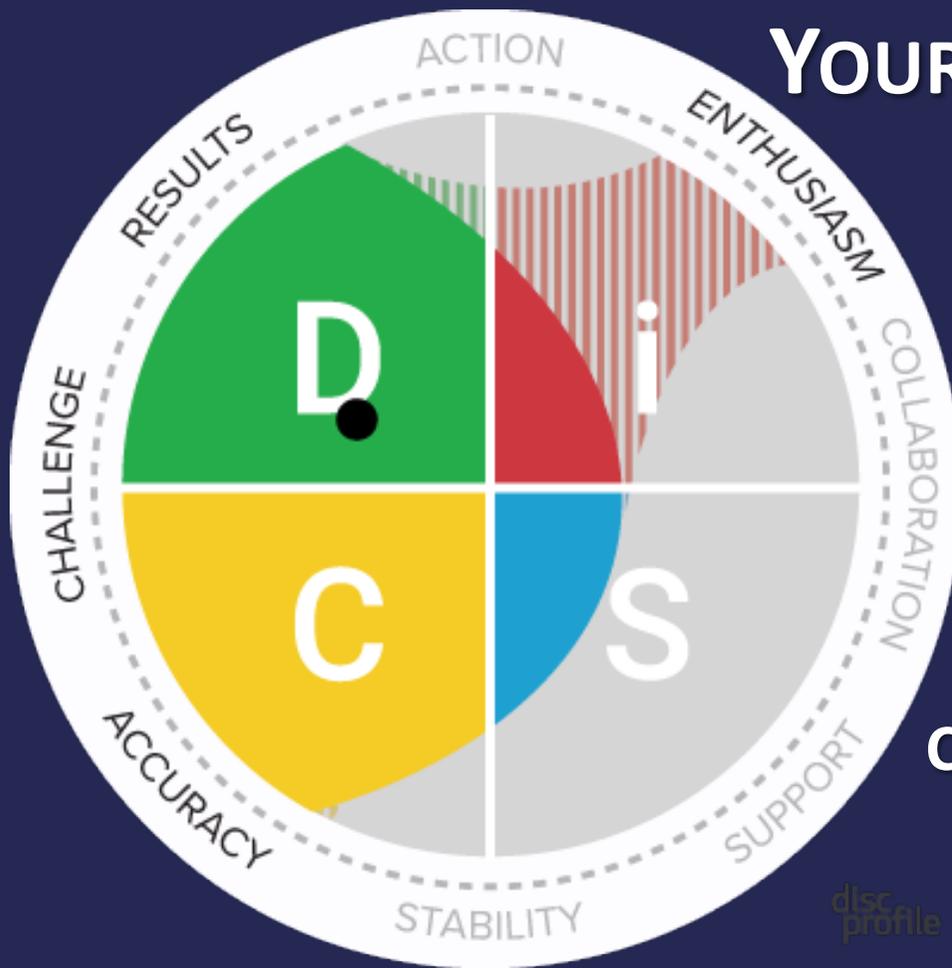


DISC Profile:

YOUR LEADERSHIP PERSONALITY AND YOUR MINISTRY

SINGAPORE BIBLE COLLEGE
DMin

CHURCH REVITALIZATION COURSE



**Taught by Dr. Gordon Penfold for Doctor of Ministry Students
Uploaded by Dr. Rick Griffith • Singapore Bible College
Files in many languages for free download at BibleStudyDownloads.org**



DR. GORDON E. PENFOLD, D.MIN.

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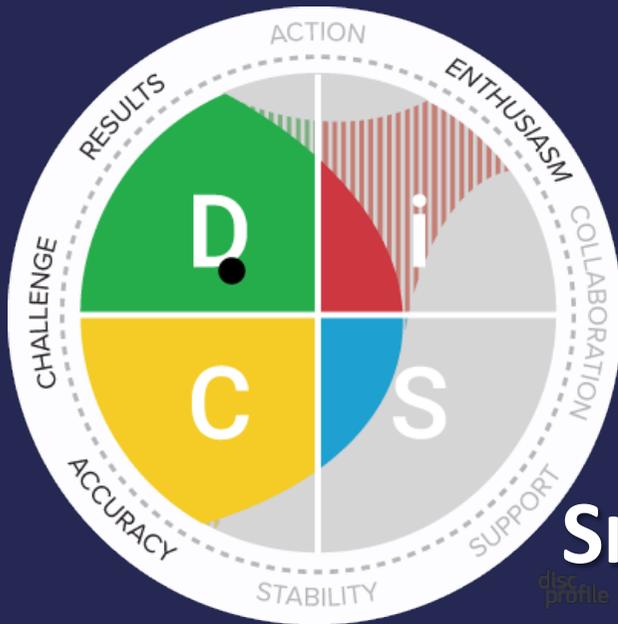
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DISC Profile: YOUR LEADERSHIP PERSONALITY AND YOUR MINISTRY



SINGAPORE BIBLE COLLEGE

DMin

CHURCH REVITALIZATION

Overview

This workshop is intended to address individual behaviors and provide each person information that will allow them to make course corrections in their day-to-day interactions with others to enhance the process of communication in your place of ministry.

