary S (Planner)**

1-PRIMARY DRIVE:

Isaac, Dorcas *

Controlled, secure environment

Genesis 24:63–67, Genesis 22:1–9

2-PERSONAL GIFTEDNESS:

Honoring those in authority

Genesis 28:1–5

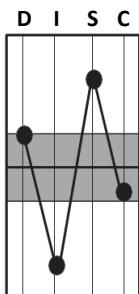
3-INSTINCTIVE FEARS:

Being strong; confronting others

Genesis 26:7–23

4-BLIND SPOTS/PRIDE:

Being confident in knowing their pattern has strengths

Genesis 26:26–33**S/D (Finisher)**

1-PRIMARY DRIVE:

Nehemiah, Joseph, Martha*

Diligence in taking ownership of tasks; industrious

Nehemiah 2:5–10

2-PERSONAL GIFTEDNESS:

Follow-through in completing task, administrative duties

Nehemiah 6:15, Genesis 39:1–6

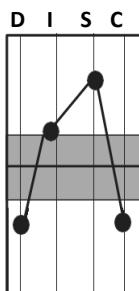
3-INSTINCTIVE FEARS:

Non-compliance to standards

Nehemiah 13:10–25

4-BLIND SPOTS/PRIDE:

Awareness that relationships are as important as completing tasks

Luke 10:38–42, John 11:20–28**S/I (Harmonizer)**

1-PRIMARY DRIVE:

Abraham, Hannah *

Security of family, maintaining peace and harmony

Genesis 14, Genesis 18:22–33

2-PERSONAL GIFTEDNESS:

Showing hospitality, being loyal to friends, expressing kindness

Genesis 18:1–8, I Samuel 1:17–28, I Samuel 2:11

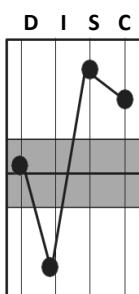
3-INSTINCTIVE FEARS:

Dissension and conflict

Genesis 13:7–9

4-BLIND SPOTS/PRIDE:

Being able to free oneself of security blankets

Genesis 11:31; 12:1–5**S/C/D (Examiner)**

1-PRIMARY DRIVE:

Jacob, James (Acts 15) Anna *

Determination and tenacity

Genesis 32:24–30, Genesis 30:25–43

2-PERSONAL GIFTEDNESS:

Steadily working through complex problems

Genesis 31:1–7

3-INSTINCTIVE FEARS:

Having to publicly match wits with strong personalities in selling ideas

Genesis 31:26–31

4-BLIND SPOTS/PRIDE:

Being preoccupied with worry

Genesis 33:1–4**Style Overview:**

Planners blend well with most others. Moderate behaviors with unobtrusive behavior defines this pattern. Will likely be considerate, helpful and patient. Will build a solid relationship with a limited number of associates. Most effective in specialized areas of expertise. Will be well planned and consistent in performance. Does not like "fire drills." Will be good at contributing to projects and activities.

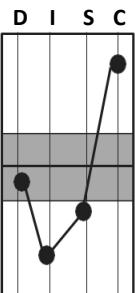
Finishers possess a strong sense of personal accountability and results orientation. They will likely demonstrate a keen interest in the quality of the work being done. Because Finishers have a high opinion for the quality of their own work, they can often either do a task themselves or take back a delegated task so that it's done right. Finishers operate at a high efficiency and expect acknowledgement and rewards for their efforts.

Harmonizers balance both interpersonal connections and goals/objectives. They are supportive, make others feel included, and extend a hand of friendship. They tend to be well organized and deliver effective results. Being service oriented, the Harmonizer style is quite good at taking on/helping with tasks that others may struggle with themselves. They do not like conflict and may avoid connections with assertive individuals.

Examiners are steady, objective and analytical. They are successful due to their strong persistence in pursuing their objectives. They can excel in complex and/or technical projects. They rely upon logic rather than emotion. They like working alone and do not feel the need to engage or be involved with others. They can sometimes be viewed as lacking tact and/or warmth.

* Tendencies include a pattern, but not enough scriptural content to make a confident association.

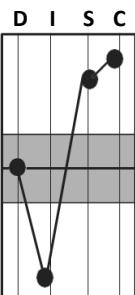
High C Behavioral Patterns

**Primary C (Fact Finder)**

- 1-PRIMARY DRIVE: Luke, Esther *
Being cautious, follows instructions
- 2-PERSONAL GIFTEDNESS: Esther 2:15–22, Luke 1:1–4
Attention to details, validation, loyal, follows the rules, diplomatic
- 3-INSTINCTIVE FEARS: Esther 4:15–16; 5:1–4
The unknown or undefined
- 4-BLIND SPOTS/PRIDE: Esther 4:10–17
Being too cautious and concerned with details
Esther 5:5–8, Esther 7:1–10

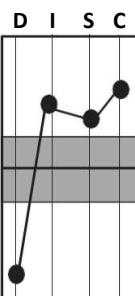
Style Overview:

Fact-finders have highly developed "quality control" and critical thinking ability. They favor logic and facts but also possess intuitive abilities that they will meld with the facts. Preparation is essential prior to action. They may appear shy but can work with others who have similar high quality focus. They avoid confrontational situations and, because they need to "get it right," can delay decisions. If they make a mistake, they will likely research additional material to support their original choice.

