



CITY OF HOPE
INTERNATIONAL CHURCH

New Partners Orientation

D.I.S.C. Assessment

DiSC® is a personal assessment tool used by more than one million people every year to help improve teamwork, communication, and productivity in the workplace. DiSC is to help deepen your understanding of yourself and others

What does DiSC mean?

DiSC is an acronym that stands for the four main personality profiles described in the DiSC model: (D)ominance, (i)nnuence, (S)teadiness and (C)onscientiousness.

- People with **D** personalities tend to be confident and place an emphasis on accomplishing bottom-line results.
- People with **I** personalities tend to be more open and place an emphasis on relationships and influencing or persuading others.
- People with **S** personalities tend to be dependable and place the emphasis on cooperation and sincerity.
- People with **C** personalities tend to place the emphasis on quality, accuracy, expertise, and competency.

COHI uses this assessment as a guide for you to determine what ministries and capacities you would be best to serve.

Complete the D.I.S.C. Assessment.

1 Uniquely You Questionnaire

2 INSTRUCTIONS: Notice each group of words below. For each group, ask yourself which words are **MOST**, and which words are **LEAST** like you. Do not choose what you want to be or what you want others to think you are, but what you really are under pressure. Fill in **ONLY ONE** box in the "M" column **MOST** like you and fill in **ONLY ONE** box in the "L" column **LEAST** like you. All of the words or none of them may or may not describe you, but choose **ONLY ONE** group of words. Notice in the "Example" how **ONLY ONE** box is filled in under the "M" and "L" columns.

M **L** **Example:**
 Kind, Nice, Caring
 Proper, Formal
 Demanding, Asserting
 Outgoing, Active

M	L		M	L		M	L				
1	<input type="checkbox"/>	<input type="checkbox"/>	Kind, Nice, Caring	33	<input type="checkbox"/>	<input type="checkbox"/>	Smooth talker, Articulate	65	<input type="checkbox"/>	<input type="checkbox"/>	Powerful, Unconquerable
2	<input type="checkbox"/>	<input type="checkbox"/>	Proper, Formal	34	<input type="checkbox"/>	<input type="checkbox"/>	Loving, Sincere, Honest	66	<input type="checkbox"/>	<input type="checkbox"/>	Merry, Cheerful
3	<input type="checkbox"/>	<input type="checkbox"/>	Demanding, Asserting	35	<input type="checkbox"/>	<input type="checkbox"/>	Persistent, Restless, Relentless	67	<input type="checkbox"/>	<input type="checkbox"/>	Generous, Giving
4	<input type="checkbox"/>	<input type="checkbox"/>	Outgoing, Active	36	<input type="checkbox"/>	<input type="checkbox"/>	Right, Correct	68	<input type="checkbox"/>	<input type="checkbox"/>	Preparing, Researching
5	<input type="checkbox"/>	<input type="checkbox"/>	Playful, Fun-Loving	37	<input type="checkbox"/>	<input type="checkbox"/>	Positive, Optimistic	69	<input type="checkbox"/>	<input type="checkbox"/>	Timid, Soft spoken
6	<input type="checkbox"/>	<input type="checkbox"/>	Firm, Strong	38	<input type="checkbox"/>	<input type="checkbox"/>	Entertaining, Clowning	70	<input type="checkbox"/>	<input type="checkbox"/>	Systematic, Follows plan
7	<input type="checkbox"/>	<input type="checkbox"/>	Law-abiding, Conscientious	39	<input type="checkbox"/>	<input type="checkbox"/>	Shy, Mild	71	<input type="checkbox"/>	<input type="checkbox"/>	Industrious, Hard working
8	<input type="checkbox"/>	<input type="checkbox"/>	Gentle, Soft, Humble	40	<input type="checkbox"/>	<input type="checkbox"/>	Competent, Does right	72	<input type="checkbox"/>	<input type="checkbox"/>	Smiling, Happy
9	<input type="checkbox"/>	<input type="checkbox"/>	Bold, Daring	41	<input type="checkbox"/>	<input type="checkbox"/>	Contemplative, Thinker	73	<input type="checkbox"/>	<input type="checkbox"/>	Inquisitive, Questioning
10	<input type="checkbox"/>	<input type="checkbox"/>	Delightful, Pleasant	42	<input type="checkbox"/>	<input type="checkbox"/>	Dipomatic, Peacemaking	74	<input type="checkbox"/>	<input type="checkbox"/>	Tolerant, Patient
11	<input type="checkbox"/>	<input type="checkbox"/>	Loyal True Blue	43	<input type="checkbox"/>	<input type="checkbox"/>	Admirable, Elegant	75	<input type="checkbox"/>	<input type="checkbox"/>	Driven, Determined
12	<input type="checkbox"/>	<input type="checkbox"/>	Calculating, Analytical	44	<input type="checkbox"/>	<input type="checkbox"/>	Winner, Competitive	76	<input type="checkbox"/>	<input type="checkbox"/>	Dynamic, Impressing
13	<input type="checkbox"/>	<input type="checkbox"/>	Conservative, Inflexible	45	<input type="checkbox"/>	<input type="checkbox"/>	Joyful, Jovial	77	<input type="checkbox"/>	<input type="checkbox"/>	Serving, Sacrificing
14	<input type="checkbox"/>	<input type="checkbox"/>	Trusting, Gullible, Open	46	<input type="checkbox"/>	<input type="checkbox"/>	Flexible, Adaptable, Agreeable	78	<input type="checkbox"/>	<input type="checkbox"/>	Sharp, Appealing
15	<input type="checkbox"/>	<input type="checkbox"/>	Peaceful, Calm	47	<input type="checkbox"/>	<input type="checkbox"/>	Ambitious, Goes for it	79	<input type="checkbox"/>	<input type="checkbox"/>	Direct, To the point
16	<input type="checkbox"/>	<input type="checkbox"/>	Convinced, Cocky	48	<input type="checkbox"/>	<input type="checkbox"/>	Deep, Intense	80	<input type="checkbox"/>	<input type="checkbox"/>	Original, Creative
17	<input type="checkbox"/>	<input type="checkbox"/>	Decisive, Sure, Certain	49	<input type="checkbox"/>	<input type="checkbox"/>	Steady, Dependable	81	<input type="checkbox"/>	<input type="checkbox"/>	Peppy, Playful
18	<input type="checkbox"/>	<input type="checkbox"/>	Friendly, Cordial, Popular	50	<input type="checkbox"/>	<input type="checkbox"/>	Talkative, Verbal	82	<input type="checkbox"/>	<input type="checkbox"/>	Devoted, Dedicated
19	<input type="checkbox"/>	<input type="checkbox"/>	Careful, Cautious	51	<input type="checkbox"/>	<input type="checkbox"/>	Challenging, Motivating	83	<input type="checkbox"/>	<input type="checkbox"/>	Courteous, Polite
20	<input type="checkbox"/>	<input type="checkbox"/>	Obedient, Submissive	52	<input type="checkbox"/>	<input type="checkbox"/>	Accurate, Exact	84	<input type="checkbox"/>	<input type="checkbox"/>	Strict, Unbending
21	<input type="checkbox"/>	<input type="checkbox"/>	Promoting, Encouraging	53	<input type="checkbox"/>	<input type="checkbox"/>	Stable, Balanced	85	<input type="checkbox"/>	<input type="checkbox"/>	Outspoken, Opinionated
22	<input type="checkbox"/>	<input type="checkbox"/>	Straight, Conforming	54	<input type="checkbox"/>	<input type="checkbox"/>	Confident, Self-reliant	86	<input type="checkbox"/>	<input type="checkbox"/>	Inducing, Charming
23	<input type="checkbox"/>	<input type="checkbox"/>	Risk-Taking, Courageous	55	<input type="checkbox"/>	<input type="checkbox"/>	Perceptive, Sees clearly	87	<input type="checkbox"/>	<input type="checkbox"/>	Inventive, Imaginative
24	<input type="checkbox"/>	<input type="checkbox"/>	Pleasing, Good-natured	56	<input type="checkbox"/>	<input type="checkbox"/>	Animated, Expressive	88	<input type="checkbox"/>	<input type="checkbox"/>	Hospitable, Enjoys company
25	<input type="checkbox"/>	<input type="checkbox"/>	Considerate, Thoughtful	57	<input type="checkbox"/>	<input type="checkbox"/>	Controlling, Takes charge	89	<input type="checkbox"/>	<input type="checkbox"/>	Zealous, Eager
26	<input type="checkbox"/>	<input type="checkbox"/>	Forceful, Strong-willed	58	<input type="checkbox"/>	<input type="checkbox"/>	Merciful, Sensitive	90	<input type="checkbox"/>	<input type="checkbox"/>	Quiet, Reserved
27	<input type="checkbox"/>	<input type="checkbox"/>	Hyper, Energetic	59	<input type="checkbox"/>	<input type="checkbox"/>	Pondering, Wondering	91	<input type="checkbox"/>	<input type="checkbox"/>	Organized, Orderly
28	<input type="checkbox"/>	<input type="checkbox"/>	Perfectionist, Precise	60	<input type="checkbox"/>	<input type="checkbox"/>	Persuading, Convincing	92	<input type="checkbox"/>	<input type="checkbox"/>	Exciting, Spirited
29	<input type="checkbox"/>	<input type="checkbox"/>	Contented, Satisfied	61	<input type="checkbox"/>	<input type="checkbox"/>	Sociable, Interactive	93	<input type="checkbox"/>	<input type="checkbox"/>	Faithful, Consistent
30	<input type="checkbox"/>	<input type="checkbox"/>	Compliant, Goes by the book	62	<input type="checkbox"/>	<input type="checkbox"/>	Serious, Unwavering	94	<input type="checkbox"/>	<input type="checkbox"/>	Responsive, Reacting
31	<input type="checkbox"/>	<input type="checkbox"/>	Brave, Adventurous	63	<input type="checkbox"/>	<input type="checkbox"/>	Sweet, Tender, Compassionate	95	<input type="checkbox"/>	<input type="checkbox"/>	Helpful, Assisting
32	<input type="checkbox"/>	<input type="checkbox"/>	Enthusiatic, Influencing	64	<input type="checkbox"/>	<input type="checkbox"/>	Guarded, Masked, Protective	96	<input type="checkbox"/>	<input type="checkbox"/>	Bottom line, Straight-forward

Once you have completed your choices on this page, go to **4 Markings Sheet** page and follow the instructions.