Overview

Behavior Versus Personality

Personality is defined as “the pattern of collective character, behavior, temperamental, emotional, and mental traits of an individual.” Personality is very complex and consists of multiple factors.

Overview

Behavior Versus Personality

Behavior is defined as “ones actions or reactions under specified circumstances.” Behavior is observable.

The distinction, then, we could make is that *personality* is our overall way of looking at a person – the totality of qualities, cultural values, beliefs, emotional make-up, skills, abilities, and traits particular to an individual.

Behavior, on the other hand, is the way we respond to a specific situation. It is the *outward expression* of who we are.

Session Goals

- Understand your work behavioral tendencies and develop an understanding of how these styles may affect others.
- Understand, respect, appreciate, and value individual differences.
- Enhance your effectiveness in accomplishing better communication through style flexibility.

History

- Hippocrates – 400 BC – Observed four different areas of behavior
 - Blood
 - Black Bile
 - Yellow Bile
 - Phlegm
- Jung - 1921 – refined the four types
- Marsten – 1928 – Published “Emotions of Normal People” and identified the behavioral theory we use today

History

Gary Smalley and John Trent developed the following based on animals.

- Personality Types: Lion, Otter, Golden Retriever, and Beaver

Write down what you see in the
next slides.







How the DISC Works.

Lion (Choleric/Dominance)

Strengths— Visionary, practical,
productive, strong-willed,
independent, decisive, leader

Weaknesses— Cold, domineering,
unemotional self-sufficient,
unforgiving, sarcastic, cruel

Otter (Sanguine/Influence)

Strengths— Outgoing, responsive, warm, friendly, talkative, enthusiastic, compassionate

Weaknesses— Undisciplined, unproductive, exaggerates, egocentric, unstable

Golden Retriever (Phlegmatic/Steadiness)

Strengths— Calm, easy-going,
dependable, quiet, objective,
diplomatic, humorous

Weaknesses— Selfish, stingy,
procrastinator, unmotivated,
indecisive, fearful, worrier

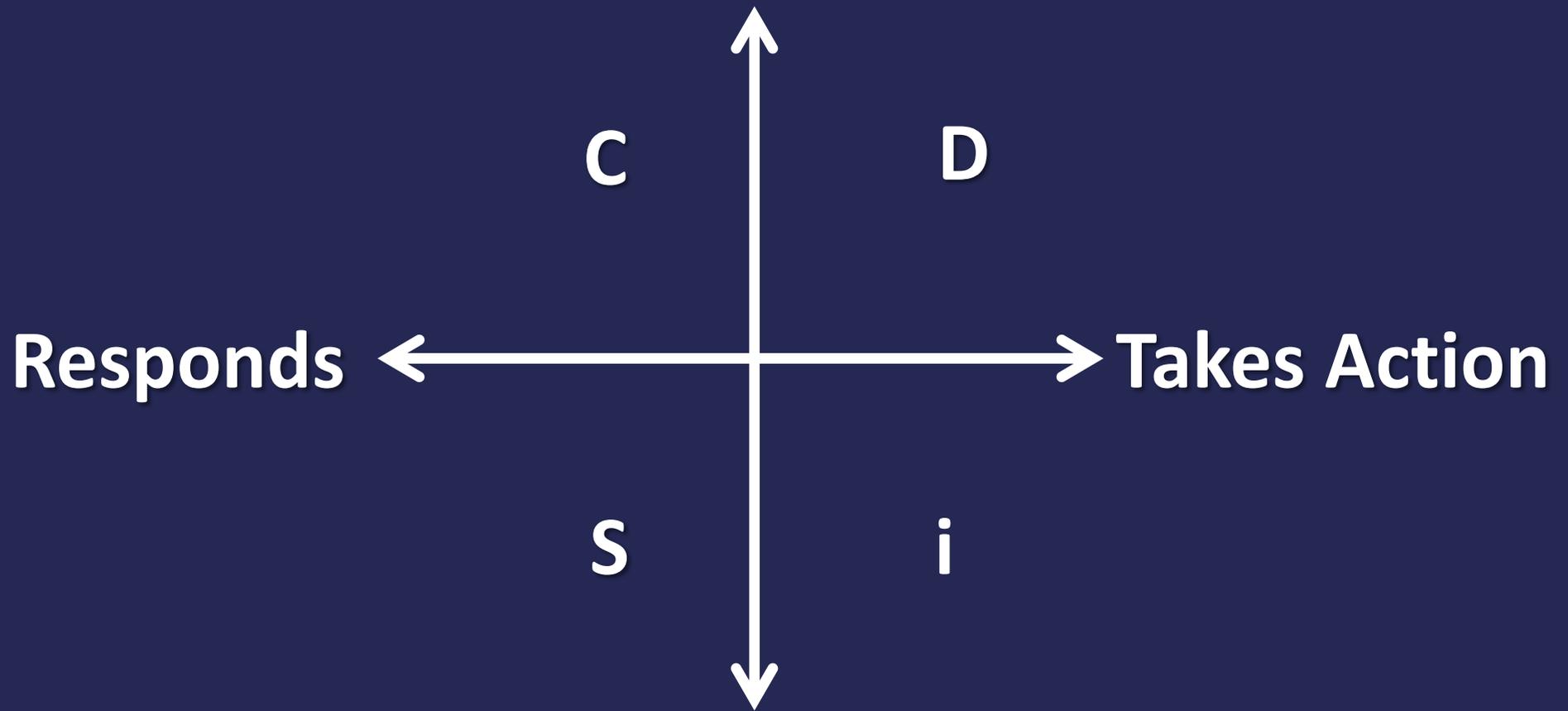
Beaver (Melancholy/Compliance)

