

DISC Personality Profile

Instructions:

1. Choose the setting in which your responses will be made: Work, home, church, social, etc.
2. Carefully read the four phrases in each box below. Circle the number adjacent to the phrase **MOST** descriptive of you in the setting you have chosen. (The number is irrelevant at this point.)
3. Circle the number adjacent to the phrase that is **LEAST** descriptive of you in the setting you have chosen. (The number is irrelevant at this point.)
4. For each box, choose **ONLY ONE** "Most" and **ONLY ONE** "Least" response.
5. This sheet should be completed within **SEVEN MINUTES**, or as close to that as possible.

	Most	Least		Most	Least
Trusting, Enthusiastic	2	2	Affectionate, Tender	2	5
Tolerant, Respectful	4	4	Simple, Compliant	5	4
Courageous, Adventurous	5	1	Determined, Wants results	1	1
Agreeable, Accommodating	3	3	Content, Gratified	3	5
Innovative, Visionary	1	1	Unafraid, Independent	1	1
Reserved, Reticent	4	5	Reserved, Cautious restraint	4	4
Sociable, Congenial	5	2	Carefree, Lacks caution	2	2
Peacemaker, Negotiator	3	3	Kind, Cordial	3	5

	Most	Least		Most	Least	
Trusting, Enthusiastic	2	2		Affectionate, Tender	2	5
Tolerant, Respectful	④	4		Simple, Compliant	⑤	4
Courageous, Adventurous	5	①		Determined, Wants results	1	①
Agreeable, Accommodating	3	3		Content, Gratified	3	5
Innovative, Visionary	1	①		Unafraid, Independent	1	1
Reserved, Reticent	4	5		Reserved, Cautious restraint	④	4
Sociable, Congenial	⑤	2		Carefree, Lacks caution	2	②
Peacemaker, Negotiator	3	3		Kind, Cordial	3	5

Step 1

Count the number of times you circled each number (5, 4, 3, 2, 1) in the **Most** column. Record the totals in the corresponding boxes in the row labeled **M** below.

Step 2

Count the number of times you circled each number (5, 4, 3, 2, 1) in the **Least** column. Record the totals in the corresponding boxes in the row labeled **L** below.

	1	2	3	4	5
M					
	D	I	S	C	----
L					
	1	2	3	4	5

Step 3

Use the numbers from the row labeled **M** to complete **Graph 1** and the numbers from the row labeled **L** to complete **Graph 2**.

Step 4

Circle the number from each box (D, I, S, C) above in the corresponding column on the graphs.

	1	2	3	4	5
M					
	D	I	S	C	----
L					
	1	2	3	4	5

“M”
Graph 1
“This is expected of me”

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

“L”
Graph 2
“This is me”

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

Step 3

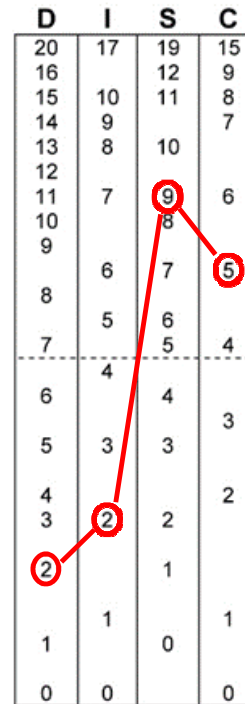
Use the numbers from the row labeled **M** to complete **Graph 1** and the numbers from the row labeled **L** to complete **Graph 2**.

Step 4

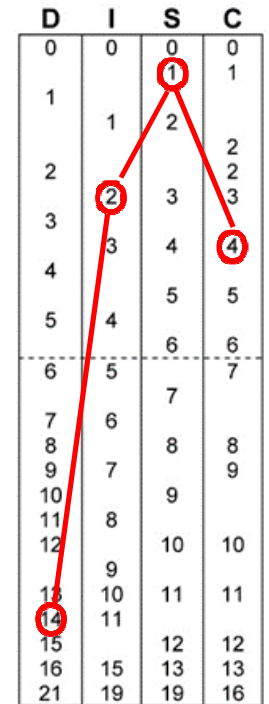
Circle the number from each box (D, I, S, C) above in the corresponding column on the graphs.

	1	2	3	4	5
M	2	2	9	5	6
	D	I	S	C	---
L	14	2	1	4	3
	1	2	3	4	5

“M”
Graph 1
“This is expected of me”



“L”
Graph 2
“This is me”

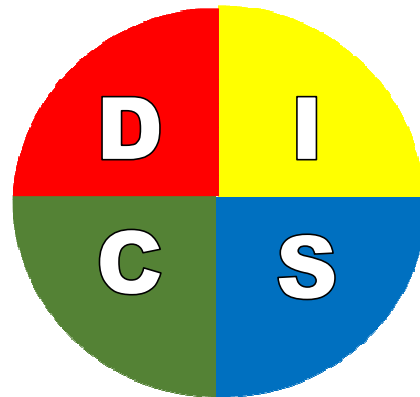


Active/Task Oriented

“D” – Dominating, directing, driving, demanding determined, decisive, doing.

Active/People Oriented

“I” – Inspiring, influencing, inducing, impressing, interactive, interested in people.



