

# PERSONALITY GIFTS - DISC

## D (LION) DOMINANT - DRIVER

Active/Task-Oriented Shows Confidence of GOD  
(Choleric, Lion, Green)

**Characteristics:** Dominant, Direct, Demanding, Decisive, Confident, Problem-Solver, Risk Taker, Self Starter.

**Value to Team:** Bottom Line Organizer, High Value on Time, Innovative, Challenges the Status Quo.

**Basic Motivation:** Challenge and Control

**Greatest Fear:** Being take advantage of.

**Leadership Style:** Take control and be in charge. Do not like people telling them what to do. Like to delegate tasks to others. Make quick decisions. Direct and demanding approach to management.

**Following Style:** Respects strong leaders. Wants to Win. Wants choices not orders. Wants power, authority, respect and productivity, work independently “do his/her own thing”.

**Expectation 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 feeling is wise; relaxation is not a crime; some controls are necessary; everyone has a boss; self control is important.

**Communicate:** What? Discuss end results first, summarize first, provide details in writing for review later, put your thoughts in one-page memo with problems, options, and recommended actions to reach agreed on goal.

**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 (MAN) INFLUENCING-INSPIRING

Active/People-Oriented Shows the Joy of GOD  
(Sanguine, Otter, Red)

**Characteristics:** Impressive, Enthusiastic, Trusting, Optimistic, Persuasive, Impulsive, Talkative, Thinks out loud, Emotional.

**Value to Team:** Creative problem-solver; great encourager; motivates others to achieve; positive sense of humor; negotiates conflicts; peace maker.

**Basic Motivation:** Recognition and Approval

**Greatest Fear:** Rejection

**Leadership Style:** Inspiring and enthusiastic; loves to lead and influence others; naturally great presenters; talkative; loves a crowd; impressive and positive.

**Following Style:** Follows with their heart; tend to be impulsive followers; want opportunities that will make them look good; talk a lot; make great first impressions; often rise to the top as leaders 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.

**Communicate:** Who? Personal testimonies and endorsements are effective, who is involved and who thinks it is a good idea; show how the project will be fun and exciting; give big picture, and remind of the details so they 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 (OX/ANGEL) STABLE - STEADY

Passive/People-Oriented Shows Faithfulness of GOD  
(Phlegmatic, Golden Retriever, Blue)

**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.

**Basic Motivation:** Stability and Support

**Greatest Fear:** Loss of Security

**Leadership Style:** Sweet, steady and stable leaders. Seldom demand anything. Friendly and loyal, passive and laid back, cool. Often miss opportunities due to caution and avoid/dislikes changes, reliable and relaxed, reserved.

**Following Style:** Want to establish a relationship with a gentle, understanding leader who will be around for a long time. Want to serve in a stable environment. Will make decisions slowly, very at home with sensible, slow judgment, like 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; give 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.

**Communicate:** How? Naturally think of the practical details of any project; wants to know the specifics of how things will be done and how it will affect them in their work activities; want advance notice of changes; want voice tones and body language that is gentle and non-confrontational and noncontroversial.

**How to Disagree:** Provide specific example 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.

## C (EAGLE) CAREFUL - CORRECT

Passive/Task-Oriented Shows Excellence of GOD  
(Melancholy, Beaver, Yellow)

**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.

**Basic Motivation:** Quality and Correctness.

**Greatest Fear:** Criticism and failure

**Leadership Style:** Competent, goes by the book and does everything according to policy. Thorough and detailed-oriented, very informative. Serious about doing the job just right. Provides lots of information, facts and focuses on the problem and pitfalls.

**Following Style:** “Consumer Report” type followers, analyze each decision. Love research and development. Quality oriented followers. No quick or costly decisions. Picky and precise, follow with their mind, not the heart. Want time to think about decisions and get 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.

**Communicate:** Why? Tend to resist changes unless they understand the reason why. Provide the rationale for changes, decisions, or actions through well-researched details, facts, and data. 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 into them into a corner, give time to think about the evidence; appeal to their logic. No public embarrassments corrections.