**C/S/D (Formalist)**

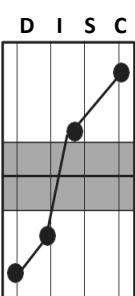
- 1-PRIMARY DRIVE: Moses, Thomas*, Naomi*
Doing things right, being accurate
- 2-PERSONAL GIFTEDNESS: Exodus 24:1–18, Deut. 1:3; 4:1
Steadiness in completing the assigned task
- 3-INSTINCTIVE FEARS: Deut. 5:1; 6:1; 8:1, Numbers 11:10–15
Criticism directed toward them
- 4-BLIND SPOTS/PRIDE: Exodus 3:7–22; 4:1–13
Unrealistic expectations cause them to decline promising opportunities
John 20:24–29

Formalists rely upon procedure and structure in all aspects of life. They are detailed oriented and seek perfection. They need to know the expectations and the timetable for their work. They can get bogged down in detail and will not rush important decisions. They will take a risk if they have the facts to support it. They may be initially suspicious of personal compliments, praise or flattery. Formalists will aggressively challenge actions/information that conflict with their point of view.

**C/S/I (Technician)**

- 1-PRIMARY DRIVE: Elijah, Deborah *, Ruth *
Intense desire to maintain quality
- 2-PERSONAL GIFTEDNESS: I Kings 18:1–19, I Kings 18:21–40
Conscientious in communicating quality standard
- 3-INSTINCTIVE FEARS: Judges 4, 5
Criticism of personal effort or work
- 4-BLIND SPOTS/PRIDE: I Kings 19:2–4
Incongruence of feelings, making logical thinking impossible
I Kings 19:9–14

Technicians will seek projects in their area(s) of expertise. They constantly challenge their own work and results. They are likely knowledgeable in many areas. They are easy to work with unless their expertise is challenged. They are quality oriented and expect strong results from themselves and others. They can become critical of others if they achieve poor results. At times, they can become too insistent on doing things a "certain way."

**C/S (Diplomat)**

- 1-PRIMARY DRIVE: Apostle John, Mary (Mother of Jesus)*
Compliant, cooperative
- 2-PERSONAL GIFTEDNESS: Luke 1:26–38, Luke 1:39–56
Team player, good follow-through, dependable, and conscientious
- 3-INSTINCTIVE FEARS: John 19:26–27
Surprises and illogical thinking
- 4-BLIND SPOTS/PRIDE: Luke 1:28–34
Being preoccupied with having to resolve every experience logically
Luke 2:7–19

Diplomats tend to be cooperative and compliant provided they understand "why" a change in plan is necessary. They also need the freedom to ask follow-up questions and validate information from a third party they respect. Once validation is confirmed, they can be trusted to follow through with whatever task they are given. They tend to need process time to consider thinking that is illogical and full of surprises.

* Tendencies include a pattern, but not enough scriptural content to make a confident association.

DISC BLENDS & BIBLICAL CHARACTERS

Your blended pattern above the midline on the Biblical DISC Assessment graph on page 6 is _____ . Review the lists below and circle the blended pattern and biblical character that best represent your style.

DISC BLENDED PROFILES

BIBLICAL CHARACTERS¹

Primary D -	SOLOMON, RAHAB
D/I -	JOSHUA, SARAH
D=I -	APOLLOS, STEPHEN, LYDIA
D/C or C/D -	PAUL, RACHEL, MICHAL
Primary I -	AARON, KING SAUL
I/D -	PETER, REBEKAH
I/S -	BARNABAS, ABIGAIL
I/C -	DAVID, MIRIAM
Primary S or S/C -	ISAAC, DORCAS
S/D -	NEHEMIAH, MARTHA
S/I -	ABRAHAM, HANNAH
S/C/D -	JACOB, JAMES [ACTS 15], ANNA
Primary C or C/S -	LUKE, ESTHER
C/S/D -	MOSES, THOMAS, NAOMI
C/S/I-	ELIJAH, DEBORAH, RUTH
C=S -	APOSTLE JOHN, MARY (Mother of Jesus)

Application: Read about the Biblical character that most closely corresponds with your DISC style (see verses on previous pages). Identify the DISC fears or points of pride that caused that character to edge God out? Study the Scriptures to determine what that person did to submit to the Holy Spirit and exalt God only. Write action ideas here about how God might use you as you submit to Him in expanding His Kingdom and fulfilling your life's purpose. How will you exalt God only?

1 - Ken Voges is the originator in associating DISC Behavioral Styles with Biblical characters.

Who Was Jesus?

"... He [Jesus] existed in the form of God, did not regard equality with God a thing to be grasped; but emptied Himself, taking the form of a bond-servant and being made in the likeness of men. And being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross.