Passive/Task Oriented

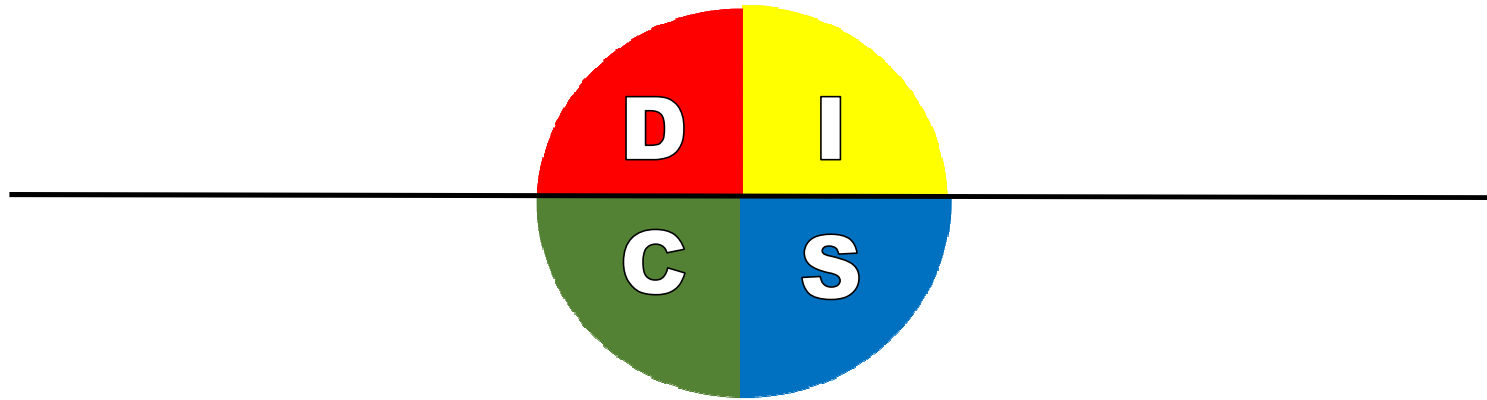
“C” – Cautious, competent, calculating, compliant, careful, contemplative

Passive/People Oriented

“S” – Steady, stable, shy, security, servant, submissive, specialist.

Activity Types

Extrovert, Outgoing, Optimistic, Involved



Introvert, Reserved, Realistic, Withdrawn

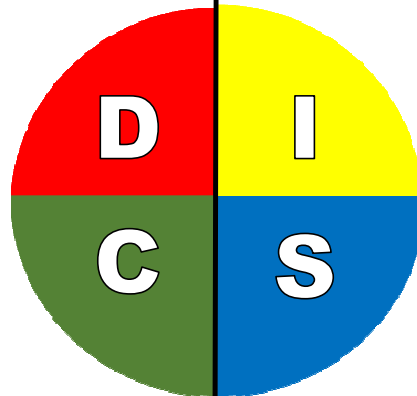
Task oriented

Plans

Programs

Projects

Process



People oriented

Caring

Sharing

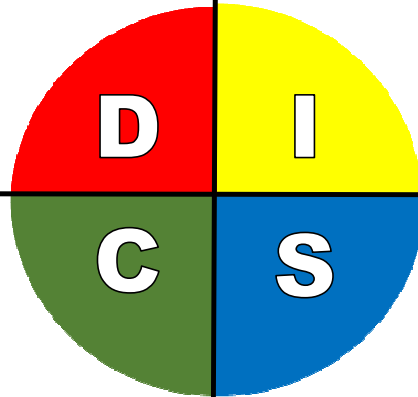
Relationships

Emotion

General Characteristics

Determined, Driving, Ambitious,
Pioneering, Strong-willed,
Competitive, Decisive, Responsible,
Skeptical, Logical, Independent

Sociable, Optimistic, Talkative,
Polished, Enthusiastic, Persuasive,
Warm, Poised, Trusting, Popular,
Verbal, Independent



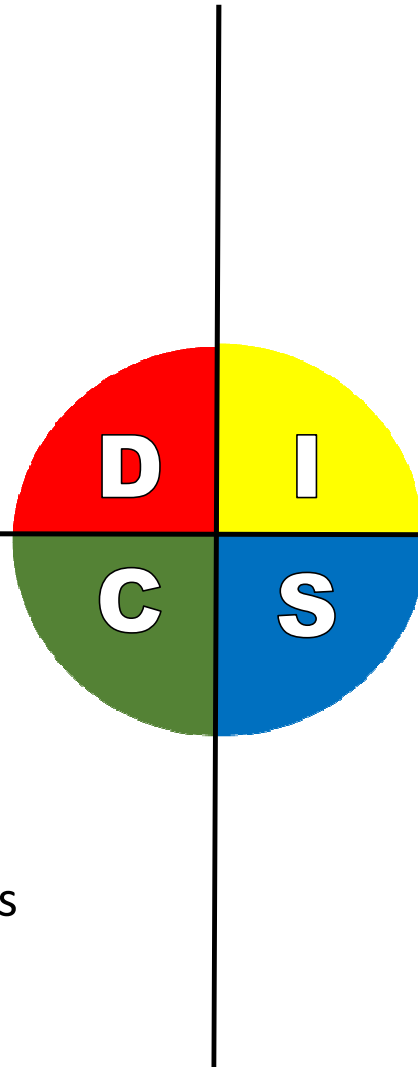
Conservative, Calculating, Low-
keyed, Stable, Dependable, Cautious,
Traditional, Neat, Systematic,
Accurate, Tactful, Diplomatic

Conservative, Loyal, Cooperative,
Predictable, Deliberate, Reflective,
Passive, Patient, Possessive,
Systematic, Resistant to change,
Steady

Strengths

Bottom-line organizer, Places high value on time, Challenges the status quo, Innovative, Problem solver, Risk-taker, Self-starter, Takes initiative, Makes quick “correct” decisions

Perspective, “The anchor of reality”, Conscientious and even tempered, thorough in all activities, Defines situations, Gathers analyzes and tests information, Creative thinker, Ability to organize, Sets long range goals