4 MARKINGS SHEET

To help in counting the total Most and Least D's, I's, S's, and C's, you should write your choice to the side of each group of letters marked. First, record the letters marked in the specific **M** and **L** boxes to the **5** blank spaces to the right of each group of boxes, then continue with the **3** Counting Instructions.

Example:

	M	L		
1 S	<input checked="" type="checkbox"/>	<input type="checkbox"/>	S	5
2 B	<input type="checkbox"/>	<input type="checkbox"/>	C	M L
3 D	<input type="checkbox"/>	<input type="checkbox"/>	D	<u> </u> S <u> </u> I
4 B	<input type="checkbox"/>	<input checked="" type="checkbox"/>	I	

<table style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: left;">1 S</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">B</td><td style="text-align: center;">5</td></tr> <tr><td style="text-align: left;">2 B</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">C</td><td style="text-align: center;">M L</td></tr> <tr><td style="text-align: left;">3 D</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">D</td><td style="text-align: center;"><u> </u> <u> </u></td></tr> <tr><td style="text-align: left;">4 I</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">I</td><td></td></tr> </table>	1 S	<input type="checkbox"/>	<input type="checkbox"/>	B	5	2 B	<input type="checkbox"/>	<input type="checkbox"/>	C	M L	3 D	<input type="checkbox"/>	<input type="checkbox"/>	D	<u> </u> <u> </u>	4 I	<input type="checkbox"/>	<input type="checkbox"/>	I		<table style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: left;">33 B</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">I</td><td style="text-align: center;">5</td></tr> <tr><td style="text-align: left;">34 B</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">S</td><td style="text-align: center;">M L</td></tr> <tr><td style="text-align: left;">35 D</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">D</td><td style="text-align: center;"><u> </u> <u> </u></td></tr> <tr><td style="text-align: left;">36 C</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">C</td><td></td></tr> </table>	33 B	<input type="checkbox"/>	<input type="checkbox"/>	I	5	34 B	<input type="checkbox"/>	<input type="checkbox"/>	S	M L	35 D	<input type="checkbox"/>	<input type="checkbox"/>	D	<u> </u> <u> </u>	36 C	<input type="checkbox"/>	<input type="checkbox"/>	C		<table style="width: 100%; border-collapse: collapse;"> <tr><td style="text-align: left;">65 D</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">D</td><td style="text-align: center;">5</td></tr> <tr><td style="text-align: left;">66 I</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">I</td><td style="text-align: center;">M L</td></tr> <tr><td style="text-align: left;">67 S</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">B</td><td style="text-align: center;"><u> </u> <u> </u></td></tr> <tr><td style="text-align: left;">68 C</td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: center;"><input type="checkbox"/></td><td style="text-align: right;">C</td><td></td></tr> </table>	65 D	<input type="checkbox"/>	<input type="checkbox"/>	D	5	66 I	<input type="checkbox"/>	<input type="checkbox"/>	I	M L	67 S	<input type="checkbox"/>	<input type="checkbox"/>	B	<u> </u> <u> </u>	68 C	<input type="checkbox"/>	<input type="checkbox"/>	C	
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93 B	<input type="checkbox"/>	<input type="checkbox"/>	C																																																											
94 I	<input type="checkbox"/>	<input type="checkbox"/>	I	M L																																																										
95 S	<input type="checkbox"/>	<input type="checkbox"/>	S	<u> </u> <u> </u>																																																										
96 D	<input type="checkbox"/>	<input type="checkbox"/>	D																																																											

Once you have completed your choices on this page, go to the **3** Counting Instructions page and follow the instructions.

③ Counting Instructions:

• First, notice the carbon marks in the boxes on the following **④ Markings Sheet**. The "M" boxes have D, I, S, C, and B letters to their left and the "L" boxes have D, I, S, C, and B letters to their right. Transfer the letters marked in the specific "M" and "L" boxes on the following **④ Markings Sheet** to the "M" and "L" blank spaces to the **⑤** right of each group of boxes.

• Count all the "D"s marked and transferred under the three "M" columns on the following **④ Markings Sheet** page. Be sure to count all "D"s with a carbon mark filled in and transferred only in the "M" columns. Record the total "D"s counted in the **⑥ TOTAL BOXES** below. Then count all the "I"s marked and transferred under the three "M" columns. Record the total "I"s counted in the **⑥ TOTAL BOXES**. Do the same with the total "S"s, "C"s, and "B"s spaces marked and transferred on the following **④ Markings Sheet** page.

• Count all the "D"s marked and transferred under the three "L" columns. Be sure to count all the "D"s with a carbon mark filled in and transferred only in the "L" columns. Record the total "D"s counted in the **⑥ TOTAL BOXES** below. Then count all the "I"s marked and transferred under the three "L" columns. Record the total "I"s counted in the **⑥ TOTAL BOXES**. Do the same with the total "S"s, "C"s, and "B"s spaces marked and transferred.

• Add the total number of "D"s, "I"s, "S"s, "C"s, and "B"s spaces counted in the **⑥ TOTAL BOXES** below. It should total 24. Be sure to count the "B" spaces under the three "M" columns before trying to total 24. Do the same with the three "L" columns before trying to total 24. If it doesn't add up to 24, recount and try putting a check mark by each one as you count it.

⑥ TOTAL BOXES

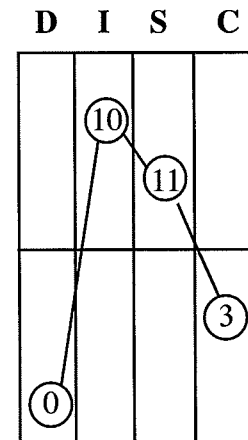
	D	I	S	C	B	
"M"						= 24
	D	I	S	C	B	
"L"						= 24

Once you have recorded the total number of "D"s, "I"s, "S"s, and "C"s in your **⑥ TOTAL BOXES** above, use those specific numbers to plot **⑦** Graphs 1 and 2 on the Plotting Instructions page.

Notice "M" numbers above should be plotted on the "M" (Graph 1) series of boxes. "L" numbers above should be plotted on the "L" **⑦** (Graph 2) on the Plotting Instructions page.

Example:

TOTAL BOXES				
D	I	S	C	
0	10	11	3	



Plotting Instructions

First complete your *Uniquely You Questionnaire*. Follow the **2 INSTRUCTIONS**. Once you have completed your *Uniquely You Questionnaire* and plotted your profile, you can then continue on this page.

Once you have counted the total number of **Ds, Is, Ss, and Cs** and recorded them in the **6 TOTAL BOXES**, use those specific numbers to plot **7 Graphs 1 and 2** on this page.

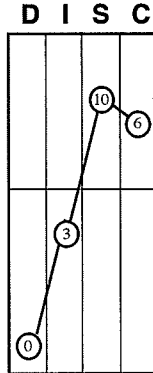
"M" numbers should be plotted on the "M" (Graph 1) and "L" numbers should be plotted on the "L" (Graph 2).

EXAMPLE: TOTAL BOXES

D	I	S	C
0	3	10	6

Record results from **TOTAL BOXES**.

D **I** **S** **C** **D** **I** **S** **C**
"M": _ _ _ _ **"L":** _ _ _ _



"M" Graph 1

"This is expected of me"

	D	I	S	C
20	17	19	15	
16	10	12	9	
15	9	11	8	
14	8	10	7	
13				
12				
11	7	9	6	
10		8		
9	6	7	5	
8	5	6	5	
7		5	4	
<hr/>				
6	4	4	3	
5	3	3	2	
4				
3	2	2	2	
2		1		
1	1	0	1	
0	0		0	

"L" Graph 2

"This is me"

	D	I	S	C
0	0	0	0	
1	1	2	1	
2			2	
3	2	3	3	
4	3	4	4	
5	4	5	5	
6	5	6	6	
<hr/>				
6	5	7	7	
7	6	8	8	
8	7	9	9	
9	8	10	10	
10	9	11	11	
11	10	12	12	
12	11	13	13	
13	12	14	14	
14	13	15	15	
15	14	16	16	
16	15	17	17	
17	16	18	18	
18	17	19	19	
19	18	20	20	
20	19	21	21	

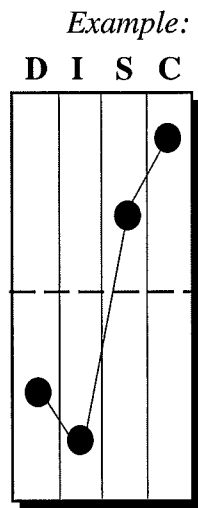
Note: Once you have plotted your graphs, stop thinking of them in terms of *Most* and *Least*. Graph 1 is **NOT** the *Most* you and Graph 2 is **NOT** the *Least* you. The "B"s in your Total Boxes are "blanks" and are not plotted, because they are only "norm factors." They are designed for validating your profile.

How To Read Your Graphs

1. Read the section of D, I, S or C behavior on the *Interpretation* page which corresponds with your highest plotting point on Graphs 1 and 2. Focus on the plotting point position on the graph, not the number size.

2. Personalize this information by:
- Understanding the phrases which accurately describe you.
 - Ignoring phrases which don't apply.
3. Read the other sections to appreciate the general differences in the D, I, S, and C tendencies.

Look at each graph and find your highest plotting point. Notice in this example, the highest point is "C." The next highest point is "S." This profile is a "C/S" type personality.



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

"C/S"s need to be more outgoing and positive. Their **Behavioral Blend** is "*Competent / Specialist*." See *Discovering Your Behavioral Blend* to identify your specific composite behavioral type.

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

As you read your graphs, notice your lowest plotting points. The example shows "I" as the lowest point. It means that this person doesn't enjoy inspiring or interacting with large groups of people. He or she tends to be more shy and calculating about things. This person is more reserved than outgoing. He or she likes people on an individual basis. The low "I" is not bad. It only indicates a low interest in enthusiastic and carefree behavior.

Understanding The Two Graphs

GRAPH 1: "This is expected of me" is your response to how you think people expect you to behave. It's your normal guarded and masked behavior.

GRAPH 2: "This is me" is your response to how you feel and think under pressure—how you really feel and think inside. It's your normal unguarded and unmasked behavior.

Look for the differences in Graphs 1 and 2. The higher the plotting point, the greater the intensity of that specific type of behavior. The lower the plotting point, the less the intensity of that specific type of behavior. Focus on the position high or low, rather than the number.

