



# Biblical DISC® Assessment



**Report for: Sample Report**

**Provided by: Lead Like Jesus**

**Date: 7/22/2016**



**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, openness** that each style exhibits.

#### Listed Below are Behavioral Descriptors of Each Style

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

#### Recognizing the Directness, Openness, Pace and Priority of Each Style

##### 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

##### PACE AND PRIORITY OF EACH STYLE

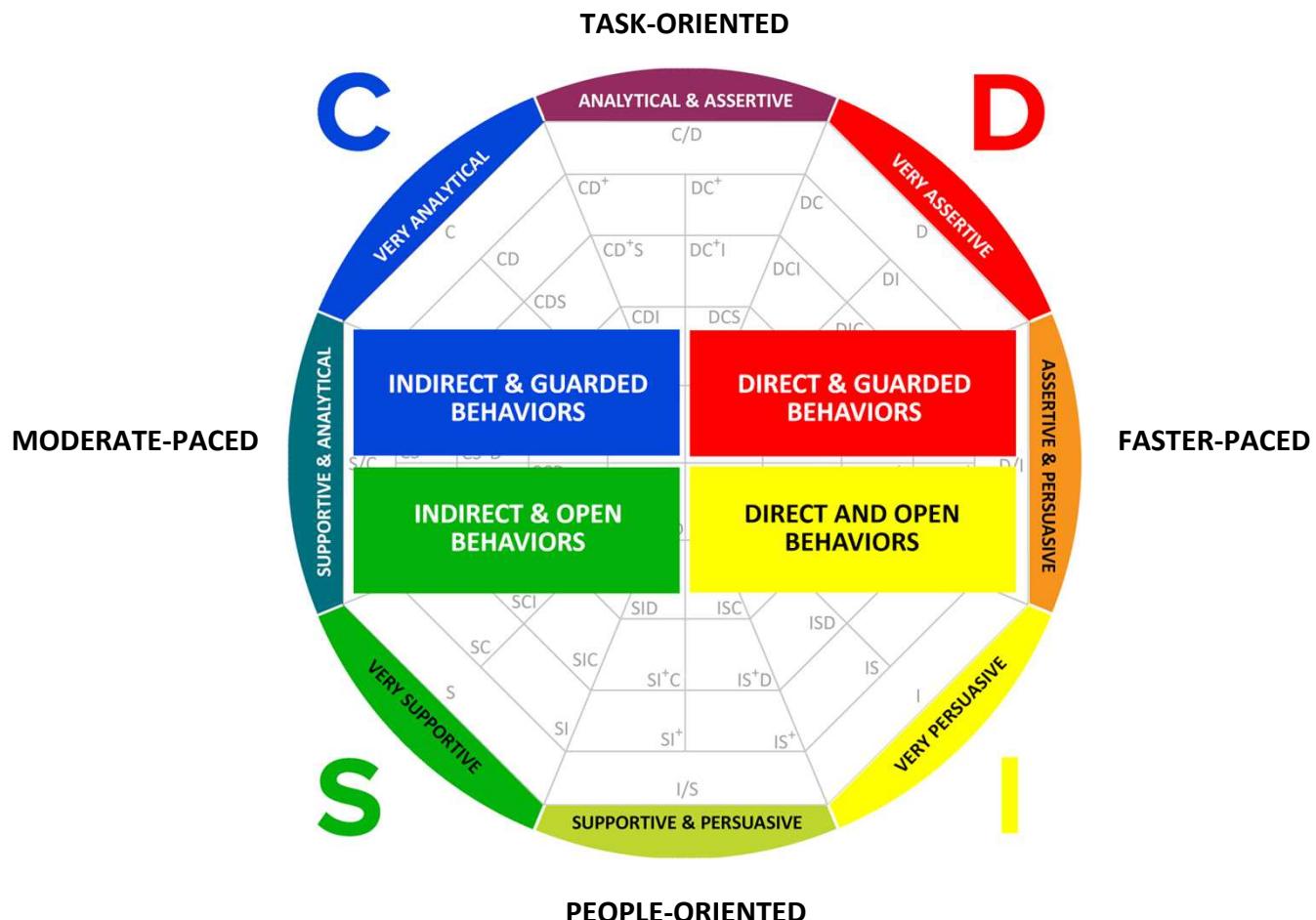
STYLE	TENDENCIES
DOMINANCE	Fast-paced and task-oriented
INFLUENCE	Fast-paced and people-oriented
STEADINESS	Slow-paced and people-oriented
CONSCIENTIOUS	Slow-paced and task-oriented

## Recognizing Behavioral Styles through Pace and Priority

One of the quickest ways to get a “reading” on peoples’ behavioral style is by looking at the observable differences in pace and priority. The octagonal “wheel”\* below illustrates this difference in pace (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.**