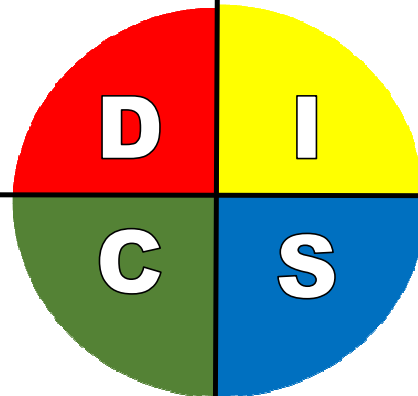
Creative problem solver, Great encourager, Motivates others to achieve, Positive sense of humor, Negotiates conflict or peacemaker, “People person”, Good sales person, Great story-telling abilities

Reliable and dependable, Loyal team worker, Respects authority, Good listener, patient and empathetic, Understanding and friendly, team player, Good people skills, Balance

Limitations

Oversteps authority, Argumentative,
Dislikes the routine, Self-absorbed,
Hard to admit he/she is wrong,
Reluctant to delegate, Too bossy or
insensitive

Need to have clear boundaries,
Bound by procedures and policies,
Gets bogged down in details, prefer
not to verbalize feelings, Will give in
rather than argue, Remembers the
negatives, Suspicious of others, Easily
depressed



More concerned with popularity
than tangible results, Inattentive to
detail, Short attention span,
Overuses gestures and facial
expressions, too gullible and naïve,
Impulsive, Exaggerates

Resistant to change, Loyal team
worker, Sensitive to criticism and
confrontation, Difficulty establishing
priorities, Difficulty making quick
decisions, Lack decisiveness,
enthusiasm or energy, May sacrifice
results for harmony.

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.

Through love, serve one another Gal 5:13

Be more positive

*Whatsoever things are lovely, of good report...
think on these things Phil 4:8*

Avoid a bitter and critical spirit

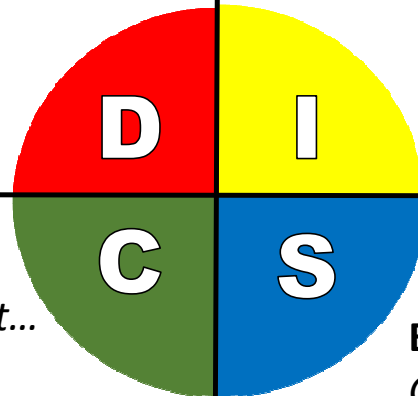
Let all bitterness be put away from you Eph 4:1

Be joyful

The fruit of the Spirit is...joy Gal 5:22

Don't worry

So don't worry about tomorrow Mt 6:34



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

Be patient with everyone 1 Thess 5:14

Be confident and fearless

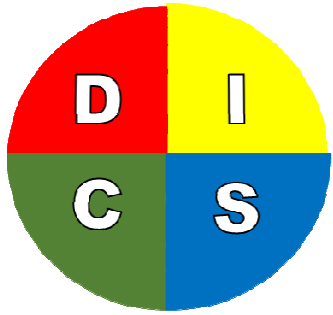
*God has not given us a spirit of timidity 2 Tim
1:17*

Be bold and strong

Only be strong and very courageous Joshua 1:6

Be more enthusiastic

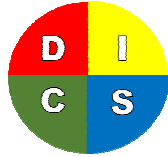
*Whatsoever you do, do it heartily as unto the
Lord. Col. 3:23*



For the body is not one member, but many. If the foot says, "Because I am not a hand, I am not *a part* of the body," it is not for this reason any the less *a part* of the body. And if the ear says, "Because I am not an eye, I am not *a part* of the body," it is not for this reason any the less *a part* of the body. If the whole body were an eye, where would the hearing be? If the whole were hearing, where would the sense of smell be? But now God has placed the members, each one of them, in the body, just as He desired. If they were all one member, where would the body be? But now there are many members, but one body.

1 Corinthians 12:14-20

Value to the Body



“D”s are good at...

- ... Overcoming obstacles
- ... Seeing the big picture
- ... Pushing the group ahead
- ... Accepting challenges without fear
- ... Maintaining focus on goals
- ... Getting results
- ... Providing leadership
- ... Handling several jobs at the same time

Positive Characteristics While Working in Teams

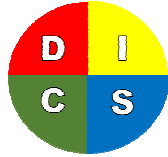
“D”s are autocratic managers who are great in a crisis. They welcome challenges without fear and are able to overcome obstacles. “D”s are innovative in getting results. They can see the big picture and maintain focus on goals. “D”s can handle multiple projects and function well with heavy workloads. They provide direction and leadership and push the group toward decisions. “D”s are willing to speak out and accept risks. They are also generally optimistic, self-reliant, specific, and direct.

While Analyzing Information

“D”s may ignore potential risks and not weigh the pros and cons. They may not consider others’ opinions. “D”s offer innovative and progressive systems and ideas.

D

Value to the Body



“I”s are good at...

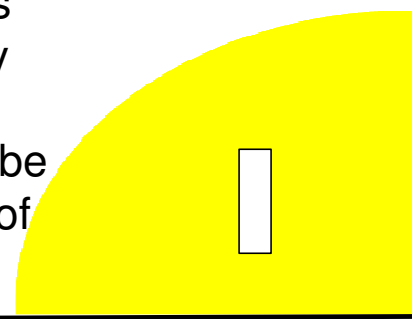
- ... Speaking persuasively
- ... Responding well to surprises
- ... Expressing ideas
- ... Accepting new people
- ... Creating enthusiasm
- ... Working well with others
- ... Having a sense of humor
- ... Keeping a positive attitude

While Analyzing Information

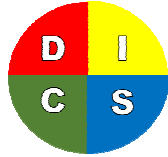
“D”s may lose concentration, interrupt, and miss important facts and details. They are also creative in problem solving.