If Graphs 1 and 2 are alike, understanding your personality will be easier. If the two graphs are different, you may be struggling with your attitude about what is expected of you and how you want to behave. Having two different graphs is not a problem and is normal for many people.

To understand how to read the graphs at the top of this page, focus on each plotting point under the **DISC** columns. Every point above the mid-line is considered *high*. Every point below the mid-line is considered *low*. The higher the plotting point, the more that **DISC** letter describes your behavior. Ignore the number size.

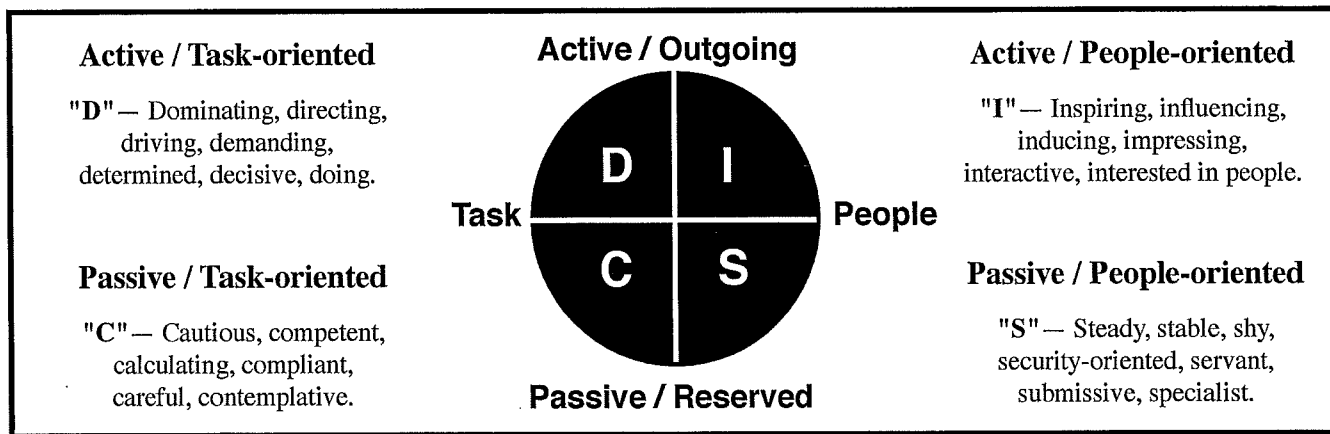
Refer to the *Interpretation* page for what each graph specifically means in respect to the **DISC** Model of Human Behavior. Then study this entire booklet to learn "what makes you tick!"

Interpretation . . .

Be sure to first complete the **1 Uniquely You Questionnaire**. Follow the instructions at the top of the page. Remember to choose a focus (home or work) as you respond.

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

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



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

Descriptions: Dominant, Direct, Demanding, Decisive

Basic Motivation: Challenge and Control

Desires: • Freedom from control • Authority • Varied activities
• Difficult assignments • Opportunities for advancement
• Choices, rather than ultimatums

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

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

Biblical Advice: BE GENTLE / NOT BOSSY — *Wisdom from above is . . . gentle*, James 3:17 • CONTROL YOUR FEELINGS AND ACTIONS — *Be angry and sin not*, Eph. 4:26 • FOCUS ON ONE THING AT A TIME — *This ONE thing I do*, Phil. 3:13
• HAVE A SERVANT'S ATTITUDE — *By love, serve one another*, Gal. 5:13.

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

Descriptions: Inspiring, Influencing, Impressing, Inducing

Basic Motivation: Recognition and Approval

Desires: • Prestige • Friendly relationships • Freedom from details
• Opportunities to help others • Opportunities to motivate others • Chance to verbalize ideas

Responds Best To Leader Who: • Is fair and also a friend
• Provides social involvement • Provides recognition of abilities
• Offers rewards for risk-taking

Needs To Learn: • Time must be managed • Deadlines are important • Too much optimism can be dangerous • Being responsive is more important than being popular • Listening better will improve one's influence.

Biblical Advice: BE HUMBLE / AVOID PRIDE — *Humble yourself in the SIGHT of God*, James 3:17 • CONTROL YOUR SPEECH — *Be quick to hear, slow to speak*, James 1:19 • BE MORE ORGANIZED — *Do all things decently and in order*, 1 Cor. 14:40 • BE PATIENT — *The fruit of the Spirit is . . . longsuffering*, Gal. 5:23.

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

Descriptions: Competent, Compliant, Cautious, Calculating

Basic Motivation: Quality and Correctness

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

Responds Best To Leader Who: • Provides reassurance
• Spells out detailed operating procedures • Provides resources to do task correctly • Listens to suggestions

Needs To Learn: • Total support is not always possible
• Thorough explanation is not everything • Deadlines must be met
• More optimism will lead to greater success

Biblical Advice: BE MORE POSITIVE — *Whatever things are lovely, of good report . . . think on these things*, Phil. 4:8
• AVOID A BITTER AND CRITICAL SPIRIT — *Let all bitterness . . . be put away from you*, Eph. 4:31 • BE JOYFUL — *The fruit of the Spirit is . . . joy*, Gal. 5:22 • DON'T WORRY — *Fret not*, Psa. 37:1.

"S" BEHAVIOR / Biblical Examples: Moses & Hannah (Passive / People-oriented) Known as "Phlegmatic"

Descriptions: Submissive, Steady, Stable, Security-oriented

Basic Motivation: Stability and Support

Desires: • An area of specialization • Identification with a group
• Established work patterns • Security of situation • Consistent familiar environment

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

Needs To Learn: • Change provides opportunity • Friendship isn't everything • Discipline is good • Boldness and taking risks is sometimes necessary

Biblical Advice: BE BOLD AND STRONG — *Only be strong and very courageous*, Joshua 1:6 • BE CONFIDENT AND FEARLESS — *God has not given you the spirit of fear*, 2 Tim. 1:7 • BE MORE ENTHUSIASTIC — *Whatever you do, do it HEARTILY as unto the Lord*, Col. 3:23.

BIBLICAL EXAMPLES OF PERSONALITY TYPES

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

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

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

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

Individual **DISC** behavior is illustrated in the Scriptures. God uses all types of personalities to complete His plan and purpose. The most important lesson is *don't let your personality control you, instead let God control your personality*—let God fill (control) you with His Holy Spirit (Eph. 5:18).

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

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

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

Thomas, the Disciple, exhibited "C" behavior when he doubted Christ's resurrection. "C"s need proof and answers to questions. Jesus didn't belittle Thomas, but gave him the evidence needed to serve the Lord in a great way. Historians record Thomas became an extremely effective missionary to India.

Practical Application

High "D"s

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

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

High "C"s

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

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

High "I"s

- They need lots of recognition, approval and stroking.
- They like to talk and get attention. Being quiet is difficult for them.
- Give them opportunities to express themselves.
- Don't put them down for their desire to entertain.
- Encourage them to control their excitement and share the limelight with others.

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

High "S"s

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

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

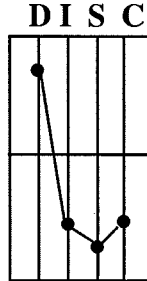
DISCOVERING YOUR BEHAVIORAL BLEND

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

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

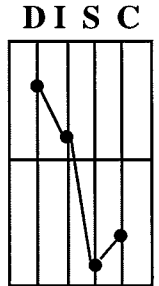
D: DETERMINED DOERS

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



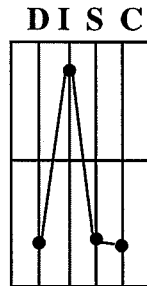
D/I: DRIVING INFLUENCERS

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



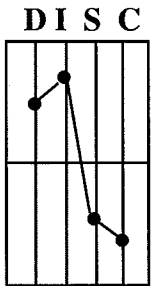
I: INSPIRATIONAL INFLUENCERS

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



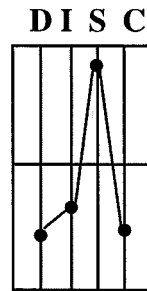
I/D: INSPIRATIONAL DOERS

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



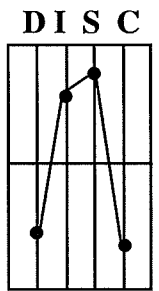
S: STEADY SPECIALISTS

"S"s are stable and shy types. They do not like changes. They enjoy pleasing people and can consistently do the same job. Secure, non-threatening surroundings are important to them. They make the best friends because they are so forgiving. Other people sometimes take advantage of them. They need to be stronger and learn how to say, "No" to a friend who wants them to do wrong. Talking in front of large crowds is difficult for them. They are motivated by sweet and sincere opportunities to help others.



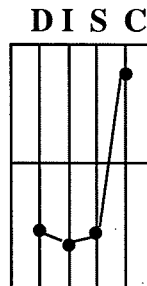
S/I: STEADY INFLUENCERS

"S/I"s are sensitive and inspirational. They accept and represent others well. They have lots of friends because they are tolerant and forgiving. They do not hurt people's feelings and can be very influential. They need to be more task-oriented. They must learn to finish their work and do it well. They like to talk, but should pay more attention to instructions. They would be more influential if they were more aggressive and careful. They are kind and considerate. Motivated by opportunities to share and shine, they induce others to follow.