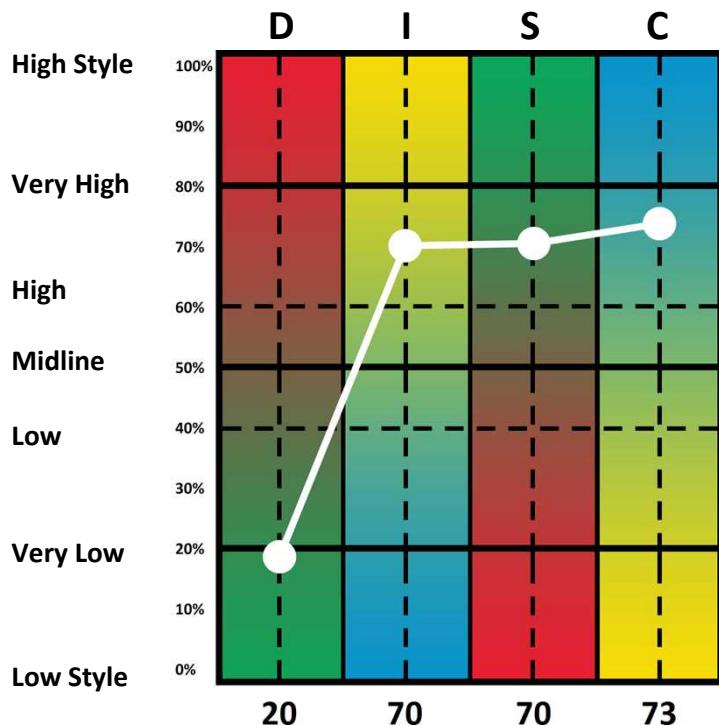
- D and I styles have different **PACES** than S and C styles. D and I are faster-paced, while S and C are more moderate-paced.
- D and C styles have different **PRIORITIES** than I and S styles. D and C are task-oriented, while I and S are people-oriented.
- D and S styles have **BOTH PACE AND PRIORITY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



\*This “wheel” 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.

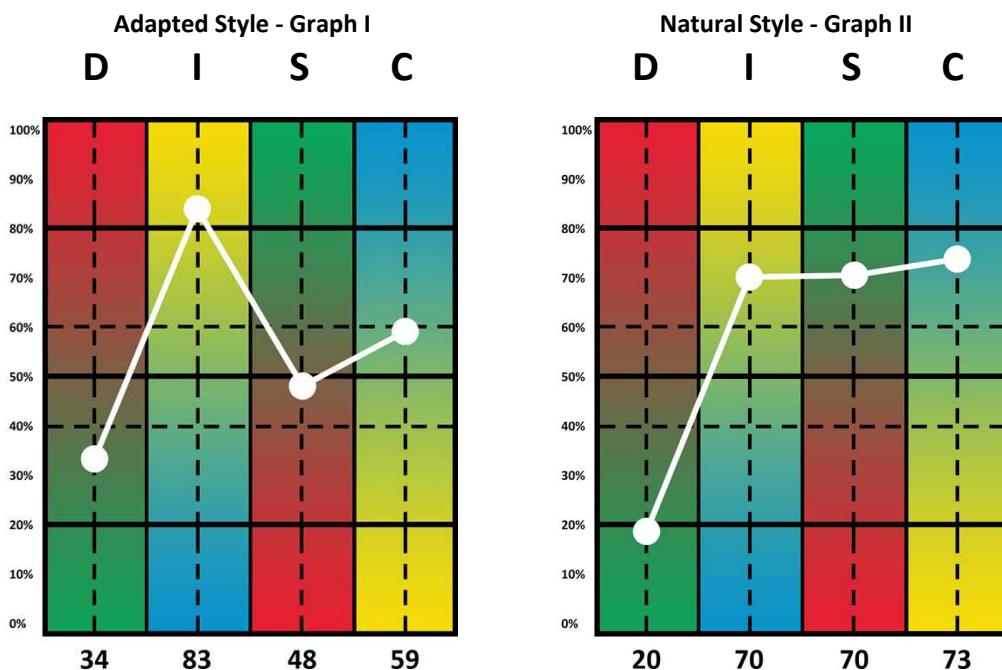
**S - Steadiness Styles:** Work toward supporting and cooperating with others; they function best in a supportive and harmonious environment.

**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 20% or more on your plotting points 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
<b>Primary Drive</b>	Independence	Interaction	Stability	Correctness
<b>Preferred tasks</b>	Challenging	People related	Scheduled	Structured
<b>Comfortable with</b>	Being decisive	Social friendliness	Being part of a team	Order and planning
<b>Personal strength</b>	Problem solver	Encourager	Supporter	Organizer
<b>Strength out of control</b>	Preoccupation on goals over people	Speaking without thinking	Procrastination in addressing change	Over analyzing everything
<b>Personal limitation</b>	Too direct and intense	Too disorganized and nontraditional	Too indecisive and indirect	Too detailed and impersonal
<b>Personal wants</b>	Control, Variety	Approval, Non-structure	Routine, Harmony	Standards, Logic
<b>Personal Fears</b>	Losing, Being taken advantage of	Rejection, Rigid structure	Change, Confrontation	Criticism, Illogical thinking
<b>Blind spots</b>	Being held accountable	Follow through on commitments	Embracing need for change	Making decisions without analysis
<b>Needs to work on</b>	Empathy, Patience	Controlling emotions	Being assertive when pressured	Worrying less about everything
<b>Measuring Maturity</b>	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 like working independently, but have the ability to manage workloads and delegate responsibilities when necessary. Your multifaceted operational style allows for success in a variety of situations. Your interest in people drives you to be involved with others, and your high level of patience helps you follow through on details of a project. In addition, your high quality control standards allow you to make adjustments in your own work style in order for things to get done correctly.

Sample, your response pattern to the instrument indicates that you are an excellent listener, and you are able to get along with a variety of people in many situations. This is a strength that should assist you in the workplace and in your personal life. This trait comes from your enthusiasm, and your sincere interest in others. You are able to maintain high standards, and at the same time be flexible when necessary.

You tend to be rather friendly and easy-going in your interactions with others, often demonstrating a positive sense of humor. This can be appropriately disarming in situations that are potentially tense. You have the ability to make a quip or comment that breaks the tension in a tight situation. In a positive climate, you maintain your spirit by feeding on your energy and sincere interest in others.