Strengths— Analytical, self-disciplined,
industrious, organized, aesthetic,
sacrificing

Weaknesses— Moody, self-centered,
touchy, negative, unsociable, critical,
revengeful

Often you'll find that people have a primary character type and a secondary type. Take a look at yourself. Which one is your primary and which one is your secondary? Some naturally go together and make for a wonderful set of strengths. Also, be sensitive to the weaknesses in yourself and in others.

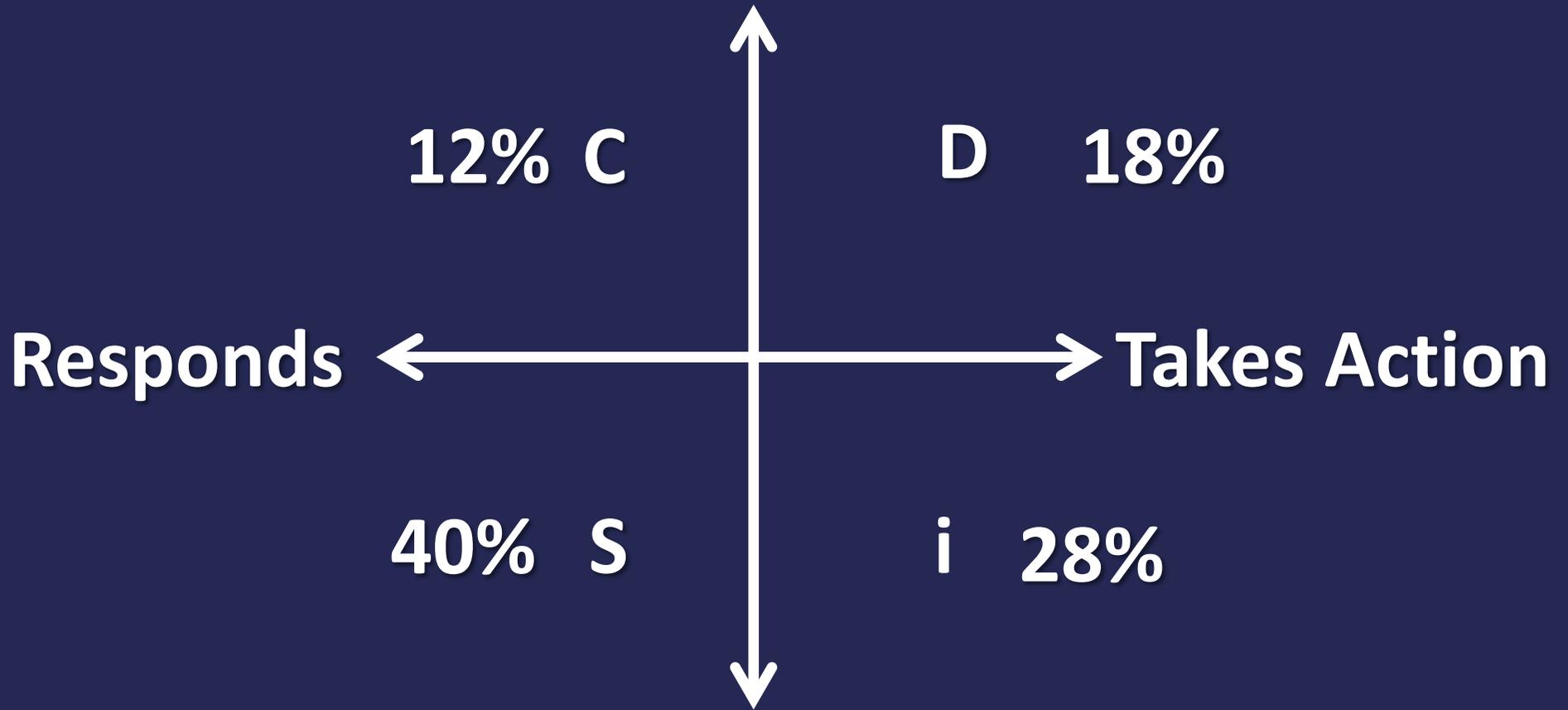
Task Oriented



People Oriented