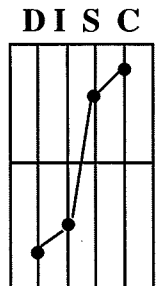
C: CAUTIOUS COMPETENT TYPES

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



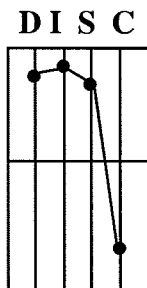
C/S: COMPETENT SPECIALISTS

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



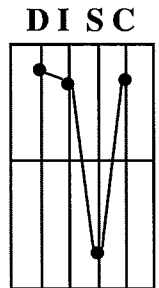
I/D/S: INSPIRING DRIVING SUBMISSIVE

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



D/I/C: DOMINANT INSPIRING CAUTIOUS

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

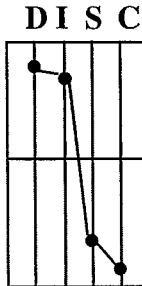


Observe the 21 **Behavioral Blends** on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other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

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

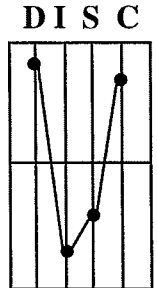
D/I: DYNAMIC INFLUENCERS

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



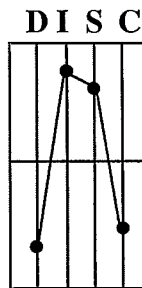
D/C: DRIVING COMPETENT TYPES

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



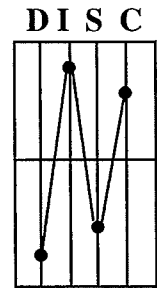
I/S: INSPIRATIONAL SPECIALISTS

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



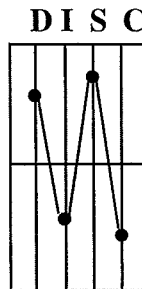
I/C: INSPIRATIONAL COMPETENT

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



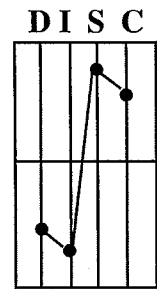
S/D: STEADY DOERS

S/D"s get the job done. They prefer stable surroundings and are determined to accomplish tasks. As quiet leaders, they relate best to small groups. They do not like to talk in front of large crowds, but want to control them. They enjoy secure relationships, but often dominate them. They can be soft and hard at the same time. They are motivated by sincere challenges that allow them to systematically do great things. They prefer sure things, rather than shallow recognition. They make good friends, while driving to succeed.



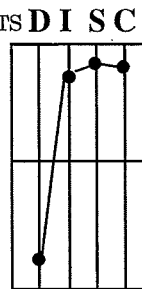
S/C: STEADY COMPETENT TYPES

"S/C" Types are stable and contemplative types. They like to search and discover the facts. They like to weigh the evidence and proceed slowly to a logical conclusion. They enjoy small groups of people. They do not like speaking in front of large crowds. They are systematic and sensitive to the needs of others, but can be critical and caustic. They are loyal friends, but can be too fault-finding. They need to improve their enthusiasm and optimism. They are motivated by kind and conscientious opportunities to slowly and correctly do things.



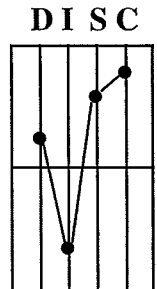
C/I/S: COMPETENT INFLUENCING SPECIALISTS

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



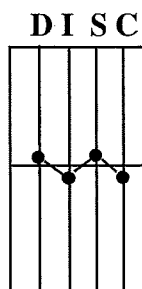
C/S/D: COMPETENT STEADY DOERS

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



STRAIGHT MID-LINE

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

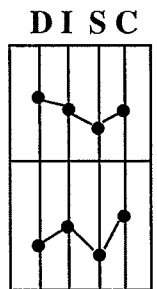


ABOVE MID-LINE • BELOW MID-LINE

Some patterns indicate unique struggles an individual may be having.

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

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

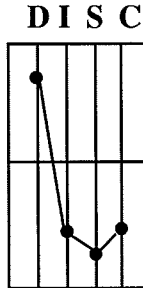


CONTROLLING YOUR BEHAVIORAL BLEND

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

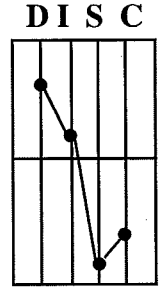
D: DETERMINED DOERS

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



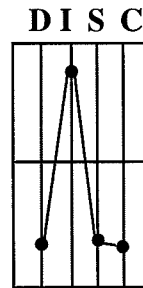
D/I: DRIVING INFLUENCERS

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



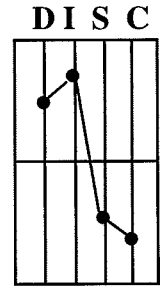
I: INSPIRATIONAL INFLUENCERS

Don't exalt yourself—"Humble yourself and God will exalt you," James 4:10. Be sure to listen more—"quick to hear, slow to speak," James 1:19. Work at being organized—"Do all things decently and in order," 1 Cor. 14:40. Concentrate on doing what is most important—"All things are not expedient," 1 Cor. 10:23. Prepare more—"Prepare yourself," 2 Chron. 35:4. Be careful what you desire—"Delight in the Lord," Psa. 37:4. Don't be over-confident and watch what you promise—Peter claimed he would never deny Christ, Mark 14:31.



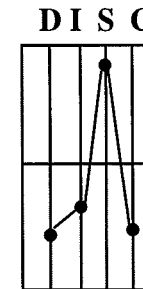
I/D: INSPIRATIONAL DOERS

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



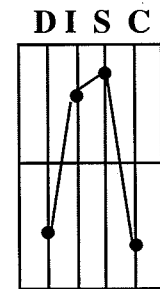
S: STEADY SPECIALISTS

Increase your confidence in Christ—"I can do all things through Christ, Who strengthens me," Phil. 4:13. God is your—"rock, fortress and deliverer," Psa. 18:2. Fearfulness is not from God—"God has not given you the spirit of fear," 2 Tim. 1:7. Speak out more often—"Let the redeemed of the Lord say so," Psa. 107:2. Be more outgoing and less inhibited—"Christ has made us free," Gal. 5:1. Be more assertive—Moses confronted Pharaoh with "let my people go," Ex. 5:1. Security is possible—"You are secure, because of hope," Job 11:18.



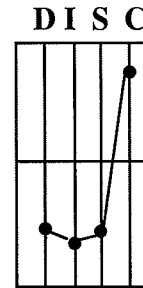
S/I: STEADY INFLUENCERS

Speak out—"Bold to speak without fear," Phil. 1:14. Take stands—"Stand fast in one spirit," Phil. 4:1. The Spirit of God can help you tell others about Christ—"The Spirit of the Lord is upon me," Isa. 61:1. Guard against fearfulness—"Let not your heart be troubled, neither let it be afraid," Luke 14:27. Remember, you don't need "people" to encourage you—"David encouraged himself in the Lord," 1 Sam. 30:6. Always do right and don't fear people—"Fear of man brings a snare (trap)," Psa. 29:25.



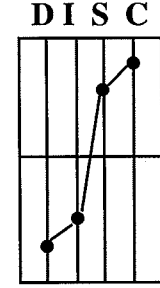
C: CAUTIOUS COMPETENT TYPES

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



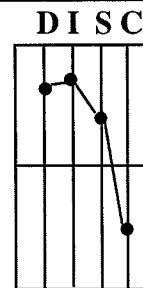
C/S: COMPETENT SPECIALISTS

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



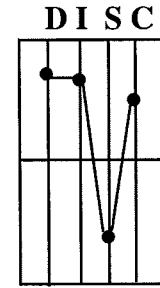
I/D/S: INSPIRING DRIVING SUBMITTING

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



D/I/C: DOMINANT INSPIRING CAUTIOUS

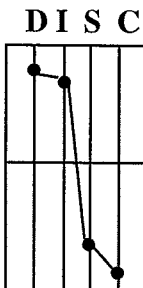
Be sure to listen more—"quick to hear, slow to speak," James 1:19. Be more sensitive to the individual's feelings—"The servant of the Lord must not strive, but be gentle," 2 Tim. 2:24. Be more of a peacemaker—"Blessed are the peacemakers," Matt. 5:9. Be more steady and don't get sidetracked—"Be steadfast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



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

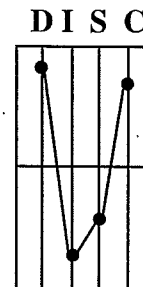
D/I: DYNAMIC INFLUENCERS

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



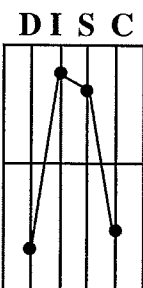
D/C: DRIVING COMPETENT TYPES

Seek to get along with everyone—"Live peaceably with all men," Rom. 12:18. Be kind and loving—"Kindly affectionate one to another," Rom. 12:10. Show more love—"Love one another," 1 John 4:7. Seek to serve, not to be served—Be a "servant of Christ," Eph. 6:6. Meekness is not weakness. Control your desire to have power over others. Be Christlike—"By the meekness and gentleness of Christ," 2 Cor. 10:1. Take time to be still and commune with God—"Be still and know that I am God," Psa. 46:10.



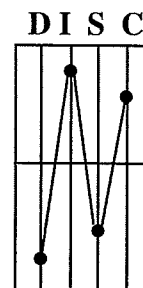
I/S: INSPIRATIONAL SPECIALISTS

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



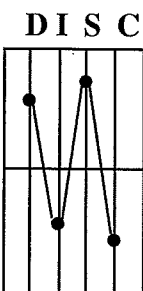
I/C: INSPIRATIONAL COMPETENT

Be careful you don't think too highly of yourself—"God resists the proud, but gives grace to the humble," 1 Pet. 5:5. Seek to please God more than others—"When a man's ways please the Lord," Prov. 16:7. Be a good example—"Be an example of the believer," 1 Tim. 4:12. Care more about how you look to God—"Glorify God in your body and spirit," 1 Cor. 6:20. Be bold and confident in Christ—"We have boldness and access with confidence by the faith of Him," Eph. 3:12. Guard statements and judgments—"A lying tongue is a vanity tossed to and fro," Prov. 21:6. Don't flatter yourself—"He flatters himself in his own eyes," Psa. 36:2.



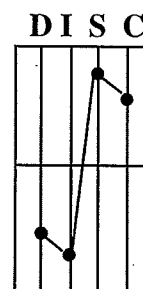
S/D: STEADY DOERS

God wants to empower what you think is weakness—"Most gladly will I rather glory in my infirmities that the power of Christ may rest upon me." God's grace (the power and ability to do what God wants) is enough for whatever you need—"My grace is sufficient for you." You are often strongest in weakness, as you trust in God and not yourself—"For when I am weak, then am I strong," 2 Cor. 12:9. Encourage and help others daily—"Exhort one another daily," Heb. 3:13. God challenges you to reason with Him—"Come now and let us reason together," Isa. 1:18.



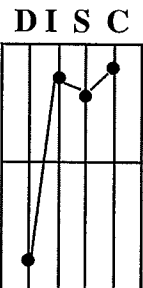
S/C: STEADY COMPETENT TYPES

Be assertive and stronger—"Only be strong and very courageous," Joshua 1:6. Be more enthusiastic—"Whatever you do, do it heartily," Col. 3:23. Enjoy relationships, rather than endure them—Christ said, "I am come that you might have life . . . abundantly," John 10:10. Peace and happiness do not come from security and safety—"Peace I leave with you, my peace I give unto you," John 14:27. Divine peace is knowing God's ways are beyond ours—"The peace of God passes all understanding," Phil. 4:7. Be fearless in Christ—"I will fear no evil," Psa. 23:4.