You score like those who tend to become vocally disappointed when standards aren't met. However, they may not express their disappointment directly to those who can do something about it. Instead, they sow seeds of discontent with others who don't have control of the situation. More effective results can be achieved by politely approaching the person in control of the situation, and explaining the reasons for the disappointment to them. In many cases, the person may not have been aware of the negative impact, and your input can help improve the situation.

You set high personal standards for yourself and persuade others by demonstrating competence. This strength can be of value to the team because you lead by doing, rather than by delegating. That is, you set the example by rolling up your sleeves and demonstrating the work that needs to be done. You won't ask others to do something that you're not willing to do yourself. Others on the team should have respect for the leadership style that you show.

You demonstrate a high degree of competence in your areas of expertise, and continuously strive to improve your skills and knowledge base. This trait comes from a few sources: your high interest in quality control, your natural curiosity, and your patience in learning and doing things the right way. When you succeed in an area, you tend to raise the bar and subsequently try to improve. This makes you an excellent role model for others on the team.

## 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 are a reflective, critical thinker, able to comprehend complex or abstract systems, assist with solutions, and get others on board with the project.
- You can be depended upon to do what you say you will do.
- Due to your combination of people skills, patience, and objective reasoning, you have the ability to logically negotiate cooperation from others, rather than demanding it.
- You are always well-prepared for meetings. You do your homework and expect the same of others.
- You are willing to work hard for a mission, cause, project, or purpose.
- Your remarkable consistency allows you to maintain a stable and predictable pace to complete complex projects. You demonstrate a tireless work ethic in getting the job done.
- You are skilled in dealing with details (e.g., precise standards, data, and fine print) with accuracy and confidence.

#### **Your Work Style Tendencies That You Bring to the Job:**

- You make job-related decisions by gathering facts and considering the needs of the people involved.
- You want to be perceived as someone with the ability to take the seed of an idea and develop it into a successful solution.
- You show a special ability to help others on the team visualize the activities necessary to obtain success in a complex project.
- You may tend to overuse your power in order to get your way.
- You have the ability to contribute to a pleasant and efficient work environment, due to your attention to people and knack for quality control.
- On the job, you bring a high degree of optimism and a strong desire to win.
- You have the ability to carry out detailed action plans, and verbalize the steps in an articulate manner.

## 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:**

- A system of support to assist with the details and follow-through.
- Procedures that support a quality initiative and have the flexibility to be changed when necessary.
- Having sufficient time to consider all options before making a final decision.
- Security in knowing that the products and services are of the highest quality.
- Receiving complete explanations of systems and processes that impact the work environment.
- A supportive and encouraging working environment.
- A variety of activities involving interpersonal contact, both on and off the job.

### **People With Patterns Like You Tend to Need:**

- Peers with equal ability, competence, and work ethic.
- Reassurance that the long hours spent on a project are worthwhile in building a successful outcome.
- Reassurance for taking appropriate and calculated risks.
- Increased authority to delegate routine tasks and procedures.
- An increased sense of urgency to get things done expediently.
- A reliable and competent support staff, especially when the work culture is under pressure.
- Participation in team efforts and activities.

## 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:**

- An environment that supports your critical thinking skills.
- Projects requiring you to motivate and persuade people.
- Time to reflect and think about pros and cons to solutions.
- Complete explanations of areas of responsibility and control.
- Highly specialized assignments and technical areas of responsibility.
- Activities including many opportunities for interaction with people.
- Variety in work tasks and projects.

## The C 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:**

- Resentful
- Slow to begin work
- Over-reliant on data and documentation
- Unable to meet deadlines
- Slow to act

#### **Under Stress You Need:**

- Guarantees that you are right
- A slow pace for "processing" information
- Accuracy

#### **Your Typical Behaviors in Conflict:**

- You tend to hold conflicts or conflicting views in your mind, looking for proof that you are right or a new valid way of looking at things that accommodates both points of view.
- Although you generally avoid overt conflict, you may speak out on a matter of principle in order to protect your high standards.
- You often resort to various indirect techniques to manipulate the environment to make it more favorable to your position. You may resort to little known rules and procedures, the literal meaning of regulations, the use of committees, and other indirect approaches.

#### **Strategies to Reduce Conflict and Increase Harmony:**

- Be more open with your friends and coworkers, sharing your feelings, needs and concerns with them.
- Recognize that others may be more comfortable dealing with conflict, anger, and aggression. Expressions of anger or somewhat aggressive behavior by others are not necessarily personal attacks on you.
- Stand up for yourself with supervisors, friends, and coworkers rather than avoiding them or pretending to go along with them.

## 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 Sample, DO:**

- Assure Sample that there won't be any surprises.
- Ask for Sample's input regarding people and specific assignments.
- Provide testimonials from people Sample sees as important and prominent.
- Be certain to conclude the communication with some modes of action and specific next steps for all involved.
- Give Sample time to verify the issues and potential outcomes.
- Provide clear, specific solutions, and support your position with pros and cons.
- Be certain that individual responsibilities are clear, in writing, and that there are no ambiguities.

### **When Communicating with Sample, DON'T:**

- Be vague about what's expected of the group.
- Use someone else's opinion as evidence.
- Make decisions for Sample.
- Be disorganized or sloppy.
- Offer promises that you can't keep.
- Get in the habit of manipulating ideas quickly.
- Leave the idea or plan without backup support.

## 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 provide a false sense of buy-in to others on the team, then may sometimes resist passively-aggressively.
- You may hold on too tightly to past tradition in procedures and processes, thus requiring a complete explanation of details before changes are made.
- Because of your desire for completeness, you may encounter some difficulty in meeting deadlines.
- You may react on impulse rather than thinking things through before responding.
- When pressured or faced with sudden change, you may become indecisive.
- You may tend to trust people a bit too much and may suffer setbacks as a result.
- You tend to promise a bit more than you can deliver, then enlist others to help deliver it.

