



# DISC personality information

## With Scripture References

### D DOMINANCE

**affect my thinking:** D's are known for their Keen, quick minds. They use their sharp and highly intuitive perceptions of people and situations to know" what needs to be done; they then focus themselves and others on the ideal kind of action that gets things done. As realists who are relatively practical, D's may only think deep and long enough to create a workable plan without much concern for underlying theory. Thus, their thinking can be crafty, driven, and purposeful, but also lack calm foresight, imagination, and sufficient planning. D's can be commonplace, humdrum, tiresome, dull, unimaginative, and boring in their thinking, and often find it hard to develop an inner life of meaningful reflection.

#### **emotions and how I control them?**

When it comes to emotions, D's are noted for being quick-tempered, abrupt, and hard. They are the most likely of the personalities to react in anger. Not only is their emotional nature unemotional, they have no use for sensitivity and can be unfeeling. This means they do not sympathize well with others' pain or grief. They may appear very thick-skinned, and do not comprehend what is tender, delicate, and fragile in life. It can be difficult to interest D's in religion, as they see it as mere emotionalism.

#### **affect my will and my self-discipline?**

For D's, will is the controlling factor. Life consists of action and work as a show of their urge toward self-determination and a response to external factors. (D's also like making decisions for others.) They possess strong will power, a sharp mind, focus, and stamina which helps their actions be quick, bold, and decisive, though perhaps hasty and impulsive. D's are not dismayed by barriers or adversities, but see oppositions as challenges that spur them on in their adventures. They are risk-takers, avoiding the safe and everyday, and drawn to the hazardous and unknown. D's often are active, but unreflective, unyielding, but over the edge, persistent but practical, fiery but foolhardy.

## **how I relate to other people**

Relationships can be a problem for D's, who often act out their Personality in self-centered ways that show disrespect and lack of consideration for others. D's are seen as overly self-confident, proud, and haughty. Although they can be good leaders, they can also be domineering in relationships, lack patience with people, and not appreciate the abilities in others. D's often lack compassion for those who are suffering, whether physically, emotionally, or spiritually. They also use their good judgment of human nature to gain information for their own advantage. Because they see people as tools for their plans, they may be clever, manipulative, and show false concern to get their way. D's consider apologizing as perhaps the ultimate humiliation; thus, committing to apologizing consistently can help conquer their relational weaknesses.

## **affect my leadership roles**

D's love to lead and will often volunteer to do so. Ironically, D's want an environment of freedom and of control so they can do what they want. Their action-orientation does not mean their plans are any better than those developed by other personalities, but their aggressive, firm and consistent nature pushes their plans through. The leadership/authority style of D's tend to be energetic, impulsive, self-confident, reckless, forceful, crafty, achievement minded, dictatorial, and bossy. D's bring goal-orientation and action to a group; they can also bring an opportunistic end-justifies-the-means mentality, and a stubborn spirit.

## **affect my communication style**

D's may be extroverted, but that does not mean they communicate clearly or kindly with people. D's are often known for finding it difficult to apologize or show approval, and often for communicating disapproval. They can speak in ways that are blunt and sarcastic, cutting stinging, unaffectionate and harsh. D's are so driven by their own goals that they tend not to focus on others or listen to what they are saying. They don't care if people disagree with them, they'll do what they want to anyway. Their communication is direct and to the point. Others generally know what they think about a subject or another person. They are extremely good at communicating goals and direction for themselves and others.

## **affect how I act when I'm offended?**

D's are known for being revengeful. They do not easily forgive or forget an insult or an injury. Instead, they allow these to encourage them into future actions where they repay people for what they perceive as injustices or wrongs committed against them. D's tend to be bitter, wrathful, and angry, which, along with the other elements in their response to offenses, makes them ulcer-prone.

**D personalities** need to learn to listen and not always speak their own opinions.

James 1 : 19 ... Everyone should be quick to listen, slow to speak ...

D need to be aware of their tendency to be angry.

Proverbs 16:32 -Better a patient man than a warrior, a man who controls his temper than one who takes a city.

D need to learn that love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control are not options for a Christian.

Gal 5:22-23 But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control ...

D need to forgive others.

Ephesians 4:32 Be kind and compassionate to one another, forgiving each other, just as in Christ, God forgave you.

D must place their faith in God and not in their own self-sufficiency.

Mark 11 :22 ' ... Have faith in God,' Jesus answered.

D are generally successful because of their strong will and determination.

I Corinthians 9:24-27 ... Run in such a way to get the prize ...

D are aggressive and display leadership qualities.