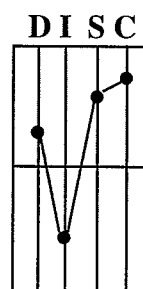
C/I/S: COMPETENT INFLUENCING SPECIALISTS

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



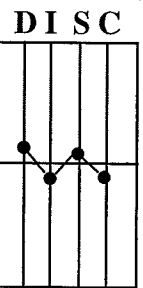
C/S/D: COMPETENT STEADY DOERS

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



STRAIGHT MID-LINE

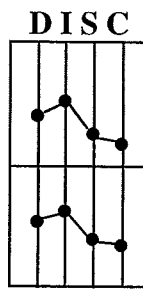
You may be trying to be all things to all men, which is good, but can be frustrating at times. The farther apart your plotting points, the easier it is to read the profile. Recognize your identity in Christ—"I am crucified with Christ, nevertheless I live, yet not I, but Christ lives in me," Gal. 2:20.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



ABOVE MID-LINE • BELOW MID-LINE

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

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



COMBINING PERSONALITIES WITH SPIRITUAL GIFTS

The following are combinations of D, I, S and C type personalities with nine Spiritual Gifts. Be sure to read the instructions at the top of the next page.

"D" Type Personalities With The Gift of Evangelism

Dynamic and demanding type Christians with the Gift of Evangelism can be extremely effective. They are self-starters with a sense of urgency. But their driving concern to win souls can make them too pushy. "D"-Evangelists should be more gentle and patient. Determined to get the job done, they often feel like everyone should be involved in evangelism. Direct with their presentations, they like sermons that explain the gospel and offer invitations to trust Christ. "D"-Evangelists are dedicated to *"making Him known."*

"I" Type Personalities With The Gift of Evangelism

Influencing type Christians with the Gift of Evangelism are most enthusiastic about soul winning. They are also very contagious — cheerleaders for Christ. Interested in people, they are "natural-born" witnesses. "I"-Evangelists make sharing the gospel look so easy. Because of their strong desire to impress, they may care equally about what people think of them and leading others to Christ. They must constantly remember God gifted them to shine for Him, not self. "I"-Evangelists can win many souls to Christ.

"D" Type Personalities With The Gift of Prophecy / Proclaiming

Demanding type Christians with the Gift of Prophecy are fearless concerning truth. Determined to preserve purity, they tend to dominate others. As protectors of righteousness, they proclaim truth without concern for what anyone thinks. They often feel like they have the divine right to be pushy. "D"-Prophets are so driving, they often offend others. They need to be more gentle, rather than always striving to expose error. They should be more sensitive to the feelings of others. "D"-Prophets are the most effective declarers of truth.

"I" Type Personalities With The Gift of Prophecy / Proclaiming

Influencing type Christians with the Gift of Prophecy make great communicators of truth. They articulate correctness with persuasion. They tend to over-use enthusiasm and emotions to convince others. Able to induce action or reaction, they need to guard against verbal abuse. Proclaiming truth, "I"-Prophets should season their speech with sugar. Making great impressions, they must remember Who they represent, not what they defend. "I"-Prophets are inspiring protectors of the faith.

"D" Type Personalities With The Gift of Teaching

Demanding type Christians with the Gift of Teaching are dedicated students and driving instructors. They like challenging research in order to convince others. They tend to be too forceful. "D"-Teachers make strong disciplinarians. Often domineering, they need to be more gentle with their insights. Digging deep while getting to the point can be frustrating. They should balance dedication to teaching with more people-orientation. "D"-Teachers can get the job done when it comes to explaining why something is true.

"I" Type Personalities With The Gift of Teaching

Inspiring type Christians with the Gift of Teaching are most interesting. They tell the best stories. They use clear illustrations. Their verbal skills create fascinating studies. But they tend to have lengthy classes. "I"-Teachers need to be more time-conscious. They may also stretch the text to make a point. Concerned about what others think, they often make good impressions. They can become prideful because of their tremendous ability to communicate. "I"-Teachers are some of the most interesting instructors.

"D" Type Personalities With The Gift of Exhorting / Encouraging

Decisive type Christians with the Gift of Exhortation are persistent encouragers. They tend to dominate conversations with practical steps-of-action. They like to share advice. "D"-Exhorters are driven to control the situation in order to encourage. They need to be more flexible and sensitive. People can't always do or feel what "D"-Exhorters want. They tend to have a plan for every problem. Often impatient, they can be too pushy. Letting others share their ideas, while determined to encourage others, makes them extremely effective.

"I" Type Personalities With The Gift of Exhorting / Encouraging

Inspiring type Christians with the Gift of Exhortation make enthusiastic encouragers. They impress others with their advice. But they can be too optimistic. They often create high expectations. They need to be more realistic. "I"-Exhorters should guard against using their verbal skills to manipulate others. They may try to influence others to do more than humanly possible. They should listen more and speak less. Interested in others, they often induce positive responses. "I"-Exhorters communicate encouragement best.

First, identify which letter (D, I, S or C) best describes your personality type. This can be done by finding the highest plotting point/s on Graphs 1 & 2.

Then notice your most obvious Spiritual Gift/s. Do this by finding the highest plotting point/s in your Spiritual Gifts Profile.

There are 36 combinations of personality types and Spiritual Gifts. Find the description/s of your combinations. You may have several combinations to identify.

Consider the insights that most describe you and disregard those that are not like you. Keep in mind, you are a blend of behaviors and gifts. Prayerfully study each description, asking God to control your personality and Spiritual Gift/s for His glory.

Study this booklet to also find where God can use you in ministry. Discovering your personality and Spiritual Gift/s should result in maturity and involvement in the Body of Christ.

"S" Type Personalities With The Gift of Evangelism

Sweet and soft type Christians with the Gift of Evangelism are the most gentle witnesses. They steadily share the gospel. They don't like to force issues. They tend to be too nice. Scoffers often waste "S"-Evangelists' time. Knowing they will go the extra mile, some people take advantage. Avoiding confrontation, these stable types prefer "friendship evangelism." But their motivation to win souls often overcomes their natural reluctance to speak out. "S"-Evangelists enjoy bringing people to Jesus without a lot of fanfare.

"C" Type Personalities With The Gift of Evangelism

Cautious and compliant type Christians with the Gift of Evangelism are the most thorough witnesses. They like to go point-by-point, convincing people to understand every detail. They try to have an answer for every question. But they can overwhelm with too many facts. "C"-Evangelists are often more concerned with the task, rather than the person in need. As competent individuals, they need to be more flexible and friendly. "C"-Evangelists can turn doubt into a fascinating opportunity for Christ.

"S" Type Personalities With The Gift of Prophecy / Proclaiming

Sensitive type Christians with the Gift of Prophecy are shy, but serious about truth. They seem to be soft, but their concern makes them persuaders. Motivated to proclaim truth, they tend to be gentle, but strong. "S"-Prophets seem to struggle with their concern for individuals and standing for correctness. This balance makes them surprisingly effective. People are often impressed when their shyness turns into firmness. They need to be careful about extremes. "S"-Prophets are like sleeping giants when it comes to truth.

"C" Type Personalities With The Gift of Prophecy / Proclaiming

Calculating type Christians with the Gift of Prophecy are cautious and competent. They tend to be conscientious. They can be too critical of those who compromise truth. Often convincing, they tend to be confrontational. Their concern for compliance often makes them unbending. "C" Prophets are insightful, but can be insensitive to what others feel. They would increase effectiveness with greater interest in others, rather than always being right. As protectors of truth, "C"-Prophets are able to see and share correctness.

"S" Type Personalities With The Gift of Teaching

Stable type Christians with the Gift of Teaching are systematic researchers. They like to teach steadily, step-by-step. Their simple, but insightful instruction often lacks excitement. They need to be more animated. "S"-Teachers make faithful and loyal friends, but often resist conflict. They should strive to be more interested in results, than relationships and revelation. Concerned about harmony and accuracy, they can be too sweet and slow to share why something is true. You can count on "S"-Teachers for thorough explanations.

"C" Type Personalities With The Gift of Teaching

Compliant type Christians with the Gift of Teaching are controlled by the quest for truth. They make great researchers. Determined to discover in-depth truth, they can over-do their lessons. They can become too factual. People seem to find "C"-Teachers competent, but boring. They can lack enthusiasm and warmth. They should focus more on practical application. As critical thinkers, "C"-Teachers can sound sarcastic. When sensitive, excited and patient, "C"-Teachers make great instructors.

"S" Type Personalities With The Gift of Exhorting / Encouraging

Sensitive type Christians with the Gift of Exhortation are sweet encouragers. They share simple and slow steps-of-action to help others. They often wait for others to ask for advice. They are not pushy. They love to stabilize bad situations with practical ideas. "S"-Exhorters can be too shy. They may wait instead of aggressively confronting an issue. They need to be more assertive. Their concern for others often makes them too nice. They may need to show "tough love." "S"-Exhorters are security-oriented encouragers.

"C" Type Personalities With The Gift of Exhorting / Encouraging

Calculating type Christians with the Gift of Exhortation are precise encouragers. They often know just what to say. Their practical steps-of-action tend to be concise. They make competent counselors with specific insights. But they can be too hard on people. "C"-Exhorters can see what needs to be done, but fail at communicating love. They should be more sensitive to the failures of others. Having patience and kindness will increase effectiveness. They should not be so critical. "C"-Exhorters make great problem-solvers.

"D" Type Personalities With The Gift of Pastor / Shepherding

Demanding type Christians with the Gift of Pastor/Shepherd tend to be ministry driven. Seeing the big picture, they are compelled to lead others. Their domineering ways can be misunderstood as dictatorial. They may be genuinely dedicated to shepherding others, but have strong feelings about what things should be done. Slowly working through people will make them more effective. Often taking charge, they seem to control others. Their concern for the flock is evident. "D"-Pastor/Shepherds make great visionaries.

"I" Type Personalities With The Gift of Pastor / Shepherding

Inspiring type Christians with the Gift of Pastor/Shepherd are impressive. Their influence makes people enjoy working and worshipping. They can be extremely successful and must guard against pride. People look up to "I"-Pastor/Shepherds. Able to persuade, they need to be more cautious what they promote. They love to minister and encourage others to do so. Often concerned more about what others think, they need to guard against using people to build their ministries. They can be best at using their ministry to build people.