## Summary of Sample Report'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)**

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

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

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**COMMUNICATION TIPS AND PLANS FOR OTHERS (p. 14)**

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

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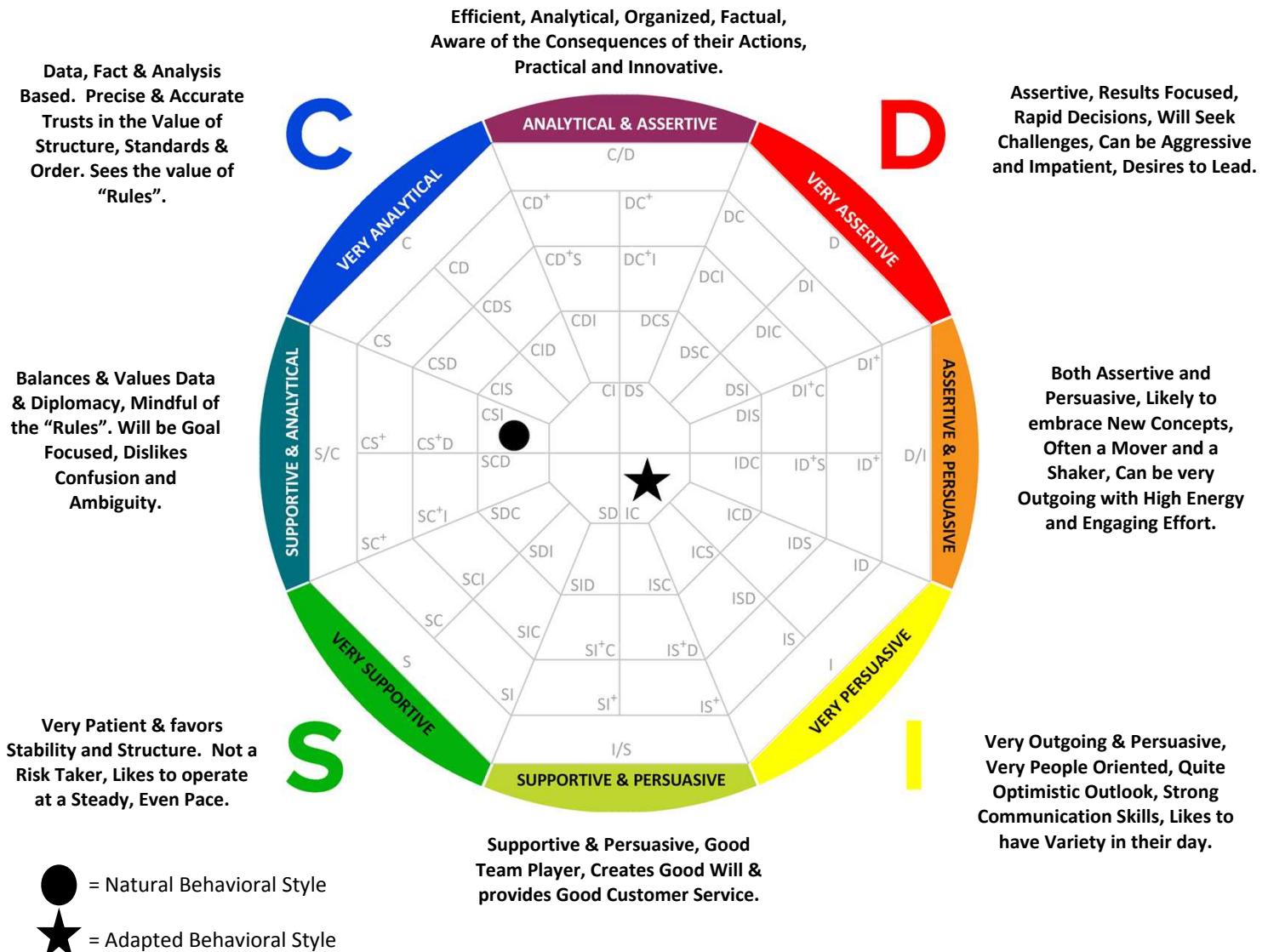
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## A Deeper Look at Your Behavior: The Behavioral Pattern View

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 plus sign indicates that the preceding style score is higher, moving you closer to that style zone (i.e. CD+S: The D score is stronger than in CDS so it plots closer to the D 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 Procedures 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
<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 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 natural 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	
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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	
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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	

## Understanding Your Task 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 Task 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 task style by completing the statements below.

#### Defining Your Task 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."

## 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
Fear	Losing	Rejection	Change	Being Wrong
Tension	Demand Action	Attack	Comply	Avoid Disagreeing
Conflict	Withhold Contact	Shift Blame	Passive/Aggressive	Demand Details

midline -----

Comfortable	A Team Player	Detached	Spontaneous	Unstructured
Fear	Confrontation	Illogical Actions	Status Quo	Conforming
Tension	Become Quiet	Remain Calm	Challenge Others	Become Arbitrary
Conflict	Stuff Feelings	React Covertly	Punitive action	Emotional denials
Low Style	D	I	S	C

### Understanding Your Negotiating Style in Resolving 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 *shift blame* or use *emotional denials*."

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 \_\_\_\_\_ or use \_\_\_\_\_

## 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 \_\_\_\_\_.

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

## 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 your high and low plotting points. While these descriptions are often quite accurate, they do not give you the full picture of your behavior. These next five pages will show you how your D, I, S, and C plotting points combine to make you the unique person you are in terms of behavioral characteristics. Listed below are your DISC combinations for both Graphs I and II. Included are a pattern name, a paragraph of descriptive information about your combined pattern, and additional behavioral tendencies in eight categories.