Acts 17:4 And some of them were persuaded and joined Paul. ..

## **I INFLUENCE**

### **affect my thinking**

I's are awakened by and responsive to exciting and thrilling experiences. Their responses in life are direct and not particularly reflective or planned. I's tend to process their thoughts aloud and spontaneously, without organizing them in advance. Their thinking may come across to some other personalities as unclear, illogical, inconsistent, confused, and superficial. However, because they are always looking for "the new," they can often appreciate completely different approaches to dull things, and speak of the ordinary in very charming ways. I's need to learn the thinking arts of reflection and self-examination to combat their tendency to distraction, tangents, and shallowness.

### **emotions and how I control them?**

Intense but inconsistent feelings predominate in the world of I's. They are very sensitive and have a rich, broad-ranged emotional life. Their emotions are easily stirred by impressions from the outside world - either in constructive or destructive directions - and their typical overreactions often lead to "a mood." But emotions are fleeting, and I's frequently experience quick reversals of feeling. They may go from sulking to elation. This emotionality affects their involvement in causes, by which they are easily and intensely interested ... for the moment. In expressing their feelings, I's tend to be talkative, extreme, vivid, and emphatic.

### **affect my will and my self-discipline?**

When it comes to self-discipline, I's have good hearts but undependable follow-through. Their will is not particularly stirred, and so their actions are unpredictable and inconsistent, even if they show initiative in new ideas or projects. I's may prove spontaneous and surprising, but are also shallow, forgetful, and distracted. They may even invent excuses for why they "could not" (actually, "did not") carry out their obligations. They may be the Personality most likely to enjoy life, but also to leave this world with a trail of unaccomplished goals. The bottom line: They have good intentions in their promising, but are unreliable in deciding, and weak-willed in persevering.

## **how I relate to other people**

Overall, I's have the ability to establish heartwarming relationships with a wide range of people. They are warm, cheerful, and extravagant in relating. They accept people as they are and aren't bothered by whether people meet certain standards or not. An I's receptive spirit helps them adjust to others and be genuinely interested in hearing their concerns. They do not disturb others' happiness with skepticism, criticism, or ridicule, but instead enter into their feelings and thoughts. I's are tender, sympathetic, and comforting. They are unlikely to become calloused toward people and will consistently rejoice with those who rejoice and weep with those who weep. However, they also function by "out of sight, out of mind." This makes them unreliable, and easily charmed. Fortunately, of the four personalities, I's can humble themselves and apologize the most easily.

## **affect my leadership roles**

Ironically, I's enjoy being free and unrestrained, while at the same time they are controlled and driven by external forces. I's embrace freedom, and are not governed by rules and regulations. They are easily molded by their environment. I's are also susceptible to "conning" themselves and others into following a path where the end justifies the means.

## **affect my communication style**

I's are sociable; words come easily to them. They process their thoughts aloud in a stream that does not include much thinking before they speak. Their style can be noisy, boasting and friendly, impressive, direct, and fascinating. They draw people in, but dominate discussions with topics of personal interest. Still, their conversation is contagious, and it creates similar moods in the listener. I's speak charmingly about everyday things and are dramatic and colorful storytellers because of their emotional nature. I's are restless, making it hard to concentrate on listening to others. But they do apologize readily.

## **affect how I act when I'm offended?**

In general, I've forget the past easily and live in the present. Therefore they tend to quickly forget offenses against them and move on.

**I personalities** need to learn that there is a time to be still.

Psalms 46: 10 ... be still and know that I am God.

I need to learn to listen to others.

Proverbs 19:20 Listen to counsel ...

I need to recognize the need for structure and organization.

I Corinthians 14:40 Let all things be done properly and in an orderly manner.

I need to learn to be sensitive to the feelings of others.

Colossians 1 : 12 ... put on a heart of compassion, kindness, humility, gentleness and patience.

I must work to have discipline in their lives.

II Timothy 2: 15 Study to present yourself approved to God ... I personalities are bold in sharing their faith.

Acts 4:20 ... for we cannot stop speaking what we have seen and heard

I look for opportunities to help others.

Galatians 6: 10 ... let us do good to all men.

I do not waver between God's call and immediate action once they understand it.

Mark 1 : 17-18 'Follow Me', ... And they immediately left ...

I do not find it hard to obey God's command to assemble together.

Hebrews 10:25 ... not forsaking our own assembling together. ...