Therefore, also God highly exalted Him, and bestowed on Him the name which is above every name that at the name of Jesus EVERY KNEE SHOULD BOW, of those who are in heaven, and on earth, and under the earth.

And that every tongue should confess that Jesus Christ is Lord, to the glory of God the Father."
Philippians 2:6-11 (NAS)

What the Passage Suggests

1. Jesus was 100% God.
2. For the 30+ years while on earth, Jesus was also 100% man, yet He remained sinless.
3. Therefore, Jesus experienced all the attributes of human behavior.
4. Jesus totally understands us and how to meet our needs through agape love (unconditional love).

What Makes the Ideal Behavioral Style?

"The DISC research evidence supports the conclusion that the most effective people are those who know themselves, recognize the demands of the situation and adjust or change their behavior so as to have the best chance to meet the needs of any given opportunity."

Jesus did this perfectly!

What Was Jesus' Behavior Like?

As our perfect role model, Jesus was able to adapt His behavior to fit the needs of every situation. The chart below utilizes various Scripture passages to illustrate Jesus' wide range of behaviors, from High D, I, S and C to Low D, I, S and C characteristics.

High D Dominance Comfortable working independently	High I Influencing Comfortable working with people	High S Steadiness Comfortable working in a routine	High C Conscientious Comfortable working in a defined system
dominant Luke 8:27-35 Mark 5:1-13 demanding Matthew 23:1-33	interactive Matthew 14:13-21 spontaneous persuasive John 8:1-9	patient Mark 14:26-31 Luke 22:31-34 team player Matthew 26:39	compliant Matthew 26:39-44 precise Luke 4:3-4 Luke 4:5-8
Luke 4:41 decisive Luke 8:23-25 takes chances Luke 11:37-53 self-assured Mark 12: 28-32	trusts others John 17:1-26 agreeable Luke 11:37 Luke 15:1-2 sociable Luke 19:1-10	cooperative John 2:3-11 John 21: 3-6 kind John 21:9-13 good listener John 21:15-17	thorough Luke 9:14-17 restrained Matthew 26:50-56 Matthew 27:12-14 Mark 14:55-61 John 19:7-11
Mark 11:27-33 confident Matthew 22:23-33	charitable Mark 8:1-9 Matthew 19:1-2	deliberate amiable Matthew 19:13-15	sensitive John 11:32-35 Mark 6:34
Matthew 12:13-16 calculates risks Mark 5:35-43	convincing John 4:1-42 adaptable	mobile Matthew 15:29-30 Matthew 19:1-2	Luke 14:2-4 "own person" Luke 15:1-10
discounts self John 12:23-28 non-demanding Luke 18:31-34 willing John 8:10-12 peaceful	reflective Luke 9:43-44 factual Luke 10:25-37 non-emotional Mark 15:3-5 controlled	Luke 13:22 Matthew 23:1-39 critical of others Luke 11:38-44 impatient Luke 11:45-54 Matthew 7:1-13	Matthew 16:1-4 Matthew 12:1-8 independent unconventional Luke 19:45-48 determined Luke 4:42-43
humble Matthew 26:36-39 fearful Matthew 26:47-56 submissive	Luke 22:41-42 withdrawn Matthew 14:22-23 Mark 6:45 detached	intense Mark 11:15-18 confrontational John 2:14-17 aggressive action	fearless Matthew 9:9-13 rebellious Mark 3:1-6 defiant
Comfortable working on a team Low D Dominance	Comfortable working alone Low I Influencing	Comfortable working with no structure Low S Steadiness	Comfortable working with no system Low C Conscientious

Jesus' Behavior on the D-I-S-C Continuum

High D traits - Total dominance: Unlimited and complete control in exercising authority over situations and individuals. Read Luke 8:27-35

As powerful as the demons were against the man in the passage, how did their behavior change when encountering Jesus? On a scale of one to 10, how would you rank Jesus' dominance factor?

Low D traits - Total submission: The complete giving up of control to fulfill someone else's plan, desires or wishes. Read Matthew 26:47-56

If Jesus chose to call on 72,000 angels to defend Him, what do you think the outcome might be with the group wanting to arrest Him? What score would you give Him for restraint?

High I traits - Socially Interactive: The ability to discern the needs of others with not only verbal affirmation and encouragement, but also seeking to meet their physical, emotional and spiritual needs.

Read *Matthew 14:13-21*

How would you rate Jesus' response to the needs of the multitude of people in the passage?

Low I traits - Seeking extreme isolation: Taking the time to be alone to recharge, reflect and redirect one's energies in meeting the more strategic challenges ahead. Read *John 6:14-15a; Mark 6:45*

Did the positive reaction of the people to Jesus' actions surprise you? Was it about to get out of hand? The proper response was to shut things down. However, considering the High I tendency to accept and embrace positive social pressure, this would have been very difficult to do. How well did Jesus do in handling this?

High S traits - Undeserved patience: The projection of unconditional love to an individual who has an unteachable moment. Read *Mark 14:27-29; Luke 22:31-34*

How confident was Peter in projecting his prideful commitments to Jesus? How would you rank Jesus' patience? Being unable to get through to Peter, what did Jesus default to?