### Your Adapted Behavioral Style: Assessor

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.

- **Emotional characteristic:** Strong desire to look good to others.
- **Goals:** To win and to win with style.
- **How others are valued:** By their ability to trigger action and activities.
- **Influences group:** Acknowledgement of others' competitive ideas.
- **Value to the organization:** Players who work through others.
- **"Watch-out-for":** Can overstep bounds of authority and be overly clever.
- **When under pressure:** Can become overly critical and impatient with others.
- **Fears:** Looking bad in the eyes of other people and/or not being viewed as a winner.

### Your Natural Behavioral Style: Technician

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."

- **Emotional characteristic:** Need to be current and keep pace with others.
- **Goals:** High expectations for their own growth and advancement.
- **How others are valued:** Through demonstrated self-discipline, position and authority.
- **Influences group:** Projecting confidence in ability to create, implement and expand the correct activities and actions.
- **Value to the organization:** Skilled problem-solvers and experts in identifying solutions for their own area(s) of experience.
- **"Watch-out-for":** Over-focus on personal goals and may expect too much from others.
- **When under pressure:** Can become inhibited and overly sensitive to critical feedback.
- **Fears:** Being too predictable or being unrecognized for their contributions.

Note that your Graph I and Graph II patterns above may be identical, or they may be unique. Different patterns indicate that you are currently flexing your behavior in your adapted style (Graph I).

### Application

Read the descriptive information about your pattern(s) shown above. Personalize the information with a plus (+) sign, minus sign (-), and a question mark (?). Discuss this with a trusted friend or colleague. Next, circle the one or two graphs on pages 26-29 that correspond with the pattern name shown above. Then identify the Biblical character(s) that are associated with your behavioral pattern(s) for each graph. 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? What can you learn?

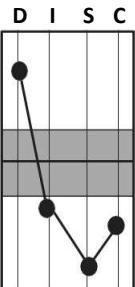
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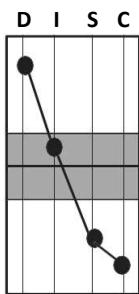
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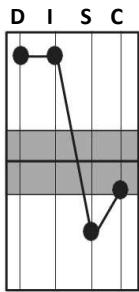
## High D Behavioral Patterns

**Primary D (Producer)**

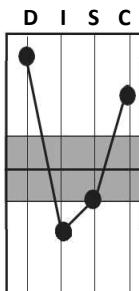
- 1-PRIMARY DRIVE: Solomon, Rahab \*
- Very independent in seeking solutions to problems
- Ecclesiastes 2:1–11**
- 2-PERSONAL GIFTEDNESS: Ecclesiastes 2:1–11
- Innovative problem solver; able to directly influence others' actions
- I Kings 3:16–28, Joshua 2, 6**
- 3-INSTINCTIVE FEARS: Loss of control
- 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: Joshua 24:1–16, 31
- 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 equals I (Dynamo)**

- 1-PRIMARY DRIVE: Apollos, Stephen, Laban, Lydia \*
- Strong drive to control their environment by persuasion
- Acts 18:24–28, Acts 16:13–15, 40**
- 2-PERSONAL GIFTEDNESS: Acts 18:24–28, Acts 16:13–15, 40
- 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: Gal. 1:15–16, Gal. 2:1–10
- 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:**

Producers follow their own paths in seeking new projects. Solomon remains the biblical model for this Classical Pattern as he planned and built the first temple. While seeking new challenges, Producers tend to be very independent in their involvement. Using the pronoun "I" 41 times, the first two chapters of Ecclesiastes record many of the projects Solomon attempted. Producers are innovative problem-solvers; Solomon's suggestion to cut a baby in half to settle an argument between mothers qualifies.

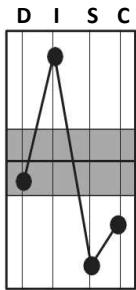
Results-Driven styles desire that goals be completed in a timely manner and thus become impatient and aggressive when plans take too long. Sarah displayed this style when she proposed an alternate solution in gaining a son by Abraham through Hagar her servant. When the plan did not work out, Sarah blamed Abraham for the entire affair. However, Sarah's greatest testimony was choosing to honor and respect Abraham, and she became the model of submission in I Peter 3:1-6.

Dynamics make great entrepreneurs along with being gifted persuaders. Lydia had her own business of selling purple fabrics. When Paul presented the gospel, she immediately accepted Jesus as her savior. She then made sure her entire household became believers. Later, Lydia prevailed (demanded) that Paul stay at her house while he was there. Shortly thereafter, he became a prisoner of the town but was later released from prison. Paul then went directly to Lydia's home where he knew he would be safe.

Explorers display opposing directions in their behaviors. This allows them the ability to rearrange the elements of an existing system into a different configuration that results in an effective new flow of communication. Paul concluded that a person is not justified by the works of the law, but by simple faith in Jesus Christ. Because Explorers are task driven, and they can be critical of others who fail to complete a mission. Paul's disagreement over John Mark caused a split with Barnabas in Acts 15:36-40.