Positive Characteristics While Working in Teams

“I”s are participative managers who motivate the team and influence and inspire. They are instinctive communicators and create an atmosphere of well being. “I”s are spontaneous and agreeable, and they respond well to the unexpected. They express their ideas well and make good spokespersons. “I”s accomplish goals through people and work well with others. They will offer their opinions and can be persuasive. “I”s are enthusiastic and have a positive attitude and a good sense of humor. They are also very good in brainstorming sessions.



Value to the Body



“S”s are good at...

- ... Showing sincerity
- ... Being even-tempered
- ... Emphasizing loyalty
- ... Building relationships
- ... Seeing an easier way to do things
- ... Providing dependability
- ... Being a team player
- ... Making others feel accepted

Positive Characteristics While Working in Teams

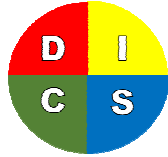
“S”s are participative managers who accomplish goals through personal relationships. They are instinctive relaters and make others feel like they belong. “S”s buy into team goals and identify strongly with the team. They provide stability and specialized skills and consider the elements of a total project. “S”s are sincere, practical, realistic, dependable, loyal, and even-tempered. They are focused and intuitive about people and relationships. “S”s show patience with others and strive to build relationships.

While Analyzing Information

“S”s may be openly agreeable, but inwardly unyielding. They may internalize their concerns and doubts and hesitate to share feedback during presentation. “S”s will slow down the action and provide valuable support for team goals.

S

Value to the Body



“C”s are good at...

- ... Working systematically
- ... Begin conscientious
- ... Maintaining their focus
- ... Analyzing obstacles
- ... Striving for logical results
- ... Organizing material
- ... Thinking logically
- ... Evaluating situations

While Analyzing Information

“C”s may become overly cautious and conservative. They may get too bogged down in the details and avoid or postpone decisions, especially if they perceive a risk. “C”s are able to be effective troubleshooters.

Positive Characteristics While Working in Teams

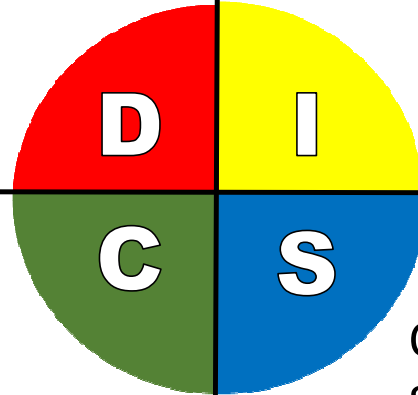
“C”s are “do it yourself” managers who create and maintain systems. They are instinctive organizers and strive for a logical, consistent environment. “C”s evaluate the team’s progress, ask important questions, and maintain focus on tasks. They think logically and work systematically. “C”s offer conservative approaches and emphasize quality. They are conscientious, diplomatic, and will strive for consensus. They will also share risks and responsibilities

C

Communication Style

Speaks freely
Good at initiating communication
Good at debating
Can be sarcastic
Often not good at listening

Enthusiastic
Stimulating
Can inspire others
Prone to exaggeration
Often not good at listening



Hesitates to talk until he has
thought out
precisely what to say.
Usually a good listener

Quiet
Seldom initiates conversation
Can use wit and humor
Usually a good listener

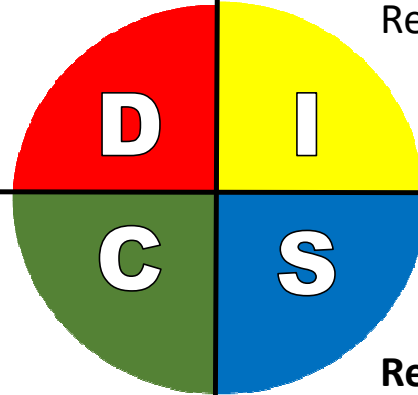
Motivated by...

Action and Challenge

New challenges and problems to solve
Power and authority to take risks and make decisions
Freedom from routine and mundane tasks
Changing environments in which to work and play
Results, challenge, action

Recognition and Approval

Flattery, praise, popularity, and acceptance
A friendly environment
Freedom from many rules and regulations
Other people available to handle details
Recognition, approval, visibility



Protection and Security

Standards and high quality
Limited social interaction
Detailed tasks
Logical organization of information
Being right, quality

Relationships and Appreciation

Recognition for loyalty and dependability
Safety and security
No sudden changes in procedure or lifestyle
Activities they can start and finish
Relationships, appreciation, security

Leadership Style

“D” styles tend to take a hierarchal or “autocratic” approach with other people.

Take control and be-in-charge type

Don't like being told what to do

Can be too pushy and forceful

Need to control direct and demanding approach to management.

Need to slow down, be gentle and not as Demanding.

“C” styles usually leads with a “bureaucratic” approach, delegating authority to others as long as others follow proper procedures.

Competent and compliant

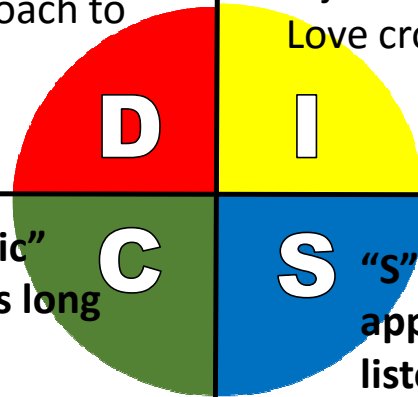
Go by the book and want everything just right

Thorough, detail-oriented

Too informative and answer questions people are not asking.

When optimistic, they are extremely influential.

Should focus on potentials more than problems.



“I” styles take a “democratic” approach and facilitate communication and initiative by others.

Inspiring and enthusiastic

Love to lead and influence others

Naturally great presenters; tend to talk too much

Need to listen more and not be so sensitive to rejection

Love crowds, but need to be interested in individuals

“S” styles tend to take a “participatory” approach with an emphasis on delegation, listening, and support.