## **S STEADINESS**

### **affect my thinking**

S's tend to have a calm, clear intellect that is unclouded because of their generally unemotional nature. This tends to give them a good range of intellectual ability, although it may not be as deep or insightful as that of some other personalities. S's are often able to put to practical use the brilliant ideas of others. They have a no-nonsense, practical mind, which is less prone to "wishful thinking." However, they drift too easily into rationalism and also tend to modify their ideals until they are workable.

### **emotions and how I control them?**

S's are frequently described as dependable, tranquil and cool. They maintain their inner emotional balance and come across as easy-going and levelheaded in all situations. Because S's are clear-minded and levelheaded, they do not become restless or annoyed by imperfection. They are not caught off guard, not tense, and not into reform and change. They have the strength and presence of mind to assess risky situations calmly, consider the possibilities, and choose the best way out. But for all the potentially positive dimensions of those character qualities, on the downside, S's are also sometimes empty-hearted, dispassionate and indifferent.

### **affect my will and my self-discipline?**

Decision-making and self-discipline are problems for S's. They are often slow, sluggish, and easygoing. Because they don't like inconvenience, they are unwilling to exert themselves or be in a hurry. They do consider issues before acting, but still find it hard to overcome their inertia and tendency to procrastinate. Once S's get moving, they can lay out good plans, efficiently execute them, and prove themselves dependable in follow-through. More often, though, they are calm spectators who are not swayed by emotion. They take the easiest ways instead of being farsighted, and stagnate instead of persevere. S's can be so practical they compromise their standards when convenient.

## **how I relate to other people**

S's exercise a stabilizing influence in relationships, even in the midst of disturbing circumstances. They are evenly balanced, calm, and seldom stirred up. They are neither quick-tempered nor in a fuss about "stuff." S's are good-natured, easy to get along with, pleasant, cheerful, comfortable, and witty. But they can be apathetic, blasé not cordial or demonstrative, to the point of being indifferent about others. S's often study people but have little interest in them, except when their opportunist tendencies see something on which they can capitalize. Otherwise, they can be disinterested spectators who seem apathetic. Their presence has a softening, conciliating effect upon others, and their love of peace and harmony gives them a base for relating with many different kinds of people successfully, and even bringing a unifying presence to groups.

## **affect my leadership roles**

S's generally won't take leadership upon themselves. They are, however, quite capable when called into a leadership role. S's value freedom, yet, ironically, stubbornly oppose change and can control situations by dragging their feet or even damaging a project when they don't really want to participate in it. When forced into the activities of others that turn out poorly, this fuels a deeper resistance to future activities. S's do not start projects. They are too much work for their laid-back disposition. S's are especially subject to compromising their ideals.

## **affect my communication style**

S's rate very different evaluations on their communication style. On the one hand, they are said to sometimes have an easygoing manner that makes it easy for them to listen to others, and that they can be quite counselor oriented. On the other hand, they have been noted for their hesitation to become involved with others. They communicate in a calm and peaceful tone and do not generate lots of excitement for those listening. They bring harmony through their words and tend to use words that are not strongly positive or negative. They rarely communicate their disapproval of others. Even when they do, it may be difficult to detect.



## **affect how I act when I'm offended?**

S's wave off offenses as irrelevant, and so do not take offense as easily as other personalities. They live more in the present, not the past, and so do not carry grudges when they have felt offended. They are peace loving, have a high boiling point, and seldom explode in anger. However, when they do explode it is in a cold and vengeful manner.

**S personalities** use their soft, sensitive words to resolve conflict.

Proverbs 15: 1 A soft answer turns away wrath.

S stay loyal even when someone has failed them.

Proverbs 17: 17 A friend loves at all times ...

S are able to bring peace to unsettled situations by their words and attitude.

Ephesians 1 :2 Grace to you and peace from God our Father and the Lord Jesus Christ.

S often lack confidence.

Exodus 4:1 What if they will not believe me, or listen to what I say?

S must learn not everyone is sincere and truthful.

Ephesians 4:6 Let no one deceive you with empty words ...

S need to have confidence in the gifts God has given them.

Romans 12 :3 ... God has allotted to each a measure of faith.

S shy away from responsibilities that require exposure of wrong/harsh action ..

Ephesians 4: 11 ... do not participate in the unfruitful deeds of darkness, but instead even expose them.

## **C CONCENCIENCESS**

### **affect my thinking**

C's have the most complex layered mental abilities of the four personalities. They want to get to the bottom of everything, and their thinking is deep, thorough, and reflective. C's will never be accused of being superficial or phony, but this has down sides. Their strong imagination tends to lead to romanticism, their analysis can lead to being judgmental, and their ordering can lead to perfectionism. Their tendency for idealism and perfectionism can lead to frequent disillusionment, which may fuel serious doubts and a desire to remove themselves even more from the real world through daydreaming. Still, C's are highly creative and sharply stimulating; their thoughts are well considered, expressed with originality, and they are highly conscientious.