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

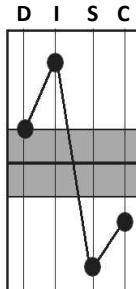
## High I Behavioral Patterns

**Primary I (Networker)**

- 1-PRIMARY DRIVE:  
2-PERSONAL GIFTEDNESS:  
3-INSTINCTIVE FEARS:  
4-BLIND SPOTS/PRIDE:

**Aaron, Rebekah\***

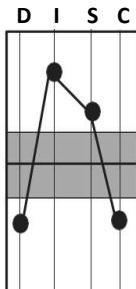
Creation of a favorable, friendly environment  
**Exodus 4:27-31, Genesis 24:42-46**  
Speaks well; special ability to affirm and encourage others, positive response to change  
**Exodus 4:14-16, Genesis 24: 50-58**  
Having to face social rejection  
**Exodus 24, 32:1-6**  
Connecting commitments to action when encountering social situations; tendency to shift blame  
**Exodus 32:21-24**

**I/D (Influencer)**

- 1-PRIMARY DRIVE:  
2-PERSONAL GIFTEDNESS:  
3-INSTINCTIVE FEARS:  
4-BLIND SPOTS/PRIDE:

**Peter, Rebekah\*,**

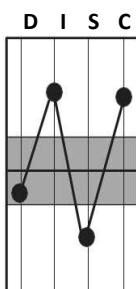
**Genesis 24:53-58**  
Reaching out to strangers, sincere desire to help people  
**Acts 3:1-6**  
Influencing others with verbal persuasion; poised speaker  
**Acts 3:12-26,4:4, Acts 4:7-12**  
Being rejected by friends  
**Galatians 2:11-12**  
Holding to past commitments  
**Matthew 26:31-35, Luke 22:54-62**

**I/S (Coach)**

- 1-PRIMARY DRIVE:  
2-PERSONAL GIFTEDNESS:  
3-INSTINCTIVE FEARS:  
4-BLIND SPOTS/PRIDE:

**Barnabas, Abigail**

Projecting encouragement; maintaining peace and harmony  
**Acts 4:36-37, I Samuel 25:13-35**  
Sees the potential in people in spite of their flaws  
**Acts 9:26-27, Acts 15:36-39**  
Disappointing friends; having to continually experience disharmony  
**Galatians 2:13, Acts 15:38-39**  
Knowing when an abusive situation is critical enough to confront  
**I Samuel 25:2-3, 19, 36**

**I/C (Assessor)**

- 1-PRIMARY DRIVE:  
2-PERSONAL GIFTEDNESS:  
3-INSTINCTIVE FEARS:  
4-BLIND SPOTS/PRIDE:

**David, Miriam\***

Being innovative with flair  
**I Samuel 17:26-54, I Samuel 18:20-30**  
Working through people and having fun  
**I Kings 2:8-9**  
Coming under public criticism; made to look bad before peers  
**II Samuel 11:1-27**  
Being rational when under emotional pressure  
**Psalm 32**

**Style Overview:**

Networkers are comfortable reaching out to strangers. When Rebekah first saw Abraham's servant, she drew water for him and his ten camels. Networkers tend to embrace change with optimistic enthusiasm. When Eleazar proposed the idea of leaving her family to marry Isaac, she quickly said, "Yes!" For convenience, Networkers can make emotional decisions that have negative consequences. Rebekah conspired with Jacob to rob Esau of his blessing, causing Jacob to flee for his life.

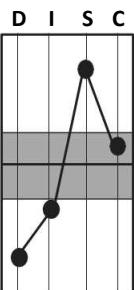
Influencers enjoy positions of authority, which Jesus recognized in making Peter the leader of the Apostles. However, Influencers can be too optimistic and believe they can influence others more than they can, by making bold promises they quickly break. Obviously, Peter's three denials qualify. Influencers are gifted persuaders, challenging others towards a particular point of view. Once broken and spirit-controlled, Peter became the greatest evangelist of the New Testament.

Coaches are adept at solving "people problems." When Abigail heard that her husband had rejected some of David's men, she knew bad things were about to happen. She quickly arranged a massive picnic for David's entire group who intended to kill Nabal and every male in his household. Abigail also pleaded that David might change his mind concerning his intended mission. He did. Coaches can sometimes be too mild when issuing corrections. Abigail did not tell her husband what she did until much later.

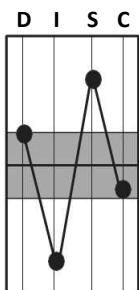
Assessors have the ability to inspire others for a cause and seem to draw people alongside to support their plans. David enlisted his followers to support his mission in obtaining 200 Philistine foreskins to satisfy the dowry demand by King Saul to marry his daughter. Assessors have natural incongruent tendencies between High I and High C plotting points which can create some emotionally irrational decisions. His affair with Bathsheba is a prime example. Psalm 32 records David's corrective godly response.

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

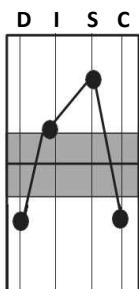
## High S Behavioral Patterns

**Primary S (Planner)**

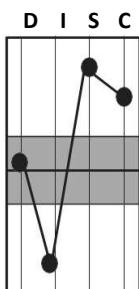
- 1-PRIMARY DRIVE:  
Controlled, secure environment  
**Genesis 24:63–67, Genesis 22:1–9, Luke 2:34–38**
- 2-PERSONAL GIFTEDNESS:  
Honoring those in authority  
**Genesis 28:1–5**
- 3-INSTINCTIVE FEARS:  
Being strong; confronting others  
**Genesis 26:7–23**
- 4-BLIND SPOTS/PRIDE:  
Being confident in knowing their pattern has strengths  
**Genesis 26:26–33**

**S/D (Finisher)**

- 1-PRIMARY DRIVE:  
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:  
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:  
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 are the model for consistent performance while maintaining a steady pace. Anna, a prophetess, previously married for only seven years and now 84, never left the temple, serving night and day with fasting and prayers. Comfortable serving behind the scenes, planners tend to be extremely accommodating in supporting others. Anna witnessed the dedication of the baby Jesus by affirming and supporting the blessing message of Simeon.