Sweet, steady, and stable leaders

Friendly and loyal , but tend to be too nice

Need to be more aggressive and assertive

Overly sensitive to their shortcomings

Need more confidence; hate to take risk

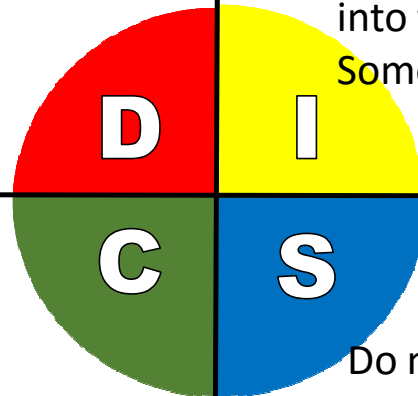
Miss opportunities because of caution

Reliable, relaxed and reserved

Following Style

Respect strong leaders
Want to be part of a winning team
Follow with power and authority in mind
Wonder, "Will this action make me more respected and/or get the job done?"
Need choices, rather than ultimatums
Need opportunities to do their own thing

Analyze each decision
Love research and development
Quality oriented followers
Don't like quick or costly decisions
Picky and precise, they follow with their minds, not their hearts
Seldom respond positively at first
Want time to think about their decisions
Once convinced, they follow best



Follow with their heart
Tend to be impulsive followers
Want opportunities that will make them look good
Talk a lot; they make good first impressions
High egos and ability to persuade often turns them into the leaders in order to rise to the top
Sometimes you don't know who is leading whom

Do not make quick decisions
Likes leaders who are understanding and gentle
Want to establish a relationship with a leader who will be around for a long time.
Concerned about service and stability
Sensible and slow judgment is their trademark
Like familiar and low-key environments

Emotional Needs

Challenge and accomplishment

Wants to be shown appreciation for their *quantity of work*.

Attention and approval

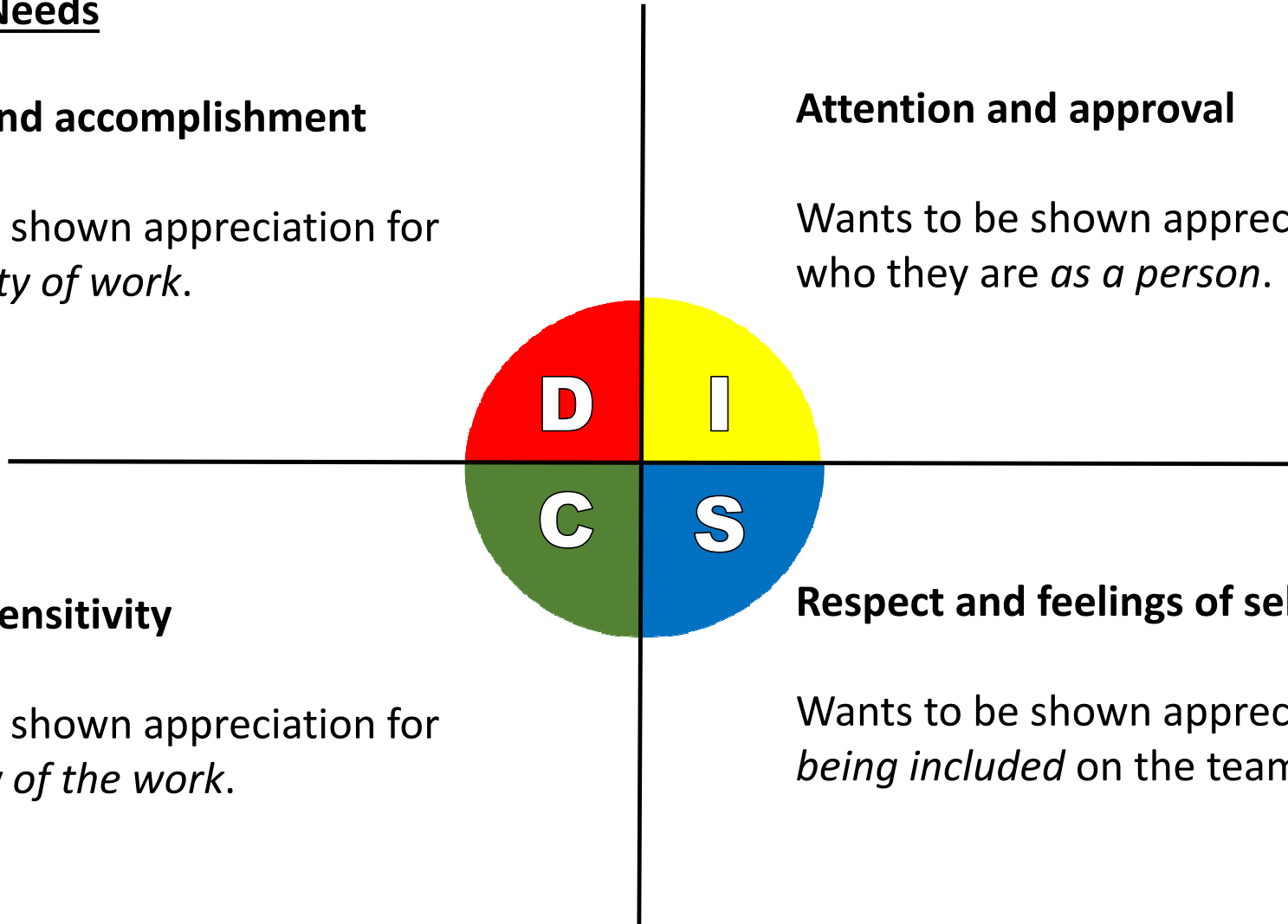
Wants to be shown appreciation for who they are *as a person*.

Order and sensitivity

Wants to be shown appreciation for their *quality of the work*.

