



DISCOVER™

*Discovering God's gifts, purpose, and plan
that are uniquely YOU.*

D.I.S.C.Over Your Personality

credit to Todd Sandel, Life Gate Group Counseling

Instructions:

- **Step #1: Divide the room between “Outgoing” and “Reserved.”**
 - Outgoing people move to the front of the room.
 - Reserved people move to the back of the room.

- **Step #2: Divide the room again between “People-Oriented and “Task-Oriented.”**
 - Task-Oriented people move to the left side of the room.
 - People-Oriented people move to the right side of the room.

D *Dominant / Driver*

FRONT LEFT (Outgoing / Task-oriented)

- *Your personality type displays the confidence of God*
- Lion – Active / Task-Oriented
- Born to lead and to be in charge of something.
- If God had an innovative project, He would ask you to lead it.
- Characteristics: Dominant, Direct, Demanding, Decisive, Confident, Problem-Solver, Risk Taker, Self Starter
- Value to Team: Bottom Lone Organizer, High Value on Time, Innovative, Challenges the Status Quo
- Motivation: Challenge and Control, but mostly... getting results!
- Greatest Fear: Being taken advantage of
- Leadership Style: Take control and be in charge. Does not like people telling them what to do. Likes to delegate tasks to others. Direct and demanding (i.e. no nonsense).
- Expectations of his/her leader: Direct, prompt answers; sticks to the task; gets to the point; provides pressure, allows freedom for personal accomplishments.
- Desires: Freedom from control; varied, changing activities; difficult, challenging assignments; choices, not ultimatums; opportunities for advancement
- Possible Weaknesses: Oversteps authority; dislikes routine; argumentative; attempts too much at one time; offends people while accomplishing the job.
- Needs to Learn: People are important; sensitivity to people's feelings is wise; relaxation is not a crime; some controls are necessary; everyone has a boss; self control is important.
- Keys to Communication: You prefer an answer to the question, "What?" You prefer to discuss the end results first, and get the details later. Prefers bullet points, not stories. Cut to the chase, no nonsense, give this person the facts.
- How to Disagree: Find the larger goal you agree on first and then propose plan that will expedite reaching the goal (remember: goal is primary, methodology is secondary)

I **Influencing / Inspiring** FRONT RIGHT (Outgoing / People-oriented)

- *Your personality type displays the joy of God.*
- Otter – Active / People-Oriented
- Loves people and loves to have fun; people love to be around you;
- If God had an innovative project, He would ask you to make it fun.
- Great story teller; the last movie you saw was "the greatest movie you've ever seen"
- Very impressionistic and influenceable
- Has lots and lots of different best friends
- Characteristics: Impressive, Enthusiastic, Trusting, Optimistic, Persuasive, Impulsive, Talkative, Things out loud, Emotional.
- Value to Team: Creative problem-solver; great encourager; motivates others to achieve; positive sense of humor; negotiates conflicts; peace maker.
- Motivation: Recognition and Approval
- Greatest Fear: Rejection
- Leadership Style: Inspiring and Enthusiastic; loves to lead and influence others; naturally great presenter; talkative; loves a crowd; impressive and positive.
- Following Style: Follows with their heart; tends to be an impulsive follower; wants opportunities that will make them look good; talks a lot; great first impression; often rises to the top as a leader due to persuasiveness and high confidence; leader may not know who's leading whom.
- Expectation of his/her leader: Fair and friendly; provides social involvement; provides recognition of abilities; offers rewards for risk taking.
- Desires: Prestige; friendly relationships; freedom from details; opportunities to help and motivate others; chance to verbalize ideas.
- Possible Weaknesses: More concerned with popularity than tangible results; inattentive to detail; overuses gestures and facial expressions; talks too much; tends to listen only when it is convenient; exaggerates to point of lying; interrupts when others are talking; first to quit when fun is over and disciplined work is required.
- Needs to Learn: Time management; deadlines are important; too much optimism can be dangerous; being responsible is more important than being popular; listening better will improve one's influence.
- Keys to Communication: You prefer an answer to the question, "Who?" You prefer stories and personal testimonies. You like to know who is involved and who endorses this idea or product. You want to know how this will be fun and exciting. You've got to see the "big picture" and be reminded of the details so you won't forget.
- How to Disagree: Postpone an immediate decision if possible; will lose emotional attachment with passing of time; delay decision for a day or two may open the door for them to accept new ideas.