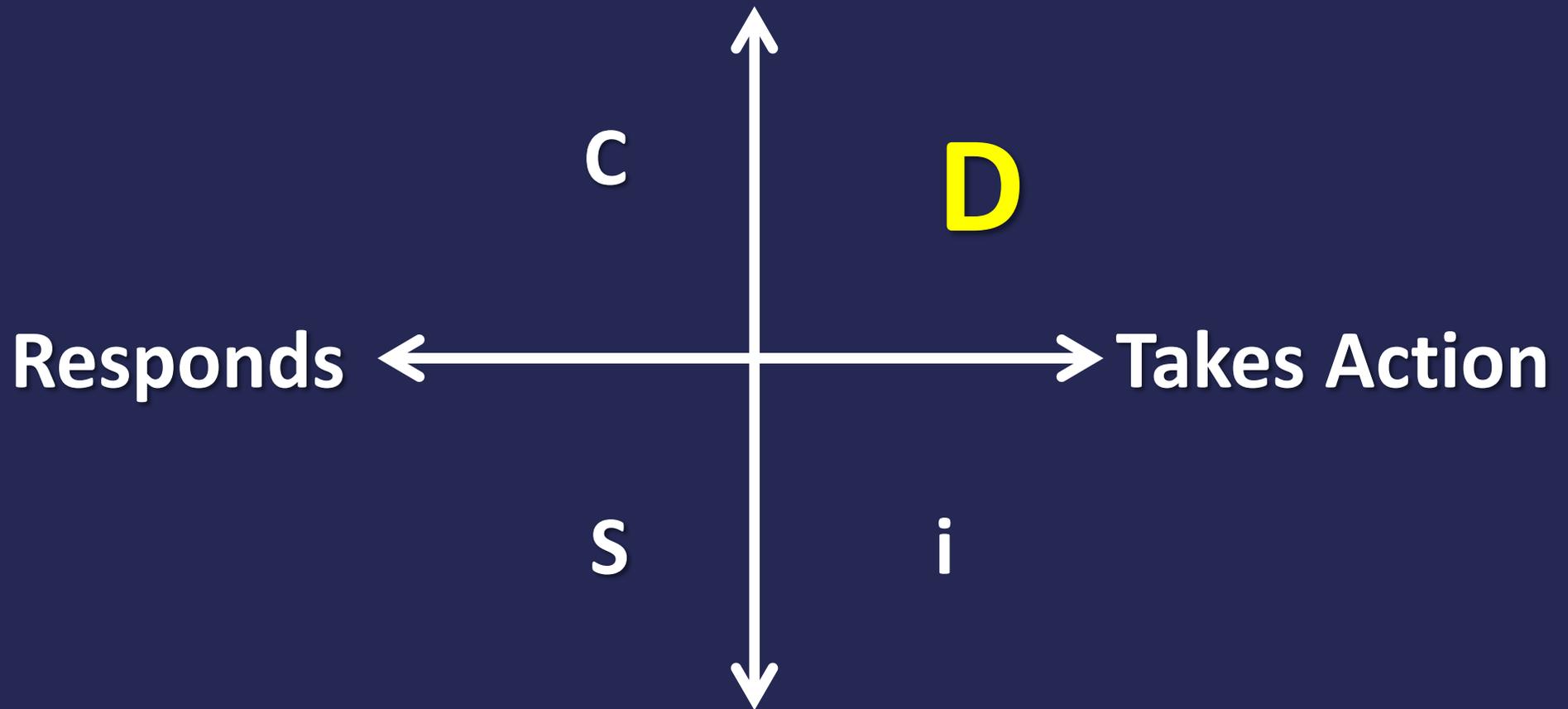
Percentages

Task Oriented



People Oriented

Task Oriented



C

D

Responds

Takes Action

S

i

People Oriented

Dominant Characteristics

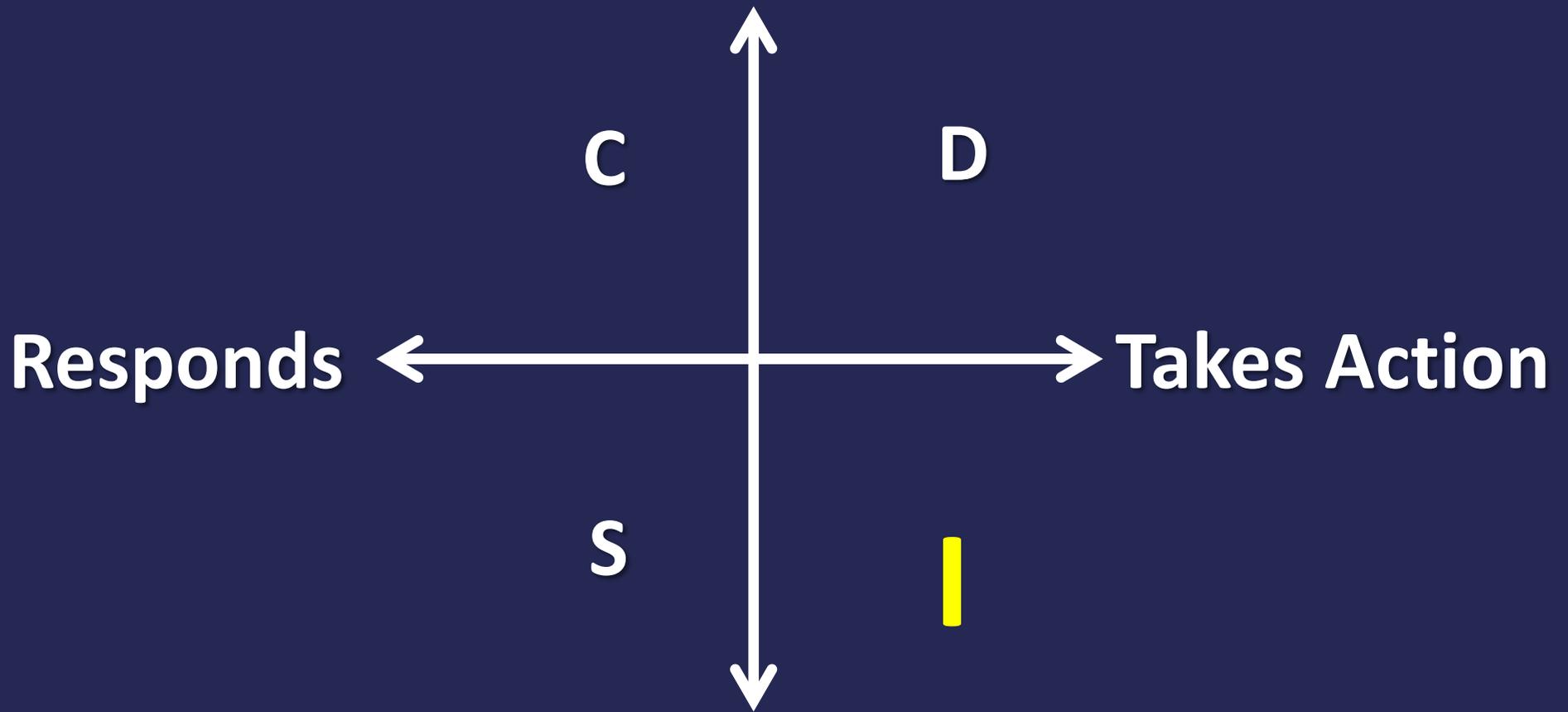
- **Dominant**
- **Direct**
- **Demanding**
- **Decisive**
- **Determining**

Dominant Characteristics

- Gets immediate results
- Causes action
- Taking authority
- Solving problems

Tendency to hurt people

Task Oriented



People Oriented

Influencing Characteristics

- **Optimistic**
- **Influencing**
- **Inspiring**
- **Impressionable**
- **Innovative**