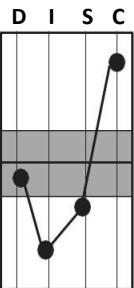
Finishers possess a strong sense of personal accountability and results orientation. They will likely demonstrate a keen interest in the quality of the work being done. Nehemiah, a cupbearer of a Persian king, asked to be allowed to rebuild the walls around Jerusalem. His request was granted and he accomplished this task with great skill, organization and tenacity in 52 days. Finishers also impose strong accountability on others. Nehemiah dealt swiftly and harshly with those who did not follow his instructions.

Harmonizers hate conflict. If it persists, they tend to develop stomach problems. Hannah was barren and her husband had a second wife who had several children. The second wife went out of her way to provoke her so much that Hannah wept and could not eat. Like Abraham, Hannah prayed for a son. If so blessed, she vowed to give him back to serve the Lord. The result was the birth of Samuel, who became Israel's first Prophet. The Lord did not forget Hannah and she additionally gave birth to three sons and two daughters.

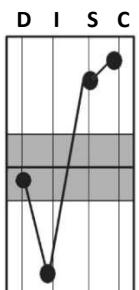
Examiners are successful due to their strong persistence in pursuing their objectives. Jacob fell in love with Rachel, the daughter of Laban. Laban took advantage of Jacob by requiring him to work free for 14 years before he could marry her. Jacob did it! Examiners possess incredible tenacity to succeed. Jacob once wrestled with the angel of God all night and would not let go until he was blessed. As a result, Jacob's name was changed to Israel.

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

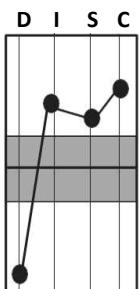
## High C Behavioral Patterns

**Primary C (Fact Finder)**

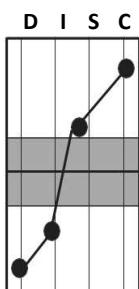
- 1-PRIMARY DRIVE:  
**Luke, Esther \***  
Being cautious, follows instructions  
**Esther 2:15-22, Luke 1:1-4, Luke 1:26-38, Luke 39-56**
- 2-PERSONAL GIFTEDNESS:  
Attention to details, validation, loyal, follows the rules, diplomatic  
**Esther 4:15-16; 5:1-4**
- 3-INSTINCTIVE FEARS:  
The unknown or undefined  
**Esther 4:10-17**
- 4-BLIND SPOTS/PRIDE:  
Being too cautious and concerned with details  
**Esther 5:5-8, Esther 7:1-10**

**C/S/d (Formalist)**

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

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

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

**C/S (Diplomat)**

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

**Style Overview:**

Fact-Finders are detail-oriented and validate all the facts before presenting their *conclusions*. Luke begins his Gospel with: *"it seemed to me...having investigated everything carefully from the beginning, to write it out for you in consecutive order...so that you might know the exact truth."* Fact Finders tend to prefer remaining in the background. It was determined that Luke was the author of his gospel and the Book of Acts by his use of the pronoun "we" in Acts 16:10.

Formalists tend to be compliant provided they understand "why" something is to be done. They also need freedom to ask follow-up questions. When the Lord presented the idea of Moses leading the Hebrews out of Egypt, Moses responded with a series of questions. The Lord answered each with specifics and reassurances. Moses initial response was "send someone else." In order to take ownership, Formalists need time to process and validate with a third party. Moses spoke with Jethro and decided to take the assignment.

Technicians are easy to work with but can become insistent once they have made up their minds. Widowed, Naomi decided to return home to Judah from Moab. She encouraged her widowed daughters-in-law to stay with their gentile relatives. With extreme determination Ruth said, *"Where you go...I will go...your people shall be my people, and your God, my God...only death will part you and me."* Ruth married Boaz and is one of only four women named in the genealogy of Jesus.

Diplomats tend to make decisions based on facts and logic. When presented with illogical facts, they tend to ask "how" or "why" questions. When the angel Gabriel told Mary she would conceive and bear a son, she asked a logical question: *"How can this be, since I am a virgin?"* Diplomats need time to process and then validate the facts. Gabriel also told Mary that Elizabeth, a relative, was now 6 months pregnant. Mary visited Elizabeth and stayed three months.

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

## DISC Blends and 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 Characters<sup>1</sup>**

<b>Primary D -</b>	SOLOMON, RAHAB
D/I -	JOSHUA, SARAH
D=I -	APOLLOS, STEPHEN, LABAN, LYDIA
D/C or C/D -	PAUL, RACHEL, MICHAL
<b>Primary I -</b>	AARON, REBEKAH
I/D -	PETER, REBEKAH
I/S -	BARNABAS, ABIGAIL
I/C -	DAVID, MIRIAM
<b>Primary S or S/C -</b>	ISAAC, ANNA
S/D -	NEHEMIAH, JOSEPH, MARTHA
S/I -	ABRAHAM, HANNAH
S/C/D -	JACOB, JAMES, DORCAS
<b>Primary C or C/S -</b>	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?

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## 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.

<b>High D</b> Dominance Comfortable working independently	<b>High I</b> Influencing Comfortable working with people	<b>High S</b> Steadiness Comfortable working in a routine	<b>High C</b> 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
<b>Comfortable working on a team</b> <b>Low D</b> Dominance	<b>Comfortable working alone</b> <b>Low I</b> Influencing	<b>Comfortable working with no structure</b> <b>Low S</b> Steadiness	<b>Comfortable working with no system</b> <b>Low C</b> 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](mailto: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:

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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?

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

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

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

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## PART III: Applying the DISC Model to Love and Lead 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** style. 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.