Low S traits - Intense confrontation: Taking aggressive action against a policy that is totally contrary to moral and religious principles. Read *Mark 11:15-18*

How patient was Jesus with the money changers? Who and what was Jesus defending? Was it justified and did it have consequences?

Low C traits (note: low traits are listed first) - **Rebellious, defiant:** Taking public action to challenge, confront and offer correction to policies that are wrong and detrimental to the health of an individual or culture. Read *Mark 3:1-6*

Where, what and how did Jesus choose to challenge the religious leadership? How would you rank Jesus' emotional intensity? Were there consequences to His actions and was Jesus willing to accept them?

High C traits - Sacrificial compliance to a plan: Giving up one's ultimate rights for the benefit of someone else. Read *Exodus 32:31-32* about Moses. Then read *Matthew 26:39-44* about Jesus.

Who was the first recorded example of a person willing to give his life for the sins of a people group? What was the Lord's response? Who was the second person to give His life for the sins of others? What was God's response to Jesus' willingness to die? What was the consequence for us?

Application: Reflect on the questions listed above. Consider Jesus' perfect example in adapting His behavior to meet the needs of others. Then read the next page, and consider your response to Jesus' invitation to learn more about Him and/or to know Him personally.

How to Get Acquainted with Jesus

You Can Know Jesus Personally

2 Peter 1:3 says, *"By his divine power, God has given us everything we need for living a godly life. We have received all of this by coming to know him [Jesus], the one who called us to himself by means of his marvelous glory and excellence."*

When we know Jesus, we trust Him.

We trust Him to forgive us and to give us life, a fulfilled and forever life.

Just as you trust a chair to hold you up when you sit in it, or as you trust the airline pilot to get you to your destination safely, you trust in Jesus alone to give you all that you need.

Jesus Has a Plan for Your Life

Ephesians 1:11 says, *"Furthermore, because we are united with Christ, we have received an inheritance from God, for he chose us in advance, and he makes everything work out according to his plan."*

The Bible says that when we are joined with Jesus, God fulfills His plan in and through us, developed before we were born.

In this Biblical DISC Assessment, you have learned about your own personality traits and how you communicate and interact with others. You've seen the unique characteristics God gave you when He created you in His image (Gen. 1:27). Jesus was the perfect example of adapting His style with others as he displayed the perfect balance of love, truth and righteousness in His behavior.

You Can Begin a Relationship with Jesus Right Now!

It's really quite simple.

In Matthew 7:7-8, the Bible says, *"Ask and it will be given to you; seek and you will find; knock and the door will be opened to you. For everyone who asks receives; he who seeks finds; and to him who knocks, the door will be opened."*

When you look for Jesus, you will find Him. We'd love to help you in this journey. If you have questions about who Jesus is or how to grow in your understanding of Him, please talk with your DISC Practitioner. Or contact us at support@LeadLikeJesus.com or by phone at (800)383-6890. We would be honored to walk with you through a greater understanding of faith in Jesus.

Personal DISC Application Plan

The first two parts of this Biblical DISC Assessment were designed to help you discover:

- How God uniquely created you with specific behavioral strengths and limitations.
- Which Biblical character you are most closely aligned to in terms of your behavioral style.

Pause here for a moment to summarize your learning and create an action plan.

List 3-5 of your top strengths and several of your limitations (growth areas) from page 16:

Write the name of the Biblical character(s) with whom you most closely match:

Character 1: _____

Character 2: _____

List some of the tendencies of this character, both good and not-so-good, that we learn from Scripture.

How did either pride or fear get in the way of their effectiveness for the Lord?

How did God/Jesus/Holy Spirit shape this person as he/she submitted to God?

What was the outcome of their willingness to surrender to God?

How can you apply this learning to your own life and leadership as you submit to Him?

PART III: Applying the DISC Model to Lead and Love Like Jesus

Understanding your own behavioral style is just the first step to enhancing relationships. The next step is to apply it in real life situations. Jesus' command to "**love one another as I have loved you**" (John 13:34) compels us to modify our behavior when appropriate to meet others' needs. The power of behavioral styles lies in its application to people and situations. People want to be treated according to **their** behavioral style, not yours. And Jesus invites us to treat others as He would treat them.

THIS APPLICATION SECTION INCLUDES:

- How to Identify Another Person's Behavioral Style
- How to Modify Directness, Openness, Pace and Priority
- How to Adapt to the Different Behavioral Styles
- Communication Plan with Different Styles
- DISC Action Plan

This section will help you understand how to be more effective in relationships and situations. Good relationships can get better and challenging relationships may become good. After reviewing the information, select a relationship in which things have not gone as smoothly as you would like. Make a commitment to understand the other person's behavioral style and take a few steps to adapt your behavior to meet his/her needs.

What is Behavioral Adaptability? How Can I Do It?

Adaptability is your willingness and ability to adjust your approach or strategy based on the particular needs of the situation or relationship. Your adaptability level influences how others judge their relationship with you. Raise your adaptability level and trust and credibility go up; lower your adaptability level and trust and credibility go down. With adaptability you can treat other people the way THEY want to be treated.