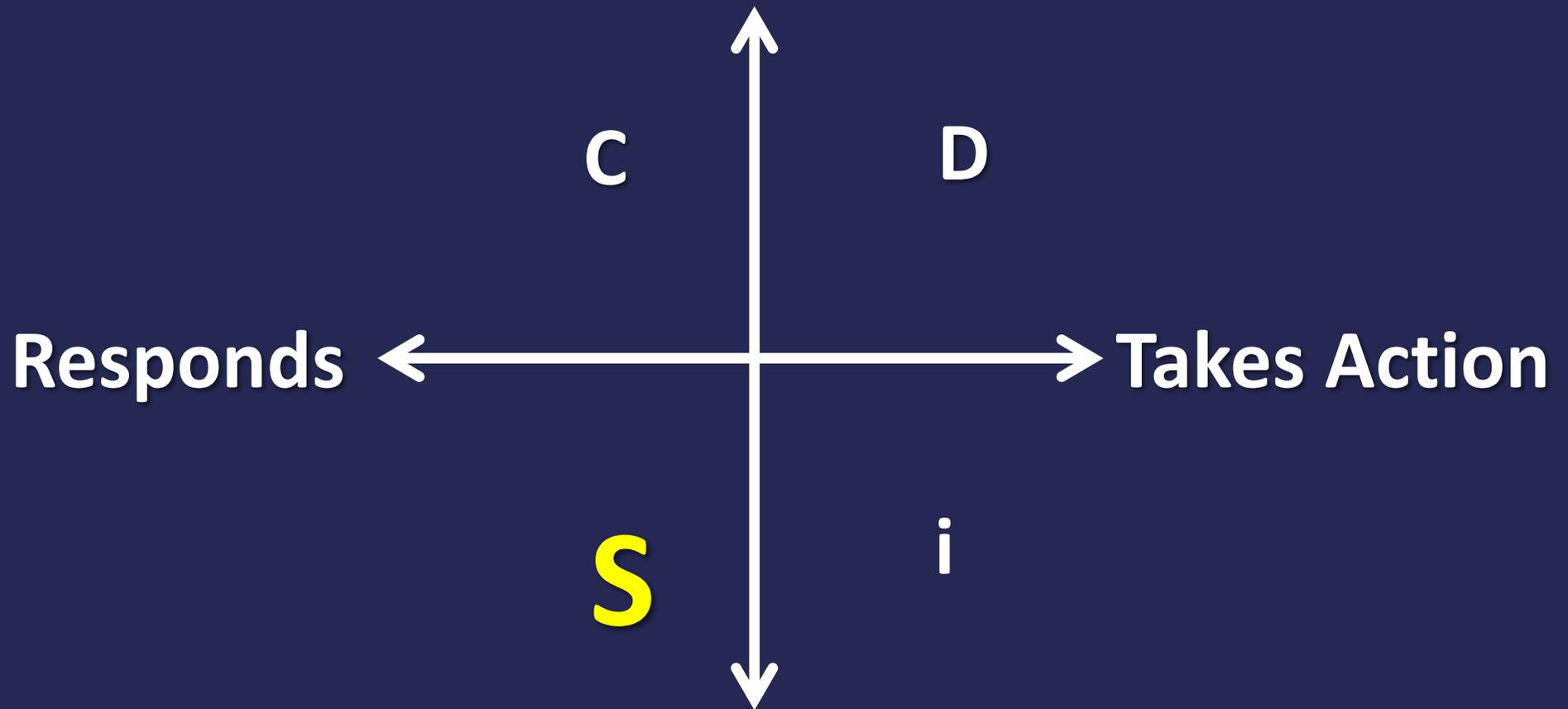
Influencing Characteristics

- **Fast paced**
- **Better starters than finishers**
- **Generating enthusiasm**
- **Creating a motivating environment**

People pleaser

Not a finisher

Task Oriented