S *Stable / Steady*

BACK RIGHT (Reserved / People-oriented)

- *Your personality type displays the faithfulness of God.*
- Golden Retriever – Reserved / People-Oriented
- You are the kindest people in the room, and you love to serve others.
- You are a loyal friend, with select relationships, that are deep and long-lasting.
- Most people in the world are like you (High S)
- If God had an innovative project, He would ask you to make sure everyone was harmonious and at peace.
- Characteristics: Steady, faithful, good listener, team player, possessive, predictable, understanding, friendly, shy, security-oriented, servant submissive, specialist, never gives up on relationships.
- Value to Team: Reliable, dependable, loyal team worker, compliant towards authority, good listener, patient and empathetic.
- Motivation: Stability and Support
- Greatest Fear: Loss of Security
- Leadership Style: Sweet, steady and stable, seldom demands anything, friendly and loyal, passive and laid back, cool, often misses opportunities due to caution and avoids / dislikes changes, reliable and relaxed, reserved.
- Following Style: Wants to establish a relationship with a gentle, understanding leader who will be around for a long time; wants to serve in a stable environment; will make decisions slowly; very at home with sensible, slow judgment; likes familiar and low-key environment.
- Expectation of his/her leader: relaxed and friendly, allows time to adjust to changes, allows to work at own pace, gives personal support.
- Desires: An area of specialization; identification with a group; established work patterns; security of situation; consistent familiar environment.
- Possible Weaknesses: Resists change; takes a long time to adjust; holds a grudge; sarcastic and passive-aggressive; will give in rather than argue.
- Needs to Learn: change provides opportunity; friendship isn't everything; discipline is good; boldness and taking risks are sometimes necessary.
- Keys to Communication: You prefer an answer to the question, "How?" You naturally think of the practical details of any project, you want to know the specifics of how it will be done, and how you will be affected. You definitely want advance notice of changes, and you respond best to calming, non-confrontational voice tones and body language.
- How to Disagree: Provide specific examples of how your plan has worked in other settings; team approach with reassurance of relationships; "in this together" approach will help them not to feel rejected when disagreements occur.
- You are a worker bee, but you have a hard time saying "no."
- You are the "Steady Eddies" of the world.
- You can't stand conflict and you just want everybody to get along.
- You want and value everyone's opinion, but you have a very difficult time making a decision
- You work hard to make sure that everyone is engaged and involved in whatever it is that you're doing.

C Careful / Correct

BACK LEFT (Reserved / Task-oriented)

- *Your personality type displays the excellence of God.*
- Beaver – Reserved / Task-Oriented
- You are the smartest people in the room
- You are a life long learner
- Procedures are extremely important, and you want things done correctly
- You measure, measure, measure, measure again, and then cut
- You're a perfectionistic
- You meticulously research anything that needs to be bought, done, made, etc. You probably have a subscription to "Consumer Reports" magazine.
- If God asked you to do an innovative project, He would ask you to make sure it was done right and under budget.
- Characteristics: Competent, cautious, calculating, conscientious, accurate, analytical, precise, systematic, fact-finder, contemplative.
- Value to Team: Reality anchor, conscientious, thorough in all activities, defines situation; gathers, criticizes, and tests information.
- Motivation: Quality and Correctness
- Leadership Style: Competent, goes by the book and does everything according to policy; thorough and detail-oriented; very informative; serious about doing the job exactly right; provides lots of information, facts, and focuses on the problem and pitfalls.
- Following Style: "Consumer Report" type followers; analyzes each decision; loves research and development; quality oriented follower; no quick or costly decisions; picky and precise; follows with their mind, not the heart; wants time to think about decisions and gets work done with excellence; if convinced, they follow best.
- Expectation of his/her leader: provides reassurance; spells out detailed operating procedures; provides resources to do tasks correctly; listens to suggestions.
- Desires: clearly defined tasks; details; limited risks; assignments that require precision and planning; time to think; time to prepare for changes.
- Possible Weaknesses: needs clear-cut boundaries for action / relationships; bound by procedures and methods; gets bogged down in details; prefers not to verbalize feelings; sensitive and easily offended; never forgets a wrong done to them.
- 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.
- Keys to Communication: You prefer an answer to the question, "Why?" You tend to resist change unless you understand the reason why. You need well-researched details, facts, and data to help you get on board with whatever is being proposed. You are motivated by logic, not by feelings and emotions.
- How to Disagree: Carefully document your position with facts and data that have been well researched and offer proof; ask them to consider the case; try not to back them into a corner; give them time to think about the evidence; appeal to their logic; don't correct them publicly because it will lead to embarrassment