Respect and feelings of self-worth

Wants to be shown appreciation by *being included* on the team.



Greatest Fear

Being taken advantage of

Being manipulated

Losing control

Criticism

Being wrong

Being misunderstood

Compromising standards

Rejection

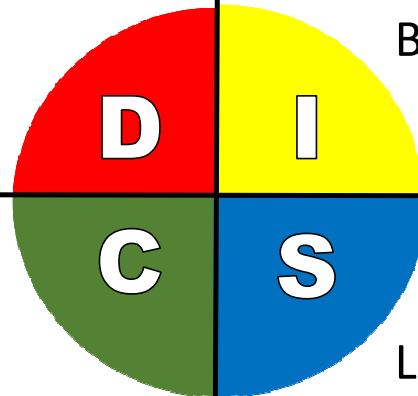
Being Bored

Being unpopular

Loss of security

Sudden changes

Confrontation



Relating Style for “D”



When relating to “D”s

Be strong, but willing to bend.

“D”s will challenge and intimidate.

Be to the point. Remind them that you’re a team.

When relating to “C”s

Be prepared and specific. Don’t use generalities. “C”s want explanation, not debate. “C”s can also be strong if you don’t know what you’re talking about.

When relating to “I”s

Be enthusiastic and complimentary. “S”s will talk and exaggerate a lot. Listen and don’t try to control the conversation or prove your point.

When relating to “S”s

Don’t be forceful or speak down. Be sweet. “S”s will judge how you respond. Be sensitive and kind. Appreciate the person’s concerns.

D

Relating Style for “I”



When relating to “D”s

Be serious. Don't be silly or informal because “D”s are not interested in funny stories. Don't waste time. Demonstrate your plan to solve the problem.

When relating to “C”s

Be factual and don't try to “snow” a “C”. Ask for suggestions and be open and respectful. Give details concerning problems. Be precise and methodical.

When relating to “I”s

Be a good listener. Don't talk much. Compliment “I”s and emphasize the good and positive. Smile and agree as much as possible

When relating to “S”s

Be sensitive. Let “S”s share their feelings. Don't interrupt and let the person finish completely. Stay calm and reinforce your sensitivity.



Relating Style for “S”



When relating to “D”s

Be confident and sure of self. “D”s may be forceful. Show strength. Challenge the person, but not too hard. Don’t give in if you’re right.

When relating to “C”s

Be prepared for stress and have your proof ready. The person will pressure you with logic or reason. Be open to what is said. Take the good, leave the bad.

When relating to “I”s

Be interested in what the person says. Don’t just listen. Share your thoughts and concerns. Ask them to review what was settled.

When relating to “S”s

Be kind, but don’t overdo it. Be strong if necessary. Don’t hold back, but be sensitive. Encourage the person to be strong concerning problems.

S

Relating Style for “C”



When relating to “D”s

Be relaxed. Don't be defensive. Get to the “bottom line” and don't bore the person with lots of facts. Agree on solution based on both perspectives. Be positive.

When relating to “C”s

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

When relating to “I”s

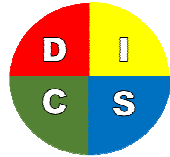
Be patient and let the person talk. Ask pointed questions that make the person think. Get them to talk through to the solutions. Stay on track.

When relating to “S”s

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

C

Receptivity Style for “D”



“D”s want to control conversations. They like to be in charge and to decide when to decide. They debate with power and authority. They need choices rather than ultimatums.

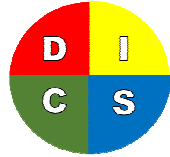
Sources of irritations: *Weakness, indecisiveness, laziness, Lack of – discipline, plan, purpose, direction, authority, control and challenge*

Under pressure: *Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy*

Needs to: *Back-off, seek peace, relax, think before reacting, control self, Be – patient, loving, friendly, loyal, kind, sensitive*

D

Receptivity Style for “I”

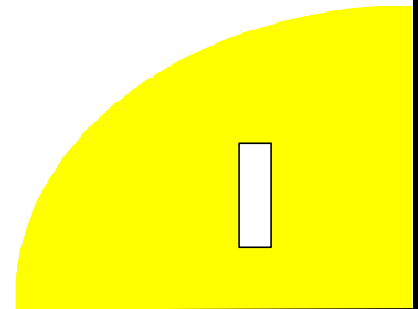


“I”s listen with their heart. They tend to be impulsive and seek opportunities that make them look good. “I”s talk a lot and are often poor listeners. They often respond enthusiastically or resist dramatically. They are not calm and quiet.

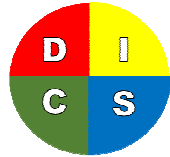
Source of irritations: *Disinterest, slowness, pessimism, details, time restraints, structure, lack of enthusiasm*

Under pressure: *Become hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish*

Needs to: *Listen, count the cost, control emotions, Be – humble, strong, disciplined, punctual, careful with words*



Receptivity Style for “S”



“S”s don’t make quick decisions. They want to establish relationships. They desire simplicity and stability with a sensible and slow pace. They like familiar and low-key presentations. They listen best to friends rather than total strangers.

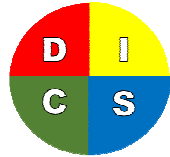
Source of irritations: *Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness*

Under pressure: *Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizes, sucker*

Needs to: *Be – strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing*

S

Receptivity Style for “C”



“C”s research and calculate before deciding. They are “hard sells” who enjoy intellectual debate. Picky and precise, they listen with their minds and not their heart. They need time to think through decisions.

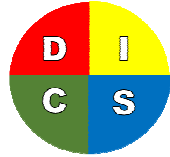
Source of irritation: *Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith*

Under pressure: *Become moody, critical, contemplative, negative, worrisome*

Needs to: *Loosen up, communicate, Be – joyful, positive, tolerant, compromising, open, trusting, enthusiastic*

C

Evangelism Style for “D”



Trying to win “D”

Be strong, but willing to bend. The lost person will challenge and intimidate. Get to the point. Remind the person that trusting Christ is their greatest challenge.