No one style is naturally more adaptable than another. Adaptability concerns the way you manage your own behaviors. You practice adaptability each time you slow down for a **C** or **S** style; or when you move a bit faster for the **D** or **I** styles. It occurs when the **D** or **C** styles take the time to build the relationship with an **S** or **I** style; or when the **I** or **S** styles focus on facts or get right to the point with **D** or **C** styles. It means adjusting your behavior to make other people feel more at ease with you. Adaptability means adjusting your openness, directness, pace, and priority in the direction of another's preference, while maintaining your own identity.

Adaptability is important to all successful relationships. People often adopt a different style in their professional lives than they do in their social and personal lives. We tend to be more adaptable at work and less adaptable at home and with people we know better. Not adapting would cause others to view us as rigid and uncompromising, because we insist on behaving according to our own natural pace and priority.

Effectively adaptable people – those who lead and love like Jesus - meet other people's needs as well as their own. Through practice, they are able to achieve a balance: strategically managing their adaptability by recognizing when a modest compromise is appropriate, or, when the nature of the situation calls for them to totally adapt. Adaptable people know how to negotiate relationships in a way that allows everyone to win. They are tactful, reasonable, understanding, and non-judgmental.

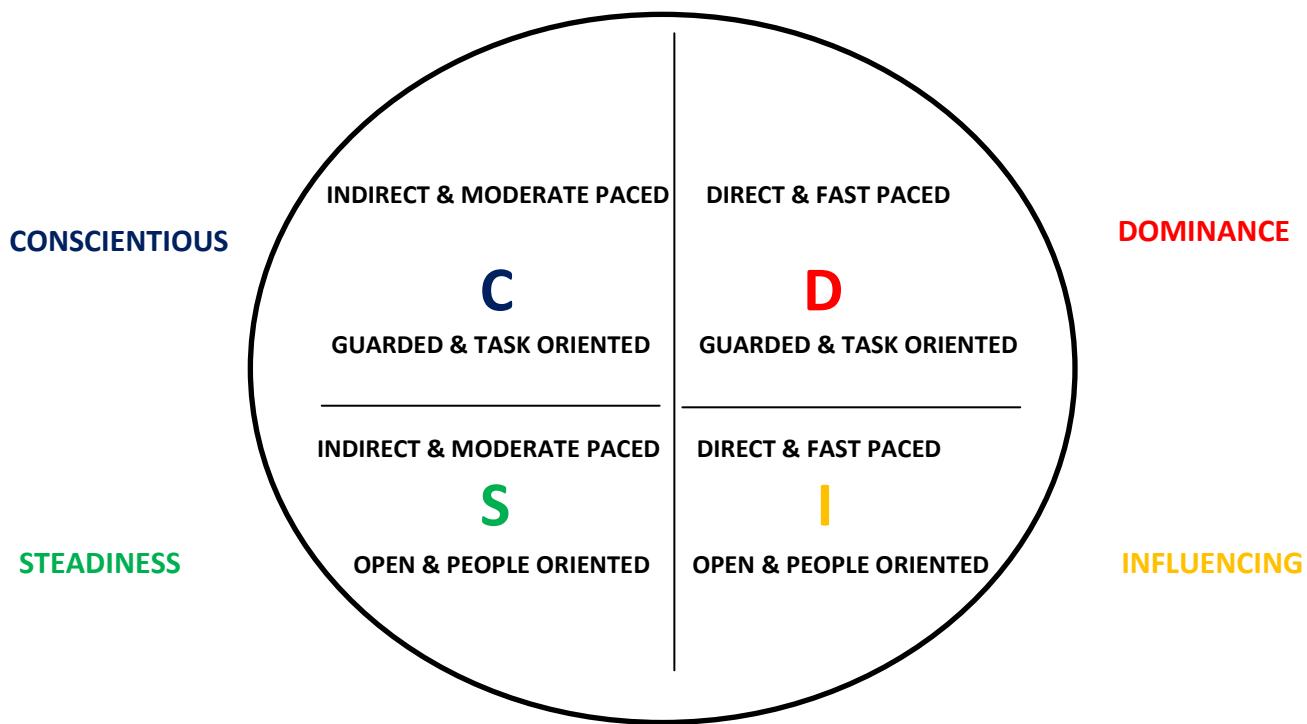
How to Identify a Person's DISC Behavioral Style

How do you quickly and accurately identify each of the four behavioral styles in order to practice adaptability? You do this by focusing on a person's observable behaviors. To identify a person's primary behavioral style, ask the following questions and check one circle in each box:

Is this person more: Direct & Fast Paced or Indirect & Moderate Paced

Is this person more: Guarded & Task Oriented or Open & People Oriented

Combine the check marks above to determine the primary behavioral style of the person you identified by referencing the four quadrants in the circle below.*



When we integrate both the natural tendency to be either **DIRECT** or **INDIRECT** with the natural tendency to be either **GUARDED** or **OPEN**, it forms the foundation for one of the four different behavioral styles:

D = Individuals who exhibit ***direct & guarded behaviors*** define the **Dominant/Directive Styles**.