"D" Type Personalities With The Gift of Showing Mercy

Determined type Christians with the Gift of Showing Mercy are rare, but dedicated to helping others feel better. Their domineering ways tend to conflict with their desire to sympathize with others. They can be decisive, while merciful and kind. "D"-Showing Mercy types are unique individuals who tend to demand that everyone display a caring spirit. Their driving personalities can be misunderstood as insensitive, while Showing Mercy is their motivation. They should guard their dominance with loving hearts. They press the need to care.

"I" Type Personalities With The Gift of Showing Mercy

Inspiring type Christians with the Gift of Showing Mercy influence others to care more. They use verbal skills to generate excitement for the cause of demonstrating love. Interested in people, they induce strong feelings of concern. They can be too emotional. "I"-Showing Mercy types can over-do their influence. Some people may think their concern is all show. They like to impress others with their kindness. They need to calm down and be more humble. When it comes to evident sensitivity, "I"-Showing Mercy types are tops.

"D" Type Personalities With The Gift of Serving / Ministry / Helps

Driving type Christians with the Gift of Serving / Ministry stay busy for Christ. They tend to work hard behind the scenes, doing whatever needs to be done. They can be impatient with those who don't help. Determined to minister, they tend to dominate and intimidate others to also serve. "D"-Servants are task-oriented individuals working tirelessly. They may need to slow down, relax and delegate. They can become demanding and offensive. "D"-Servants are dedicated to ministering and helping others. They are self-sacrificing doers of the Word.

"I" Type Personalities With The Gift of Serving / Ministry / Helps

Inspiring type Christians with the Gift of Serving / Ministry are excited about serving. Their impressive enthusiasm makes others want to get involved. They can be too persuasive and impatient. "I"-Servants are extremely effective in inducing action. They tend to over-sell and manipulate. Influencing others, they should guard their verbal skills when the job needs to get done. "I"-Servants tend to work longer than necessary, because they talk too much. Creating an exciting atmosphere of service is their specialty.

"D" Type Personalities With The Gift of Giving

Domineering type Christians with the Gift of Giving are serious about financial matters. They can be very successful in business. They also have the "gift of getting." They tend to use money to control others. Demanding how finances are used, they can be extremely picky with budgets. They seldom give to the wheel that squeaks the loudest. They are either unbending or influencing concerning financial decisions. They either discourage or encourage others with their money and/or advice. They can make great financial counselors.

"I" Type Personalities With The Gift of Giving

Impressing type Christians with the Gift of Giving are enthusiastic about stewardship. They like to encourage everyone to be givers. They make great promoters, but can kill projects because of financial concerns. "I"-Givers are more optimistic than others. They can be too positive. Their faith is evident in giving, but can become prideful. They like to tell everyone how to give more. When discouraged, they may use their verbal skills and financial credibility to influence others. "I"-Givers are most excited when it involves finances.

"D" Type Personalities With The Gift of Administration / Ruling / Leading

Demanding type Christians with the Gift of Administration are strong leaders. They like to tell others what to do. They often see what needs to be done and delegate the work to others. They can be too bossy. "D"-Administrators tend to see the big picture, but lack warmth to get others to help without pressure. They can intimidate and offend if not careful. Often concerned more about tasks, than people, they need to be sensitive and loving. "D"-Administrators can be gifted leaders who press forward to do great things for God.

"I" Type Personalities With The Gift of Administration / Ruling / Leading

Influencing type Christians with the Gift of Administration are optimistic leaders. Their positive enthusiasm encourages others to get involved. They can be overly excited. They tend to talk people into doing things they don't want to do. They impress others with their friendliness and verbal skills. "I"-Administrators need to guard against manipulating. They should serve by example. They often take on more than they can handle, disappointing those who expect a lot from them. But they can accomplish much through people.

**"S" Type Personalities With
The Gift of Pastor / Shepherding**

Submissive type Christians with the Gift of Pastor / Shepherd are selfless servants. They enjoy building relationships that result in ministries. They shepherd by example, not demand. They can be too nice. Often more caring than confrontational, they may need to be more assertive. Concerned about the ministry, they should be more enthusiastic. Shyness often hinders their leadership. People appreciate their interest in ministry, but some may want them to be more decisive. "S"-Pastor/Shepherds make gentle leaders.

**"C" Type Personalities With
The Gift of Pastor / Shepherding**

Conscientious type Christians with the Gift of Pastor/Shepherd are methodical. They like to go-by-the-book. They don't like to take risks and venture away from what they know works. They may need to be more open to innovation. They strive for correctness. Purity in the group is important to "C"-Pastor/Shepherds. Enthusiasm will encourage more to minister. Often conservative, they tend to be picky. Detailed assignments for everyone can often be overdone. "C"-Pastor/Shepherds are competent church leaders.

**"S" Type Personalities With
The Gift of Showing Mercy**

Sensitive type Christians with the Gift of Showing Mercy are most loving. They are sweet servants always ready to help. They specialize in times of suffering. "S"-Showing Mercy types may be so concerned that they miss opportunities to teach lessons. They can also be fooled by insincere cries for help. They may need to be more assertive with those who use their pain as excuses. They should be more demanding. They may need to share truth, rather than always listening. When people hurt, "S"-Showing Mercy types shine.

**"C" Type Personalities With
The Gift of Showing Mercy**

Compliant type Christians with the Gift of Showing Mercy are extremely concerned about others. They see needs no one else sees. They tend to know exactly what to say. They are careful not to miss opportunities to help, but can be critical of those who don't get involved. "C"-Showers of Mercy may try to analyze why people hurt. Their conservative care is often appreciated. They need to be optimistic. Enthusiasm and inspiration are often lacking. "C"-Showers of Mercy are competent individuals who care about the sufferings of others.

**"S" Type Personalities With
The Gift of Serving / Ministry / Helps**

Steady type Christians with the Gift of Serving / Ministry are every church's dream — the backbone of ministry. If anything needs to get done, they faithfully serve without recognition. They are not bossy, but should be more assertive. People take advantage of "S"-Servants. They should be more aggressive in seeking help. Always sensitive to the feelings of others makes them sought out. But sometimes they solve problems for those who may need to feel the pressure of their irresponsibility. "S"-Servants are the most stable servants.

**"C" Type Personalities With
The Gift of Serving / Ministry / Helps**

Competent type Christians with the Gift of Serving / Ministry are detail-oriented. They don't like loose ends. If anything needs to be done right, they are perfect for the job. "C"-Servants tend to be difficult to work with. They can be too picky. They need to be more friendly and cooperative. Often feeling like they are the only ones who ever do anything, they need to appreciate others more. Positive attitudes and enthusiasm are recommended but difficult for "C"-Servants. They can be the hardest working and compliant servants.

**"S" Type Personalities With
The Gift of Giving**

Security-oriented type Christians with the Gift of Giving are not risk takers. They are submissive (willing) givers. They may lack the vision necessary to take on challenging projects. Sensitive to individual needs, they help others behind the scenes. They are private about giving. "S"-Givers can be too helpful. They need to guard their sincere desire to serve with a stronger determination to do what is right. They can be taken advantage of. They tend to be the most sacrificing. "S"-Givers are stable financial planners who avoid financial disasters.

**"C" Type Personalities With
The Gift of Giving**

Compliant type Christians with the Gift of Giving are cautious. They move conservatively. They seldom make quick financial decisions. They don't like pressure. Vision and growth are often stifled because of pessimism. "C"-Givers seldom make investment mistakes, but may miss great opportunities. They need to be more positive. People often think they are critical. They should be more friendly. Respected by others, they should use their competence to help, rather than find fault. They can be valuable in financial planning.

**"S" Type Personalities With
The Gift of Administration / Ruling / Leading**

Submissive type Christians with the Gift of Administration are concerned about getting tasks done in steady and stable ways. They need to be more assertive and aggressive. "S"-Administrators can be too sacrificing. They are faithful in whatever they do, but need to inspire others to help. They can be quiet leaders, challenging others by example. They tend to be shy. Sometimes, they surprise others with their serious concern to accomplish tasks. "S"-Administrators are achievers who like to work through small groups.

**"C" Type Personalities With
The Gift of Administration / Ruling / Leading**

Cautious type Christians with the Gift of Administration are competent task-masters. They see a need and organize others to meet that need. They enjoy doing things completely right the first time. They tend to be picky. They would increase effectiveness with more warmth and team participation. Working through people and creating enthusiastic atmospheres can be helpful. They should avoid being critical of what others do. "C"-Administrators are best able to get groups to do the right things.

Involvement / Spiritual Gifts Perspective

Where your Spiritual Gifts can be used most effectively!

One of the best ways to grow as a Christian is to get involved. Identifying your natural and spiritual motivation will help. Many believers desire personal growth, but seldom find a rewarding ministry.

The following is a summary of nine Spiritual Gifts and how they can impact your life.

GIFT OF EVANGELISM

Abilities: Comfortably share the gospel with results.

Opportunities: Visitation, Outreach, Missions.

Warning: Don't think everyone should be as dedicated to evangelism as you are.

Reward: Leading people to Christ glorifies God.

Prayer: *"Dear God, Increase my vision for the lost, while helping me to understand why others do not share my burden."*

GIFT OF PROPHECY / PROCLAIMING

Abilities: Discern right from wrong / Declare truth.

Opportunities: Community / National Concern, Finances, Steering Committee.

Warning: Don't be obnoxious or opinionated.

Reward: Helping others see truth clearly.

Prayer: *"Dear God, Give me the sensitivity to show love, while sharing truth that may offend."*

GIFT OF TEACHING

Abilities: Clarify truth / Insights as to why facts are true.

Opportunities: Teaching, Training, Library.

Warning: Don't neglect other responsibilities.

Reward: Knowing people learn truth.

Prayer: *"Dear God, Help me to be practical, not just impart truth."*

GIFT OF ENCOURAGING / EXHORTING

Abilities: Share practical steps of action.

Opportunities: Counseling, Crisis Center, Evangelism.

Warning: Choose words wisely.

Reward: Seeing people respond to your advice and helping them through problems.

Prayer: *"Dear God, Use me to say what you would have me to say, not what I feel at the moment."*

GIFT OF PASTOR / SHEPHERDING

Abilities: Ministering to groups needing leadership.

Opportunities: Committee Chairperson, Visitation.

Warning: Don't get discouraged with those who don't follow.