Trying to win “C”

Be prepared and specific. Don't use generalities. The lost person wants explanation, not shallowness. The person will resist if he or she doesn't know what you're talking about.

Trying to win “I”

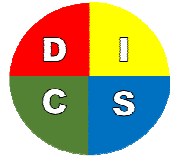
Be enthusiastic and complimentary. The lost person will talk and exaggerate a lot. Listen and don't try to control the conversation or steamroll the person.

Trying to win “S”

Be sweet. Don't be forceful or speak down. The lost person will judge how you respond. Be sensitive and kind. Appreciate the person's relational concerns.

D

Evangelism Style for “I”



Trying to win “D”

Be serious rather than silly or informal. The lost person is not interested in funny stories. Don't waste time. Express the power of God to solve his or her problems.

Trying to win “C”

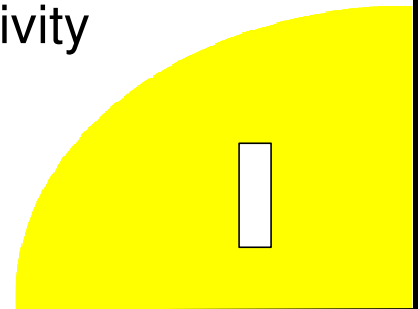
Be factual, precise, and methodical. Don't “snow” the lost person. Ask exploratory questions. Be open and respectful and give details.

Trying to win “I”

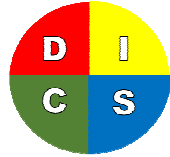
Be a good listener. Don't talk much. Compliment the lost person. Emphasize the good and positive. Smile and agree as much as possible.

Trying to win “S”

Be sensitive and stay calm. Let the lost person share his or her feelings. Don't interrupt. Reinforce security in Christ and show warmth and sensitivity



Evangelism Style for “S”



Trying to win “D”

Be confident and sure of yourself. The lost person may be forceful. Be strong and bold. Challenge the person, but not too hard. Don't show timidity.

Trying to win “C”

Be ready for questions. The lost person will pressure you with logic. Don't condemn his or her doubts. Give concrete answers.

Trying to win “I”

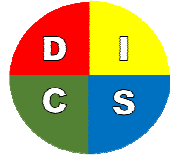
Be interested in what the lost person says. Don't just listen. Share your thoughts and concerns. Tell the person how exciting it is to trust Christ. Be enthusiastic.

Trying to win “S”

Be kind, but don't overdo it. Be strong, if necessary. Don't hold back, but be sensitive. Encourage the lost person to respond now

S

Evangelism Style for “C”



Trying to win “D”

Be relaxed. Don't be defensive. Get to the “bottom line” and don't bore the lost person with a lot of facts. Agree on solution based on other perspectives. Be positive.

Trying to win “C”

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

Trying to win “I”

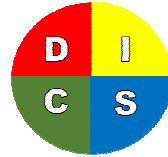
Be patient and let the lost person talk. Be enthusiastic about the abundant life in Christ. Get the person to talk through to the solution. Stay on track.

Trying to win “S”

Be loving and show sincere care for the lost person. Make the person feel you really enjoy what you do. Don't complain. Be optimistic and sure of your plan.

C

“D” Parents Handling Pressure and Stress



“D” Parent Under Pressure

Become determined, decisive, driving, disciplinarian, serious, challenging

“D” Parent Sources of Irritation

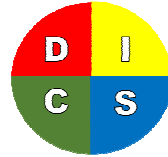
Silliness, insecurity, over caution
Lack of – initiative, competitiveness, aggressiveness, assertiveness, confidence

“D” Parent Needs To

Think before acting and meet demands with clear answers. Be loyal, pay attention to details and stimulate others through charm and friendliness.

D

“I” Parents Handling Pressure and Stress



“I” Parent Under Pressure

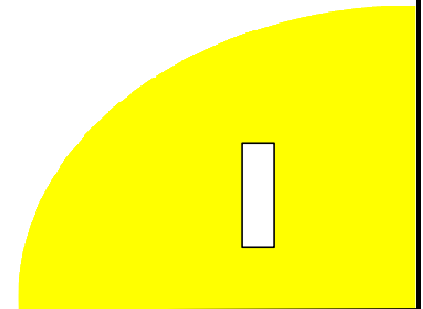
Becomes wordy, (Talks too much), Silly, Manipulative, Restless, Seeks attention

“I” Parent Sources of Irritation

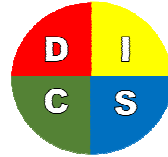
Dullness, deadness, status quo, predictability, restrictive communication, quietness, lack of encouragement, pessimism, negativism

“I” Parent Needs To

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



“S” Parents Handling Pressure and Stress



“S” Parent Under Pressure

Become silent, loyal, nervous, shy, takes blame, does whatever necessary to please

“S” Parent Sources of Irritation

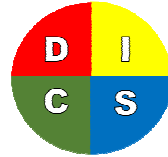
Aggression, undependable people, impatience, insincerity, inconsistency, competition, having to look good, pressure to speak out

“S” Parent Needs to

Be spontaneous, active, mobile, demanding, and determined. Verbalize feelings, take risks, inspire, and be confrontational.

S

“C” Parents Handling Pressure and Stress



“C” Parent Under Pressure

Becomes picky, critical, unsociable, sets high standards, worries, questions, digs deeper

“C” Parent Sources of Irritation

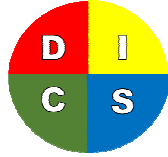
Incomplete reports, careless mistakes, thoughtless work, illogical responses, inaccurate facts, unclear answers, foolishness

“C” Parent Needs to

Improve people-skills and be enthusiastic, positive, caring, sensitive, and decisive. They need to allow others to learn by their mistakes.