### **emotions and how I control them?**

Feelings predominate C's, giving them a rich, sensitive nature (often over-sensitive, easily crushed). Ironically, C's typically feel more than they can express. For instance, C's are not quick-tempered, but can erupt in pent-up anger. Sadly, they are pessimistic, moody, and preoccupied with their own emotional pain. C's constantly dissect themselves, and see little in their worlds that is encouraging. Impressions of self can dig and bury deeply and work actively in their imaginations, leading to depression - as when promises they break or errors they make may distress them for a long time or even a lifetime!

### **affect my will and my self-discipline?**

Making decisions and engaging in calculated risks are not strong points for C's, in part due to their passive nature. Also, their capacity for endless analysis of every possible angle and consequence paralyzes them. The more possible outcomes C's find, the more difficult it is for them to decide. They finally act only when they must, and then with ongoing doubts and small measures of boldness. C's are also relatively self-disciplined and know their limitations. They would rather commit to fewer and safer things, and finish what they undertake than make promises they know they can't keep. Though they are not risk-takers, C's are self-sacrificers and dependable servants.

## **how I relate to other people**

C's have significant problems in relating. They do not make many friends, but those they make, they keep by being faithful, loyal, and dependable. They consider promises a point of honor to keep. However, C's are hard to get along with or touch, and they are proud. Their sharp ability to analyze lets them see faults in others clearly, and they become critical and judgmental. But their self-centeredness focuses them on how things affect them, not how they affect others. So they cannot analyze their own faults. Their romantic search for the ideal leads them to be uncompromising, disappointed, and self-protective. C's are easily hurt, suspicious, distant, and not joyful. They may have a persecution complex. They tend to daydream and harbor grudges, which can increase to unbearable proportions. C's may be the most likely Personality to create disharmony, and to blame, whine, and complain.

## **affect my leadership roles**

Primarily passive, C's would rather be followers, not leaders. Still, they display helpful leadership qualities, such as their self-denial and service, uncom-promising nature, and willingness to work behind the scenes. C's effectively analyze plans for their strengths and weaknesses. Unfortunately, this can make it appear they are against projects. But an ability to judge well does not necessarily mean one is judgmental. C's are prone to be negative, in part because they truly can anticipate upcoming and approaching flaws in plans and actions. They battle disappointment over outcomes that do not match promises. C's know their limitations and rarely take on more than they should/could do.

## **affect my communication style**

C's generally have opinions and well-informed about many topics and issues, but they generally withhold them from a conversation unless asked directly what they think. They are accurate, detailed, and tend to dislike exaggeration and ill-advised words. C's often are suspicious and depressing, which does not endear them to others in conversation. Others find it extremely easy to follow their directions because they are patient when communicating details. They do not communicate words they do not mean. What they say is what they mean. There are no hidden motives in their communication.

## **affect how I act when I'm offended?**

C's are revengeful. In many ways, they live in the past, and find it difficult to forget any kind of insult or offense. Their unforgiving spirit serves to compound the impact of the offense and push it into the future; reflecting on the hurt drives it deeper as the slow-burner on their emotions makes them prone to boil with resentment inside. They carry grudges, and become bitter and prejudiced against people because of unforgiveness.

**C personalities** must recognize that much of the Christian life has to be lived by faith

C struggle with forgiving those who have wronged them.

Ephesians 4:32 ... forgiving each other, just as God in Christ also-has forgiven you.

C often allow their thinking to be negative and can allow this negative thinking to lead to depression.

Philippians 4:8 ... whatever is true, -whatever is honorable, whatever is right, whatever is pure, whatever is lovely, whatever is of good repute, if there is any excellence and if anything worthy of praise, let your mind dwell on these things.

C need to guard against using words to criticize others.

Proverbs 15: 1 A gentle answer turns away wrath, but a harsh word stirs up anger.

C do not struggle with being humble.

C set the example when it comes to having things done properly and in order.

I Corinthians 14:40 But let all things be done properly and in an orderly manner.

C strive to know doctrine pure and unadulterated.

II Timothy 2: 15 ... handling accurately the word of truth to show thyself approved, rightly dividing the word.

C do not struggle with the command to correct wrongs when they are obvious.

II Timothy 4:2 ... reprove, rebuke, exhort with great patience.