Reward: Seeing the ministry improve.

Prayer: *"Dear God, Help me be patient with those who are apathetic and/or spiritually weak."*

GIFT OF SHOWING MERCY

Abilities: Giving sympathy and/or empathy to the hurting.

Opportunities: Hospital, Benevolence, Counseling.

Warning: Don't be a sucker to everyone who needs you.

Reward: Knowing you helped those who no one else would help.

Prayer: *"Dear God, Use me to not only help people by showing care, but also sharing truth and TOUGH LOVE when necessary."*

GIFT OF SERVING / MINISTRY

Abilities: Serving behind the scenes.

Opportunities: Nursery, Sunday School, Ushering.

Warning: Don't become weary in well doing.

Reward: Knowing you make a difference doing what no one else may want to do.

Prayer: *"Dear God, Thank you for appreciating my labor of love, regardless of what others may fail to appreciate."*

GIFT OF GIVING

Abilities: Using stewardship to further God's Kingdom.

Opportunities: Finance or Planning Committee, Office.

Warning: Don't use money to control others.

Reward: Knowing you contributed to the advancement of ministry without any personal recognition.

Prayer: *"Dear God, Use my success with finances to bless the ministry and others."*

GIFT OF ADMINISTRATION / RULING

Abilities: Organizing or delegating tasks.

Opportunities: Group Leader, Office, Personnel.

Warning: Avoid thinking everyone will get involved.

Reward: Seeing people work together to accomplish difficult tasks.

Prayer: *"Dear God, Help me to be tolerant to those who don't respond like I think they should."*

Involvement / Personality Perspective

Where your personality can be used most effectively!

My highest plotting point:
Graph 1 ____; Graph 2 ____;

My next highest plotting points are:
Graph 1 ____; Graph 2 ____.

1. First give God your "giftedness" to use for His glory.
2. Read the sections of D, I, S or C and Spiritual Gifts influences on the *Interpretation* page which correspond with your highest plotting points on your Graphs 1 & 2.
3. Look for opportunities for ministry to use your "giftedness" —
 - Search the Scriptures for insights on how God can use you.
 - Ask your minister or mature Christian friend to guide you.
4. Get involved in a ministry ASAP.
5. Pray God will control you and make you "*all things to all men.*"

"D" BEHAVIOR *(Active / Task-oriented)*

Abilities: Lead, take stand, confront issue, persevere, dictate, make decisions and control.

Opportunities: Organize needed ministry, chair Stewardship Committee, head Usher's Committee, commit to specific challenge.

Warning: You want to control everyone, but must first control yourself. Remember, "*to have authority, you must be under authority.*" Be loyal to your leaders.

Reward: Follow your spiritual leaders. Allow Christ to be the Lord of your life, and God will use you in a great way to move the ministry forward.

Prayer: "*Dear God, control my driving, demanding and dominant personality, so I can be a strong and peace-making leader for your glory.*"

"I" BEHAVIOR *(Active / People-oriented)*

Abilities: Communicate, inspire, influence, make friends, optimism, enthusiasm.

Opportunities: Give public testimony, drama, social committee, greeter, encourager, lead discussion group and visitation.

Warning: You naturally outshine others. Don't serve purely through your "*personality.*" Also, pride and sinful lusts will destroy your testimony.

Reward: God designed you to shine for Him. When you allow Him to shine through you, He will use you in greater ways than you ever imagined.

Prayer: "*Dear God, keep me humble to do your will, not mine. Help me give you and those who praise me the credit for all You have done.*"

"C" BEHAVIOR *(Passive / Task-oriented)*

Abilities: Analyze, improve, discern, calculate, follow directions, do the right thing.

Opportunities: Finance Committee, long-range planning, office, record information, research, teach, organize and order curriculum.

Warning: Due to your cautiousness, criticism comes easy. Don't always be pessimistic and hard to convince. Increase your faith in God and trust those you follow.

Reward: Ministers need competent people to fulfill their visions. You can be a great blessing if you continually look at the possibilities, rather than impossibilities.

Prayer: "*Dear God, help me be optimistic in the midst of problems — a source of encouragement to those who find faith and victory difficult.*"

"S" BEHAVIOR *(Passive / People-oriented)*

Abilities: Support, serve, specialize, finish what others start, work behind the scenes, do what needs to be done.

Opportunities: On call whenever needed, hospital visitation, encourage new members, office, keep records, telephoning and counseling.

Warning: Shyness hinders your opportunities to do great things for God. Be more aggressive and assertive. Be careful, people may take advantage of you.

Reward: Believing God's promise that you can do all things through Him who strengthens you, step out and try the difficult. You may be surprised what God can do.

Prayer: "*Dear God, I know you use the weak things to confound the mighty and I often don't feel capable of serving you, but through your grace I will.*"

Everyone: You should never use your personality as an excuse not to do what God commands everyone to do. For example, the Bible commands you to do the work of an evangelist. "D"s and "I"s may feel more comfortable talking to people about Christ, while "S"s and "C"s may not. Yet everyone should share the "*good news.*" "S"s may feel more comfortable working behind the scenes, but God may call a "S", like Moses, to lead a group. Or God may call an "I" to work behind the scenes. You must learn to "*be all things to all men that we might by all means save some.*" **Whatever you do, do it through Christ. Read Gal. 2:20.**

Fitly Joined Together

The following are opportunities for ministry in relationship to Spiritual Gifts. With your gifts in mind, look at all the ministries available. You should also consider many other gifts not included. You may also have various passions and interests that would cause you to fit well in a specific ministry.

If you are already involved in a ministry that doesn't seem to match, don't think you shouldn't be involved. Remember Moses!

Your past and present experiences should also enter into your search for a good fit. In summary, consider your spiritual gifts, personality type, interests, passions and experiences in making your choices. Once you have chosen 3 - 5 opportunities for ministry, be sure to notify your pastor, a spiritual leader or ministry coordinator. Then get involved as soon as possible.

Evangelism		Teaching	Pastor/Shepherding	Serving / Ministry				
Altar Counsel.	Newsletter	Bookstore	Altar Counsel.	Prayer	Adult Choir	EMT	Men's Ministry	Single Adults
Big Brothers	Nurse	Clerical	Baptism	Preschool	Altar Counsel.	Encouragement	Missions	Single Parents
Bowling	Orchestra	Coaching	Big Brothers	Publicity	Band	Evangelism	Musician	Small Groups
Carpentry	Photography	Computer	Clerical	Script. Reader	Baptism	Floral Arrange.	Newcomers	Song Leader
Cleaning	Physician	Curriculum	College/Career	Search Comm.	Bereaving	Foods	Newsletter	Sound System
Coaching	Prayer	Deacons	Communication	Senior Adults	Big Brothers	Graphic Arts	Nurse	Steering Comm.
Communication	Printing	Discipleship	Communion	Single Adults	Bookstore	Greeters	Nursery	Supplies
Concerts	Publicity	Elders	Counseling	Single Parents	Bowling	Grounds	Office Machines	Supper Club
Construction	Receptionist	Electrical	Curriculum	Small Groups	Carpentry	Hispanic Min.	Orchestra	Tape Ministry
Counseling	Recreation	Elementary	Deacons	Song Leader	Child Care	High School	Organ	Teaching
Deacons	Refugee/Hmless	Finances	Discipleship	Steering Comm.	Children	Housing Visit.	Personnel	Telephone Call.
Discipleship	Senior Adults	Interpreting	Elders	Tape Ministry	Choir	Hospital	Photography	Tutoring
Drama	Single Adults	Library	Elementary	Teaching	Cleaning	Hospitality	Physician	Transportation
Elders	Single Parents	Men's Ministry	Encouragement	Tutoring	Clerical	Hospice	Piano	Trustees
Electrical	Small Groups	Missions	Evangelism	Trustees	Coaching	Infants/Toddl.	Prayer	Ushers
Evangelism	Song Leader	Prayer	Hispanic Min.	Video	College/Career	Interpreting	Preschool	Vehicles
Foods	Steering Comm.	Printing	High School	Visitation	Communion	Intercess. Pray.	Printing	Video
Greeters	Supper Club	Records	Intercess. Pray.	Women's Min.	Concerts	Jr. High	Publicity	Visitation
High School	Tape Ministry	Script. Reader	Jr. High	Worship	Construction	Kids Kamp /	Records	Visitors Cards
Housing Visit.	Telephone Call.	Search Comm.	Media	Writing	Counseling	VBS	Receptionist	Weddings
Jr. High	Tutoring	Steering Comm.	Men's Ministry	Youth	Decorating	Kitchen	Recreation	Women's Min.
Kids Kamp /	Transportation	Tape Ministry	Missions	Youth Choir	Deacons	Library	Script. Reader	Worship
VBS	Trustees	Teaching	Newsletters		Discipleship	Mailings	Secretarial	Writing
Martial Arts	Ushers	Tutoring	Personnel		Drama	Maintenance	Senior Adults	Yard Work
Meals	Video	Trustees			Elders	Martial Arts	Serving Meals	Youth
Media	Visitation	Video			Electrical	Meals	Set-up	Youth Choir
Men's Ministry	Women's Min.	Women's Min.			Elementary	Media	Shut-ins	
Missions	Writing	Worship						
Musician	Youth	Writing						
Newcomers	Youth Choir							

Prophecy	Encouraging	Mercy	Giving	Administration / Ruling
Coaching	Altar Counsel.	Bereaving	Accounting	Accounting
Communication	Jr. High	Kitchen	Personnel	Newsletter
Deacons	Adult Choir	Meals	Physician	Benevolence
Discipleship	Band	Newcomers	Prayer	Benevolence
Elders	Men's Ministry	Nurse	Preschool	Clerical
Evangelism	Newsletter	Nursery	Printing	Physician
Finances	Choir	Organ	Publicity	Prayer
Long Range	Nurse	Physician	Records	Preschool
Planning	Coaching	Piano	Recreation	Printing
Martial Arts	College/Career	Prayer	Refug/Hmless	Deacons
Media	Communication	Preschool	Search Comm.	Discipleship
Men's Ministry	Concerts	Refugee /	Secretarial	Records
Newsletter	Counseling	Homeless	Senior Adults	Elders
Personnel	Deacons	Serving Meals	Set-up	Refugee /
Prayer	Discipleship	Set-up	Shut-ins	Homeless
Printing	Drama	Shut-ins	Single Parents	Search Comm.
Records	Elders	Telephone Call.	Small Groups	Security
Script. Reader	Encouragement	Tutoring	Sound System	Single Parents
Search Comm.	Evangelism	Trustees	Steering Comm.	Sound System
Security	High School	Weddings	Supplies	Steering Comm.
Steering Comm.		Women's Min.	Supper Club	Supplies
Tape Ministry		Worship	Tape Ministry	Tape Ministry
Teaching		Writing	Telephone Call.	Transportation
Trustees		Yard Work	Tutoring	Trustees
Visitation			Transportation	Ushers
Women's Min.			Trustees	Video
Writing			Ushers	Women's Min.
			Vehicles	
			Video	
			Visitors Cards	
			Weddings	
			Women's Min.	
			Worship	
			Writing	
			Yard Work	

"Choose You This Day Who and Where You Will Serve"

The following are a few suggestions where you might "fit" best in ministry. Remember, God may lead you to do things you don't feel qualified or comfortable doing. But God always empowers you to do what He calls you to do.