People Oriented

Steadiness Characteristics

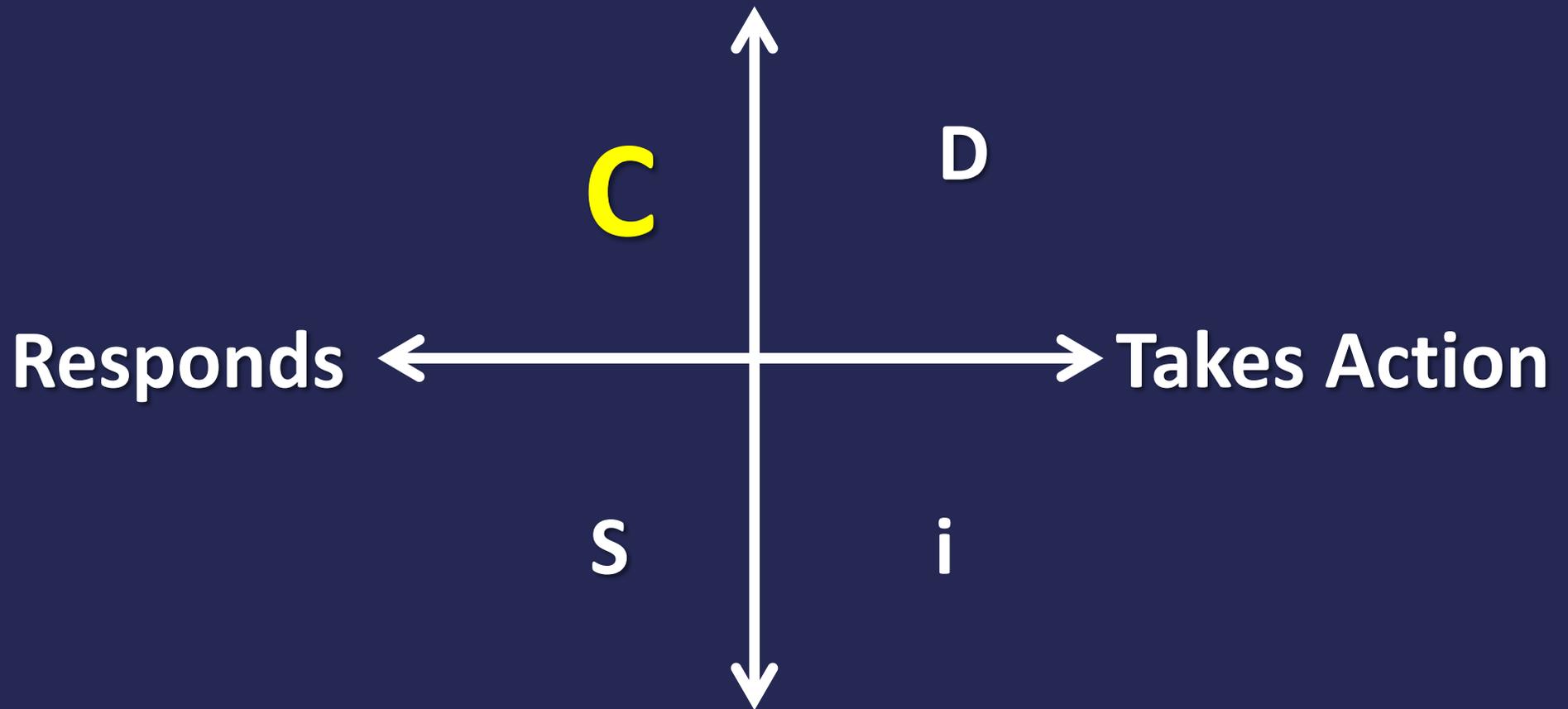
- **Slower paced**
- **Steady**
- **Stable**
- **Status quo**
- **Accepts change slowly**
- **Supportive**
- **Harmonious work environment**