I = Individuals who exhibit ***direct & open behaviors*** define the **Influencing/Extroverted Styles**.

S = Individuals who exhibit ***indirect & open behaviors*** define the **Steady/Patient Styles**.

C = Individuals who exhibit ***indirect & guarded behaviors*** define the **Conscientious/Cautious Styles**.

Application: Write the name of someone with whom you interact on a professional or personal basis – someone with whom you'd like to develop a better relationship. Answer the questions above to determine his/her primary DISC style.

Name _____ Behavioral style _____ (D-I-S-C)

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How To Modify Your Directness and Openness

DIRECT/INDIRECT

With D's DIRECT	With I's DIRECT	With S's INDIRECT	With C's INDIRECT
Maintain Directness	Maintain Directness	Decrease Directness	Decrease Directness
<ul style="list-style-type: none"> • Use a strong, confident voice • Use direct statements rather than roundabout questions • Face conflict openly, challenge and disagree when appropriate • Give undivided attention 	<ul style="list-style-type: none"> • Make decisions at a faster pace • Be upbeat, positive, warm • Initiate Conversations • Give Recommendations • Don't clash with the person, but face conflict openly 	<ul style="list-style-type: none"> • Make decisions more slowly • Avoid arguments and conflict • Share decision-making • Be pleasant and steady • Respond sensitively and sensibly 	<ul style="list-style-type: none"> • Do not interrupt • Seek and acknowledge their opinions • Refrain from criticizing, challenging or acting pushy – especially personally

GUARDED/OPEN

With D's GUARDED	With I's OPEN	With S's OPEN	With C's GUARDED
Decrease Openness	Maintain Openness	Maintain Openness	Decrease Openness
<ul style="list-style-type: none"> • Get Right to the Task, address bottom line • Keep to the Agenda • Don't waste time • Use businesslike language • Convey Acceptance • Listen to their suggestions 	<ul style="list-style-type: none"> • Share feelings, show more emotion • Respond to expression of their feelings • Pay Personal compliments • Be willing to digress from the agenda 	<ul style="list-style-type: none"> • Take time to develop the relationship • Communicate more, loose up and stand closer • Use friendly language • Show interest in them • Offer private acknowledgements 	<ul style="list-style-type: none"> • Maintain logical, factual orientation • Acknowledge their thinking • Down play enthusiasm and body movement • Respond formally and politely

Application: Consider your need to increase, maintain or decrease your directness and openness with each of the styles as noted above. Choose a D, I, S or C style person with whom you'd like to have a better working or personal relationship. Choose several strategies from the points listed above to alter your directness and openness to be more in line with his/her style, and list them here:

How To Modify Your Pace and Priority

PACE

With D's FASTER	With I's FASTER	With S's SLOWER	With C's SLOWER
Maintain Pace	Maintain Pace	Decrease Pace	Decrease Pace
<ul style="list-style-type: none"> • Be prepared, organized • Get to the point quickly • Speak, move at a faster pace • Don't waste time • Give undivided time and attention • Watch for shifts in attention and vary presentation 	<ul style="list-style-type: none"> • Don't rush into tasks • Get excited with them • Speak, move at a faster pace • Change up conversation frequently • Summarize details clearly • Be upbeat, positive • Give them attention 	<ul style="list-style-type: none"> • Develop trust and credibility over time, don't force • Speak, move at a slower pace • Focus on a steady approach • Allow time for follow through on tasks • Give them step-by-step procedures/instructions • Be patient, avoid rushing them 	<ul style="list-style-type: none"> • Be prepared to answer questions • Speak, move at a slower pace • Greet cordially, and proceed immediately to the task (no social talk) • Give them time to think, don't push for hasty decisions

PRIORITY

With D's TASK	With I's PEOPLE	With S's PEOPLE	With C's TASK
Adapt Focus	Maintain Focus	Maintain Focus	Adapt Focus
<ul style="list-style-type: none"> • Get right to the task • Provide options and let them decide • Allow them to define goals and objectives • Provide high-level follow up 	<ul style="list-style-type: none"> • Make time to socialize • Take initiative to introduce yourself or start conversation • Be open and friendly, and allow enthusiasm and animation • Let them talk • Make suggestions that allow them to look good • Don't require much follow-up, details, or long-term commitments 	<ul style="list-style-type: none"> • Get to know them personally • Approach them in a friendly, but professional way • Involve them by focusing on how their work affects them and their relationships • Help them prioritize tasks • Be careful not to criticize personally, keep it specific and focused 	<ul style="list-style-type: none"> • Be prepared with logic and practicality • Follow rules, regulation and procedures • Help them set realistic deadlines and parameters • Provides pros and cons and the complete story • Allow time for sharing of details and data, • Be open to thorough analysis

Application: Consider your need to increase, maintain or decrease your pace with each of the styles as noted above. Also consider your need to adapt your focus on either task or people. Then choose a D, I, S or C style person with whom you'd like to have a better working or personal relationship. Choose several strategies to alter your pace and priority to be more in line with his/her style, and list them here:

How to Adapt to the DOMINANCE Style

They're time-sensitive; so don't waste their time. Be organized and get to the point. Give them relevant information and options, with probabilities of success. Give them written details to read at their leisure — all on a single page. The Dominance Styles are goal-oriented, so appeal to their sense of accomplishment. Stroke their egos by supporting their ideas and acknowledge their power and prestige. Let the D Style call the shots. If you disagree, argue with facts, not feelings. In groups, allow them to have their say because they are not the type who will take a back seat to others. With the Dominance Style, in general, be efficient and competent.