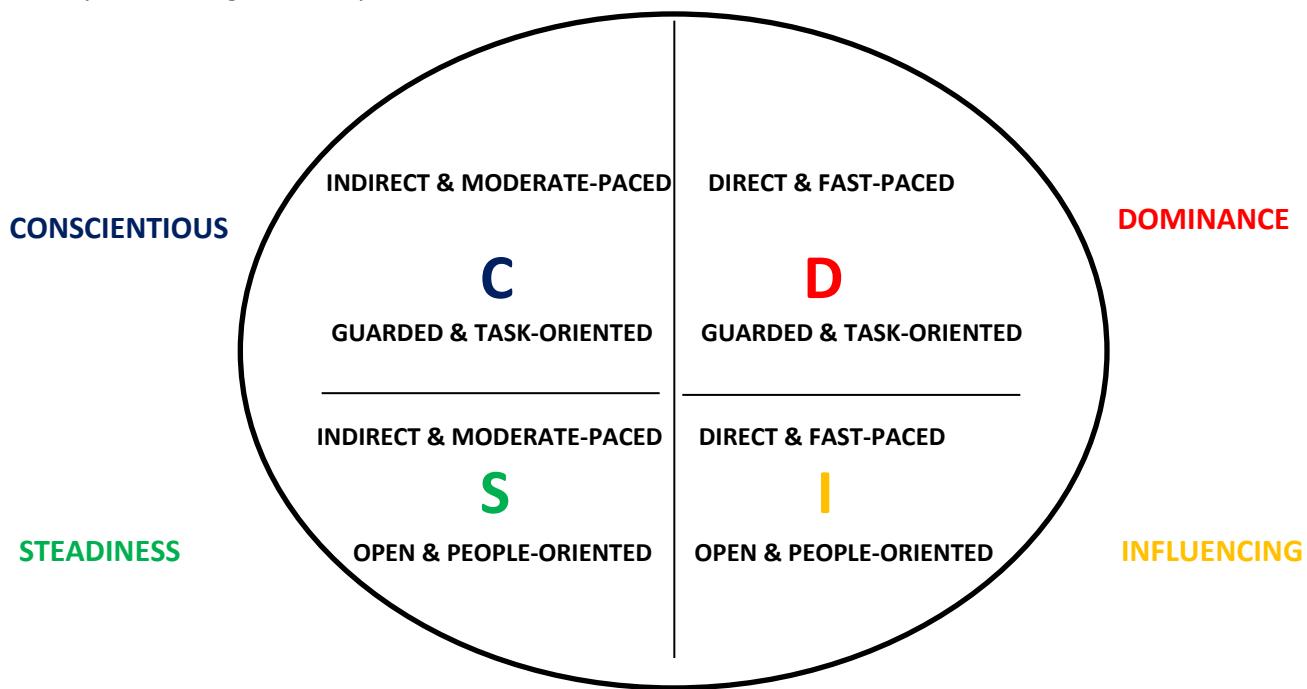
## How to Identify a Person's DISC Behavioral Style

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 **Dominance/Directing Styles**.

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

**S** = Individuals who exhibit **indirect & open behaviors** define the **Steadiness/Supporting Styles**.

**C** = Individuals who exhibit **indirect & guarded behaviors** define the **Conscientious/Calculating 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)

\*Permission granted to reproduce this page only when used in conjunction with the Biblical DISC Assessment.

## How To Modify Your Directness and Openness

The rows under the four-color blocks on the next two pages contain customized information for how YOU can increase, maintain or decrease your behavior with each style, along with tips on how to do so.

### DIRECT/INDIRECT

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

### GUARDED/OPEN

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

**Application:** 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 bullet points listed above to alter your directness and openness to be more in line with his/her style, and list them here:

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## How To Modify Your Pace and Priority PACE

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

## PRIORITY

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

**Application:** 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 bullet points listed above to alter your pace and priority to be more in line with his/her style, and list them here:

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## 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:

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## 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:

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## 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 you will use your God-given strengths to glorify God and serve others.

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

**High D Style** \_\_\_\_\_

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**High I Style** \_\_\_\_\_

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**High S Style** \_\_\_\_\_

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**High C Style** \_\_\_\_\_

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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.

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

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## Disclaimer

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800-383-6890

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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 these resources!

Contact your Lead Like Jesus DISC Practitioner for more information, or visit [LeadLikeJesus.com](http://LeadLikeJesus.com)

## LEADERSHIP BLOGS

Lead Like Jesus' blog is full of practical and biblically based wisdom. It's applicable to both the corporate leader, those serving in nonprofits and faith-based organizations, as well as men and women who influence their families and communities.

## LEADERSHIP PODCASTS

Lead Like Jesus' podcasts bring listeners incredible subject matter experts who provide a unique perspective on issues that affect everyday leaders. From success, setting right priorities, to leading millennials and overcoming fear and pride, our podcasts help leaders maximize their influence.

## LEADERSHIP DEVOTIONALS

You can receive a new Lead Like Jesus devotional three times a week in your inbox! These brief, insightful and challenging reflections will help you lead more like Jesus. Sign up at [LeadLikeJesus.com](http://LeadLikeJesus.com) today! Also available in a weekly digest format.

## LEADERSHIP ENCOUNTER WORKSHOP

Packed with action-oriented learning followed by weekly online E-Lessons, Encounter is a highly interactive, participant-driven leadership development workshop that exposes common leadership misconceptions and offers a practical model based on the greatest leader role model of all time, Jesus.

## DISC STYLES COACHING-COUNSELING

Qualified therapists, counselors and coaches can help individuals unlock their God-given behavioral strengths to create healthy relationships in families, marriages and at work.

## DISC STYLES WORKSHOPS

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

## DISC STYLES CERTIFICATION

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