C

Parenting “D” Children



The High “D” Child

From early age they look for jobs to do to win the praise of their parents.

They have the highest energy level of all temperaments.

If you keep them busy they will be your helpers, if you don't they will get into trouble.

They are born leaders with an innate drive to control situations & people.

They are opinionated, competitive, and want to be part of decision-making in the family.

Parents should

Affirm them for their achievements.

Be their cheerleader.

Teach the value of honesty over manipulation or winning at all cost.

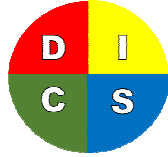
Teach them to value the opinion of others, even if they don't agree.

Teach them that true leaders aren't bossy or pushy with others.

Allow them to participate in family decisions.

D

Parenting “I” Children



The High “I” Child

This is the happy-go-lucky, life of the party, who loves fun and people. With the bubble & bounce comes forgetfulness & one who is easily distracted from responsibilities by anything fun or interesting.

They dislike routine, boring people, criticism, details, or lofty goals.

They need constant approval and praise.

They love affection, hugs, kisses, and desperately want acceptance.

They can easily “charm” others into doing things their way.

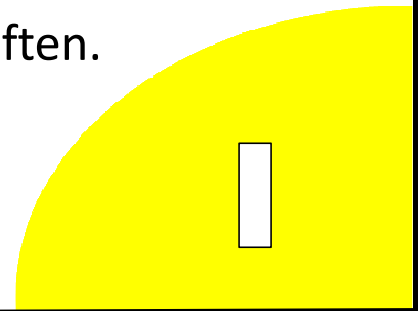
As a teen they will be popular & involved in many activities.

Parents should

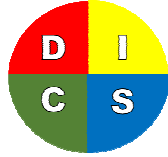
Teach discipline without wiping out their joyful spirit.

Make home a fun place, give them plenty of attention, compliment them often.

Not try to force them into being like anyone but themselves.



Parenting “S” Children



The High “S” Child

This is the easiest child of all to raise.

By nature they want to please others & not cause trouble for anyone.

They can be “picked on” by more aggressive siblings or children.

They are easily intimidated, but don’t like to complain.

They often have a dry, low-key sense of humor.

They can fall through the cracks in the family because they don’t demand attention like others do.

They tend to be single-interest type people.

Parents should

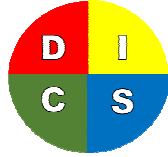
Be sure to pay attention to this quiet child so their self- worth won’t be harmed.

Help this low motivated person find direction.

Help expose them to new opportunities to discover their interests.

S

Parenting “C” Children



The High “C” Child

They are serious from the start and don't like to be played with.

They desire order and organization.

They are sensitive and easily hurt.

They tend to have feelings of insecurity & often withdraw to be alone.

They need quiet appreciation for their abilities.

They need a quiet place they can call their own.

Parents should

Sit down in a peaceful atmosphere and discuss their inner thoughts.

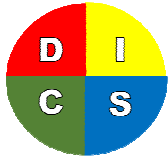
Handle them with patience and sensitivity to get them involved with family activities.

If possible, give them a bedroom of their own.

Do not tell them to “cheer up,” or “lighten up.”

C

Edifying “D”



Support their goals and objectives

Keep your relationship businesslike

Argue facts, not personal feelings, when you disagree

Recognize their ideas- not themselves personally

Provide alternative actions with brief supporting analyses to influence decisions

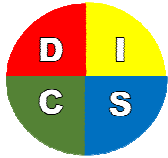
Be efficient, well-organized, & get to the point

Above all: Be efficient and competent

A large red semi-circle in the bottom right corner containing a white letter 'D'.

D

Edifying "I"



Support their opinions, ideas, and dreams

Be enthusiastic, but do not hurry the discussion

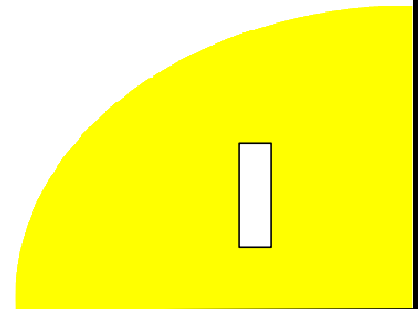
Try not to argue (you seldom can win)

Agree on the specifics of any agreement

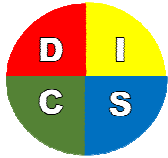
Summarize in writing who, what, when, where

Use testimonials & incentives to affect decisions

Above all: Be interested in them



Edifying "S"



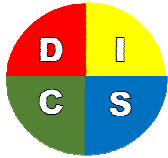
Support their feelings by showing personal interest

Assume they will take everything personally personal feelings when
Discuss personal feeling you disagree
Be pleasant, allow them time to trust you
Move along in an informal, slow manner
Assure them that actions will involve minimal risk

Above all: Be warm and sincere

S

Edifying “C”



Support their organized, thoughtful approach

Demonstrate with actions rather than words

Be precise, systematic, exact, & organized

List the advantages & disadvantages of any plan

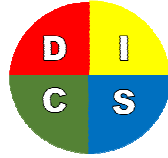
Provide solid, tangible, factual evidence

Provide guarantees that actions cannot backfire

Above all: Be thorough and well-prepared

C

What do I do with this information?



1. Use it to better understand yourself and how you interact with others.
2. Use it to understand and edify your family members.
3. Use it to be more a more effective member of the body of Christ.
4. Use it in the workplace or school to facilitate communication and relationships.
5. **Don't use it** as an excuse for bad habits, poor attitudes and rude behavior.