There are also many challenges every Christian is called to do; such as praying, witnessing, etc. Don't let the lack of a specific spiritual gift or personality type discourage you from doing what the Bible commands. You may also feel compelled to be involved in other ministries not listed. You may even desire to be involved in ministries listed under different personality types.

"D" Types —

Carpentry	Elders	Men's Min.	Prayer	Trustees
Coaching	EMT	Missions	Recreation	Ushers
Construction	Evangelism	Long Rng Pln.	Search Comm.	Vehicles
Deacons	Finances	Personnel	Security	Worship
Discipleship	Media	Publicity	Steering Com.	Yard Work
			Teaching	Youth Ministry

"I" Types —

Band	Elders	Kid Kmp/VBS	Prayer	Support Group
Big Brothers	Elementary	Media	Publicity	Teacher
Bowling	Evangelism	Men's Min.	Script. Read.	Telephone Call.
Choir	Encouragemt.	Missions	Receptionist	Trustee
Coaching	Greeters	Music	Recreation	Usher
College/Career	Graphic Arts	Newcomers	Secretary	Video
Communicatn.	High School	New Mem.	Senior Adults	Visitation
Concerts	Hispanic Min.	Orchestra	Single Adults	Women's Min.
Counseling	Housing Visitr.	Organ	Song Leader	Worship
Deacons	Jr. High	Photography	Summer Camp	Youth
Discipleship	Interpreting	Piano	Supper Club	Youth Choir
Drama				

"S" Types —

Altar Counselr.	Decorating	Kid Kamp/VBS	Preschool	Supplies
Baptism	Discipleship	Kitchen	Printing	Support Groups
Benevolence	Elders	Library	Records	Tape Ministry
Bereaving	Elementary	Mailings	Receptionist	Teaching
Big Brothers	Encouragemt.	Maintenance	Refug/Hmless.	Telephone Call.
Book Store	Evangelism	Meals	Scripture Read.	Tutor
Bowling	Follow-up	Missions	Search Com.	Transportation
Carpentry	Foods	Newcomers	Secretary	Trustees
Children	Grounds	New Mem.	Senior Adults	Ushers
Child Care	Hispanic Min.	Newsletter	Serving Meals	Vehicles
Cleaning	Hospital	Nurse	Set-up	Visitation
Clerical	Hospice	Nursery	Shut-ins	Visitors Cards
College/Career	Housing	Office Machn.	Single Adults	Weddings
Communion	Visitors	Orchestra	Small Groups	Women's Min.
Concerts	Infant/Todd.	Organ	Sound System	Worship
Counseling	Interpreting	Physician	Summer Camp	Writing
Deacons	Interc. Pray.	Piano	Supper Club	Yard Work
				Youth Choir

"C" Types —

Accounting	Discipleship	Library	Physician	Steering Com.
Band	Drama	Mailings	Piano	Tape Ministry
Benevolence	Elders	Long Rng. Pln.	Prayer	Teaching
Book Store	Electrical	Maintenance	Preschool	Transportation
Carpentry	EMT	Meals	Printing	Tutor
Children	Evangelism	Missions	Publicity	Trustee
Cleaning	Finances	Music	Records	Vehicles
Clerical	Follow-up	Newsletter	Scrip. Reader	Video
Communion	Food	Nurse	Search Com.	Visitors Cards
Computer	Floral Arrang	Nursery	Secretarial	Weddings
Concerts	Graphic Arts	Office Machin.	Security	Worship
Construction	Grounds	Orchestra	Serving Meals	Writing
Curriculum	Infants Todd.	Organ	Set-up	Yard Work
Deacons	Interpreting	Personnel	Sound System	
Decorating	Kitchen	Photography	Supplies	

Choosing where to be involved can be easy. First, pray God will give you wisdom about how your specific personality, spiritual gifts, talents, interests and experiences relate.

The Lord may also direct you to get involved in ministries that don't seem to fit your "giftedness." Sometimes your passions and interests create a burden to be involved in unrelated areas. God can use you in a great way as you allow Him to do His work through you.

The most practical way to discover where to serve is to consider the ministries that need your personality and spiritual gifts. For example, you may have a "S" type personality with the Gift of Serving / Ministry / Helps. Look for an opportunity to serve behind the scenes doing those things most people don't want to do — like the Kitchen or Library. You can receive deep satisfaction knowing God uses you to meet special needs.

If you're an "I" type with the Gift of Encouraging / Exhorting, you may want to get involved in a more active and aggressive outreach opportunity. "S" types prefer more passive "friendship" or "relationship" type evangelism or counseling.

"D" types with the Gift of Prophecy / Perceiving would serve effectively in a Community Awareness type ministry. These types prefer to perceive and declare truth.

Review all the opportunities listed with your specific personality and spiritual gift in mind. There may be other opportunities not listed. You may want to consider your talents, interests and experience. For example, you may not have an "I" personality with the Gift of Showing Mercy, but you have a burden to win the lost. Your passion and experience will mean you fit well in an evangelism ministry.

Be sure to communicate with the appropriate ministry leader. Notify him or her about your personality type, spiritual gifts, talents, interests and experience. Ask for counsel concerning where others may think you fit best. Scripture teaches, "In the multitude of counsel there's safety." Temporarily volunteer to serve in various ministries. Notice how you fit and feel as you serve. Be sensitive to how the Holy Spirit uses your involvement to help others and bless you.

Choose 3 - 5 "Opportunities For Ministry" To Consider:

Joy & Giftedness

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

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

Scripture admonishes us to "*present our bodies, living sacrifices to God . . . to discover what is that good and acceptable will of God*," Rom. 12:1,2. If you really want to discover God's will for your life, you must give God your giftedness. Give Him your feelings, thoughts, and actions, both naturally with your personality and supernaturally with your spiritual gifts.

The Bible teaches us not to be like children tossed to and fro, all mixed up in life. Instead we should "*speak the truth in love that we may grow up in Christ*," Eph. 4:15.

We all need to mature in Christ, so we can enjoy life as God intended!

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

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

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

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

All these insights should help you understand where you fit best in ministry. *Remember, every member is a minister!* This could be your Day of Pentecost, when God pours out His blessings on your life and uses you in ways you never dreamed. But it could also be a nightmare, because of *people*. Serve God, regardless of whatever conflicts and clashes you may have, and you WILL be blessed.

Keep your eyes on Christ and you will succeed!

Leadership Insights

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

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

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

Leader Styles

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

"D" Leaders —

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

"I" Leaders —

"I"s are inspiring and enthusiastic. They love to lead and influence others. Naturally great presenters, they tend to talk too much. "I" leaders need to listen more and not be so sensitive to rejection. They are the most impressive and positive leaders. "I"s love crowds, but need to be interested in individuals.

"S" Leaders —

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

"C" Leaders —

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

Follower Styles

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

"D" Followers —

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

"I" Followers —

"I"s follow with their hearts. They tend to be impulsive followers. They want opportunities that will make them look good. "I" followers talk a lot. They make great first impressions. Their high egos and ability to persuade often turn them into the leaders in order to rise to the top. Sometimes you don't know who's leading whom.

"S" Followers —

"S" followers don't make quick decisions. They like leaders who are understanding and gentle. They want to establish a relationship with a leader who will be around for a long time. "S"s are concerned about service and stability. When it comes to sensible and slow judgment, "S" followers feel right at home. They like familiar and low-key environments.

"C" Followers —

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

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

Blended Servant Leaders allow the Holy Spirit to control

their drives, passions, and wills in order to motivate others more wisely. Servant Leaders are Transformational Leaders who raise people up to follow on a higher plain. Anyone can be a Servant Leader. Your giftedness and "DISC" personality type is not most important. It's your relationship with God and others that makes the difference. ***God doesn't always call the qualified, but He always qualifies the called!***

How To Handle Conflicts

Often, the greatest hindrances to healthy relationships are personality conflicts. Positive individuals, desiring to build good relationships, are often discouraged because of misunderstandings and clashes with others.

This section is designed to help you discover why people do what they do under pressure and why you may conflict with others. Life's success principles on how to handle clashes are clear. The problem is many people are not aware of their "sensitive spots." Everyone needs to learn more about avoiding and resolving conflicts.

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

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

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

Remember — **Most problems today are not theological—they're relational — personality conflicts and clashes with others.**

"D" Behavior and all Spiritual Gifts

Under Pressure:

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

Sources of Irritation:

*Weakness, indecisiveness, laziness
Lack of — discipline, plan, purpose, direction, authority, control, challenge.*

Needs To:

Back off, seek peace, relax, think before reacting, control self, be — patient, loving, friendly, loyal, kind, sensitive.

"I" Behavior and all Spiritual Gifts

Under Pressure:

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

Sources of Irritation:

Disinterest, slowness, pessimism, details, time restraints, antagonism, doubt, structure, lack of — enthusiasm, team participation.

Needs To:

Listen, count the cost, control emotions, be — humble, strong, disciplined, punctual, careful with words, conscientious.

"C" Behavior and all Spiritual Gifts

Under Pressure:

Becomes moody, critical, contemplative, negative, worrisome.

Sources of Irritation:

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

Needs To:

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

"S" Behavior and all Spiritual Gifts

Under Pressure:

Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizer, sucker.

Sources of Irritation:

Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.

Needs To:

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

Natural Responses To Conflict —

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

Recommended Wise Responses —

- "D"s — Restore With Love
- "I"s — Make others look good
- "S"s — Care Enough To Confront
- "C"s — Examine Own Self First