AT WORK, HELP THEM TO...

- More realistically gauge risks
- Exercise more caution and deliberation before making decisions
- Follow pertinent rules, regulations, and expectations
- Recognize and solicit others' contributions
- Tell others the reasons for decisions
- Cultivate more attention/responsiveness to emotions

IN SOCIAL SETTINGS ...

- Let them know that you don't intend to waste their time
- Convey openness and acceptance of them
- Listen to their suggestions
- Summarize their achievements and accomplishments
- Give them your time and undivided attention
- Appreciate and acknowledge them when possible

How to Adapt to the INFLUENCING Style

The Influencing Styles thrive on personal recognition, so pour it on sincerely. Support their ideas, goals, opinions, and dreams. Try not to argue with their pie-in-the-sky visions; get excited about them. The I Styles are social-butterflies, so be ready to flutter around with them. A strong presence, stimulating and entertaining conversation, jokes, and liveliness will win them over. They are people-oriented, so give them time to socialize. Avoid rushing into tasks. With the Influencing Styles, in general, be interested in them.

AT WORK, HELP THEM TO...

- Prioritize and organize
- See tasks through to completion
- View people and tasks more objectively
- Avoid overuse of giving and taking advice
- Write things down

IN SOCIAL SETTINGS...

- Focus on a positive, upbeat, warm approach
- Listen to their personal feelings and experiences
- Respond openly and congenially
- Avoid negative or messy problem discussions
- Make suggestions that allow them to look good
- Don't require much follow-up, detail or long-term commitments
- Give them your attention, time and presence

How to Adapt to the STEADINESS Style

They are relationship-oriented and want warm and fuzzy relationships, so take things slow, earn their trust, support their feelings, and show sincere interest. Talk in terms of feelings, not facts. The S Styles don't want to ruffle feathers. They want to be assured that everyone will approve of them and their decisions. Give them time to solicit co-workers' opinions. Never back a Steadiness Style into a corner. It is far more effective to apply warmth to get this chicken out of its egg than to crack the shell with a hammer. In general, be non-threatening and sincere.

AT WORK, HELP THEM TO...

- Utilize shortcuts and discard unnecessary steps
- Track their growth
- Avoid doing things the same way – help them realize there is more than one approach to tasks
- Become more open to some risks and changes; speak up and voice their thoughts and feelings
- Modify their tendency to automatically do what others tell them
- Feel sincerely appreciated; get and accept credit and praise, when appropriate

IN SOCIAL SETTINGS...

- Focus on a slower-paced, steady approach
- Avoid arguments and conflict; behave pleasantly and optimistically
- Respond sensitively and sensibly
- Privately acknowledge them with specific, believable compliments
- Allow them to follow through on concrete tasks; show them step-by-step procedures
- Give them stability and a minimum amount of change

How to Adapt to the CONSCIENTIOUS Style

They are time-disciplined, so be sensitive to their schedules. They need details, so give them data. They are task-oriented; so don't expect to become their friend before working with them - friendship may develop later. Be systematic, logical, well prepared and exact. Give them time to make decisions and work independently. Allow them to talk in detail. Do not expect the C Styles to take the lead or be outspoken contributors, but do rely on them to conduct research, crunch numbers, and perform detailed footwork for the group. The C Styles like to be complimented on their brainpower. Be thorough, well prepared, detail-oriented and patient.

AT WORK, HELP THEM TO...

- Share their knowledge and expertise with others
- Stand up for themselves with the people they prefer to avoid
- Shoot for realistic deadlines and parameters
- View people and tasks less seriously and critically
- Balance their lives with both interaction and tasks
- Keep on course with tasks, less checking

IN SOCIAL SETTINGS...

- Use a logical approach
- Listen to their concerns, reasoning, and suggestions
- Solicit their insights and suggestions; respond formally and politely
- Negative discussions are OK, so long as they aren't personally directed
- Privately acknowledge them about their sound thinking
- Focus on how pleased you are with their procedures
- Show them by what you do, not what you say

Communication Plan with the DOMINANCE Style

CHARACTERISTICS:	SO YOU...
Concerned with being #1	Show them how to win, new opportunities
Think logically	Display reasoning
Want facts and highlights	Provide concise data
Strive for results	Agree on goal and boundaries, the support or get out of their way
Like personal choices	Allow them to "do their thing," within limits
Like changes	Vary routine
Prefer to delegate	Look for opportunities to modify their workload focus
Want others to notice accomplishments	Compliment them on what they've done
Need to be in charge	Let them take the lead, when appropriate, but give them parameters
Tendency towards conflict	If necessary, argue with conviction on points of disagreement, backed up with facts; don't argue on a "personality" basis

Communication Plan with the INFLUENCING Style

CHARACTERISTICS	SO YOU...
Concerned with approval and appearances	Show them that you admire and like them
Seek enthusiastic people and situations	Behave optimistically and provide upbeat setting
Think emotionally	Support their feelings when possible
Want to know the general expectations	Avoid involved details, focus on the "big picture"
Need involvement and people contact	Interact and participate with them
Like changes and innovations	Vary the routine; avoid requiring long-term repetition by them
Want others to notice THEM	Compliment them personally and often
Often need help getting organized	Do it together
Look for action and stimulation	Keep up a fast, lively, pace
Surround themselves with optimism	Support their ideas and don't poke holes in their dreams; show them your positive side
Want feedback that they "look good"	Mention their accomplishments, progress and your other genuine appreciation

Application: List the name of someone with whom you'd like to better communicate, either personally or professionally: _____

Based on their behavioral style, list several strategies from the "So You ..." section above that would create better communication:

Communication Plan with the STEADINESS Style

CHARACTERISTICS	SO YOU...
Concerned with stability	Show how your idea minimizes risk
Think logically	Show reasoning
Want documentation and facts	Provide data and proof
Like personal involvement	Demonstrate your interest in them
Need to know step-by-step sequence	Provide outline and/or one-two-three instructions as you personally “walk them through”
Want others to notice their patient perseverance	Compliment them for their steady follow-through
Avoid risks and changes	Give them personal assurances
Dislike conflict	Act non-aggressively, focus on common interest or needed support
Accommodate others	Allow them to provide service or support for others
Look for calmness and peace	Provide a relaxing, friendly atmosphere
Enjoy teamwork	Provide them with a cooperative group
Want sincere feedback that they’re appreciated	Acknowledge their easygoing manner and helpful efforts, when appropriate

Communication Plan with the CONSCIENTIOUS Style

CHARACTERISTICS	SO YOU...
Concerned with aggressive approaches	Approach them in an indirect, nonthreatening way
Think logically	Show your reasoning
Seek data	Give data to them in writing
Need to know the process	Provide explanations and rationale
Utilize caution	Allow them to think, inquire and check before making decisions
Prefer to do things themselves	When delegating, let them check procedures, and other progress and performance before they make decisions
Want others to notice their accuracy	Compliment them on their thoroughness and correctness when appropriate
Gravitate toward quality control	Let them assess and be involved in the process when possible
Avoid conflict	Tactfully ask for clarification and assistance you may need
Need to be right	Allow them time to find the best or “correct” answer, within available limits
Like to contemplate	Tell them “why” and “how”

Application: List the name of someone with whom you’d like to better communicate, either personally or professionally: _____

Based on their behavioral style, list several strategies from the “So You ...” section above that would create better communication:

DISC ACTION PLAN

The purpose of the Biblical DISC Assessment is to help you transform your heart and behavior to become more like Jesus. Jesus was and is the perfect role model of how we are to love God and love others – the two greatest commandments. The next step of your transformational journey is to create an action plan to keep you focused on serving others by adapting and modifying your behavior to meet the needs of others.

List ways that you will use your God-given strengths to glorify God and serve others.

List ways you will adapt/modify your behavior to be more effective when working with/relating to a:

High D Style _____

High I Style _____

High S Style _____

High C Style _____

Toxic fear and false pride are tools that Satan uses to cause us to stumble, to decrease our effectiveness and to destroy relationships. List several ways that fear and/or pride show up in your behavior. Then, list several strategies you will use to turn toxic fear into God-grounded confidence and false pride into humility?

Write a prayer asking Jesus to help you in your transformational journey of loving, living and leading like Him.

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LOOKING FOR YOUR NEXT STEPS?

CEO or teacher, pastor or parent, shopkeeper or student—if you desire to impact the lives of others by leading like Jesus, we invite you to join the LLJ movement and expand your leadership abilities. Lead Like Jesus offers leadership-building resources for teens and young adults as well as for seasoned executives, all with the goal of demonstrating God's love for people while helping them change the way they live, love, and lead.

Continue your journey with us by checking out the resources below!

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DISC STYLES COACHING

Explore how Lead Like Jesus' coaching can help you better understand your style and how to maximize your style for effective results and relationships.

DISC STYLES WORKSHOPS

The DISC styles information lends itself well to a variety of Biblical and secular workshops and seminars on topics such as: Coaching, Communications, Conflict Management and Teambuilding.

DISC STYLES COUNSELING

Qualified therapists and counselors will find the DISC styles information useful for individual, family and/or marriage counseling.

DISC STYLES CERTIFICATION

Become certified to use the DISC styles assessments and additional resources in your own coaching, consulting, counseling or training applications.

Lead Like Jesus offers customized leadership development solutions for churches, businesses and organizations, including:

Executive and Team Coaching Online Training Leadership Development Workshops

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