Steadiness Characteristics

- Reserved
- More Discerning
- More cautious
- Cooperative
- Task oriented
- Loyal

A slower adopter

Task Oriented



People Oriented

Conscientiousness Characteristics

- **Conscientious**
- **Calculating**
- **Cautious (overly at times)**
- **Competent**
- **Careful**
- **Contemplative**

Conscientiousness Characteristics

- Analytical
- Diplomatic with people
- Cautious (overly)
- Analyze performance critically
- Systematic

Task Oriented

Right

Results

C

D

Responds



Takes Action

Relationship

S

I

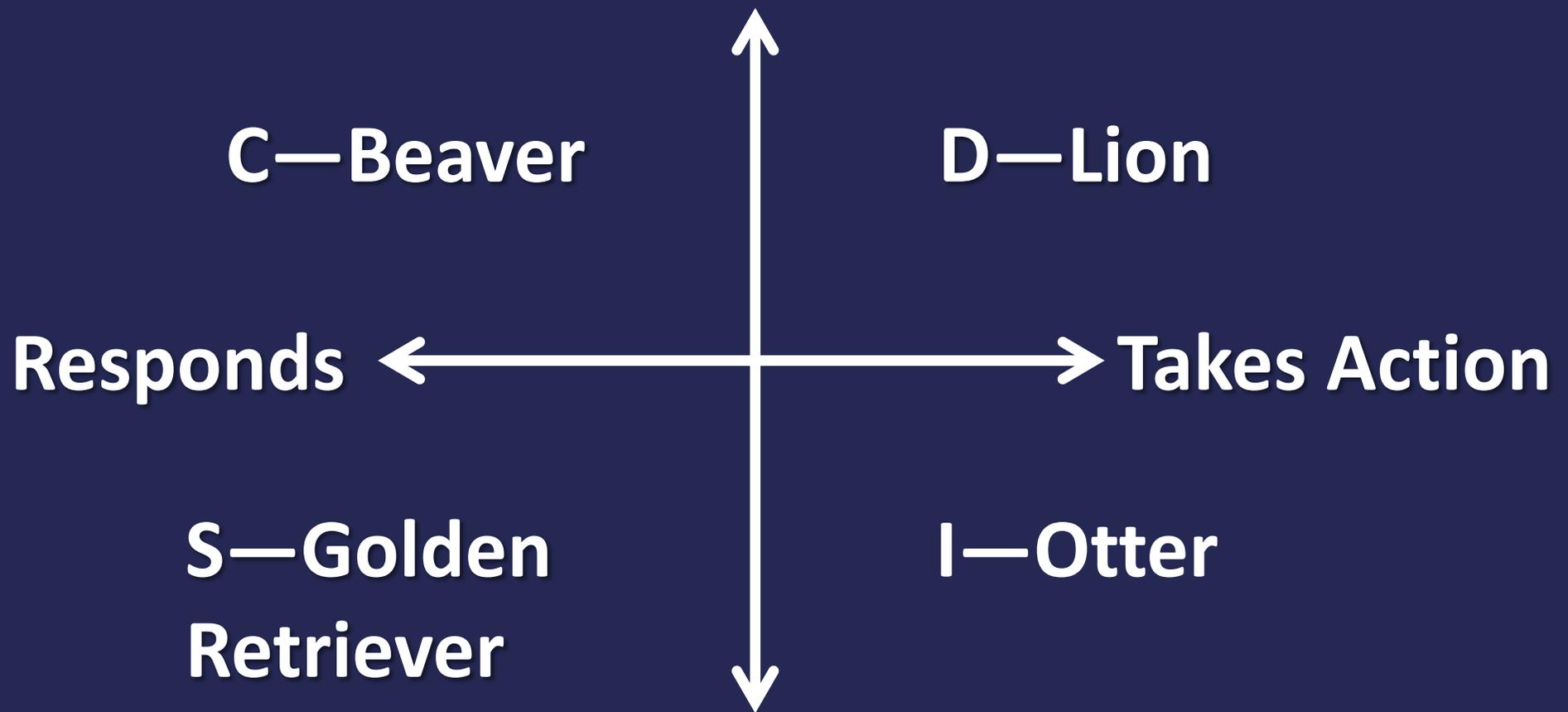
Respect



People Oriented

Representatives of the different styles

Task Oriented

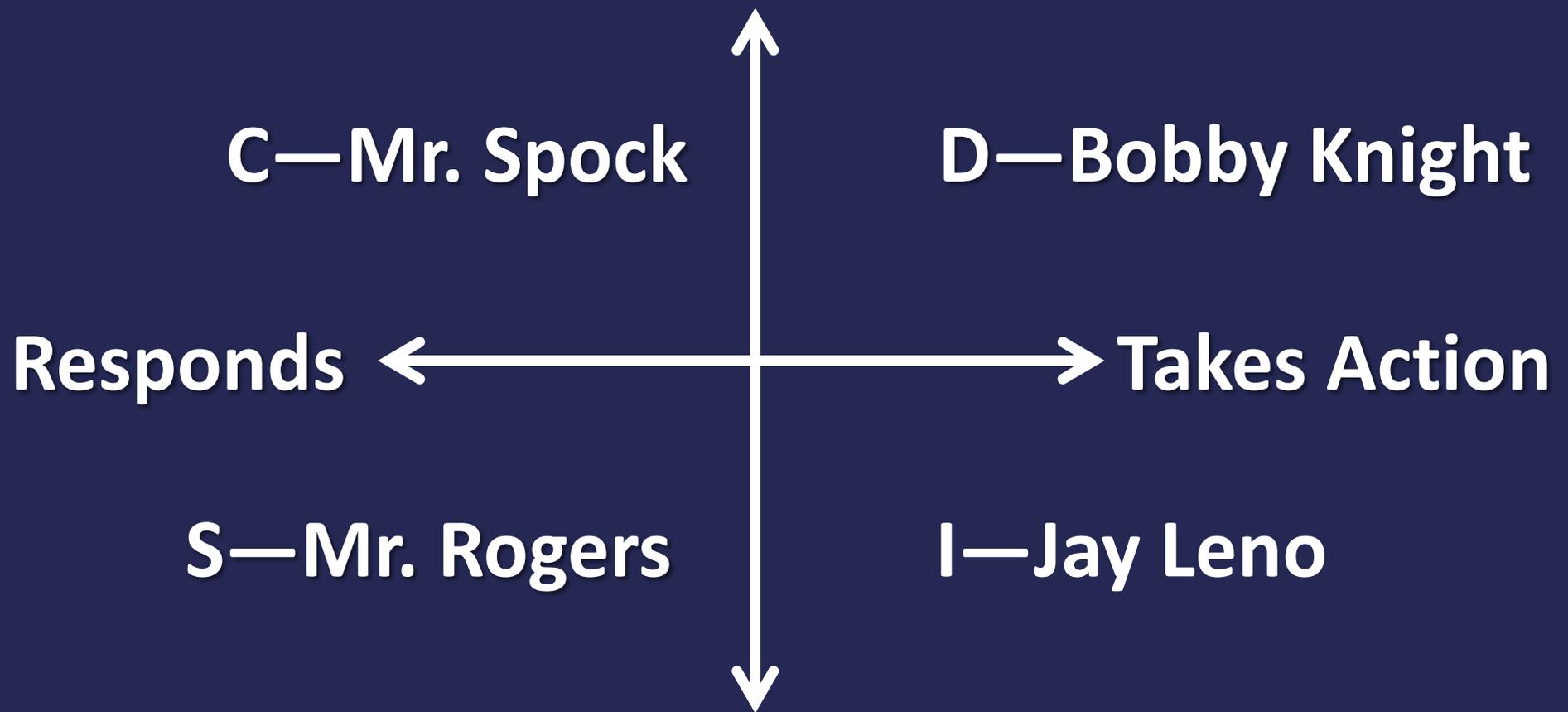


People Oriented

By Gary Smalley & John Trent

Representatives of the different styles

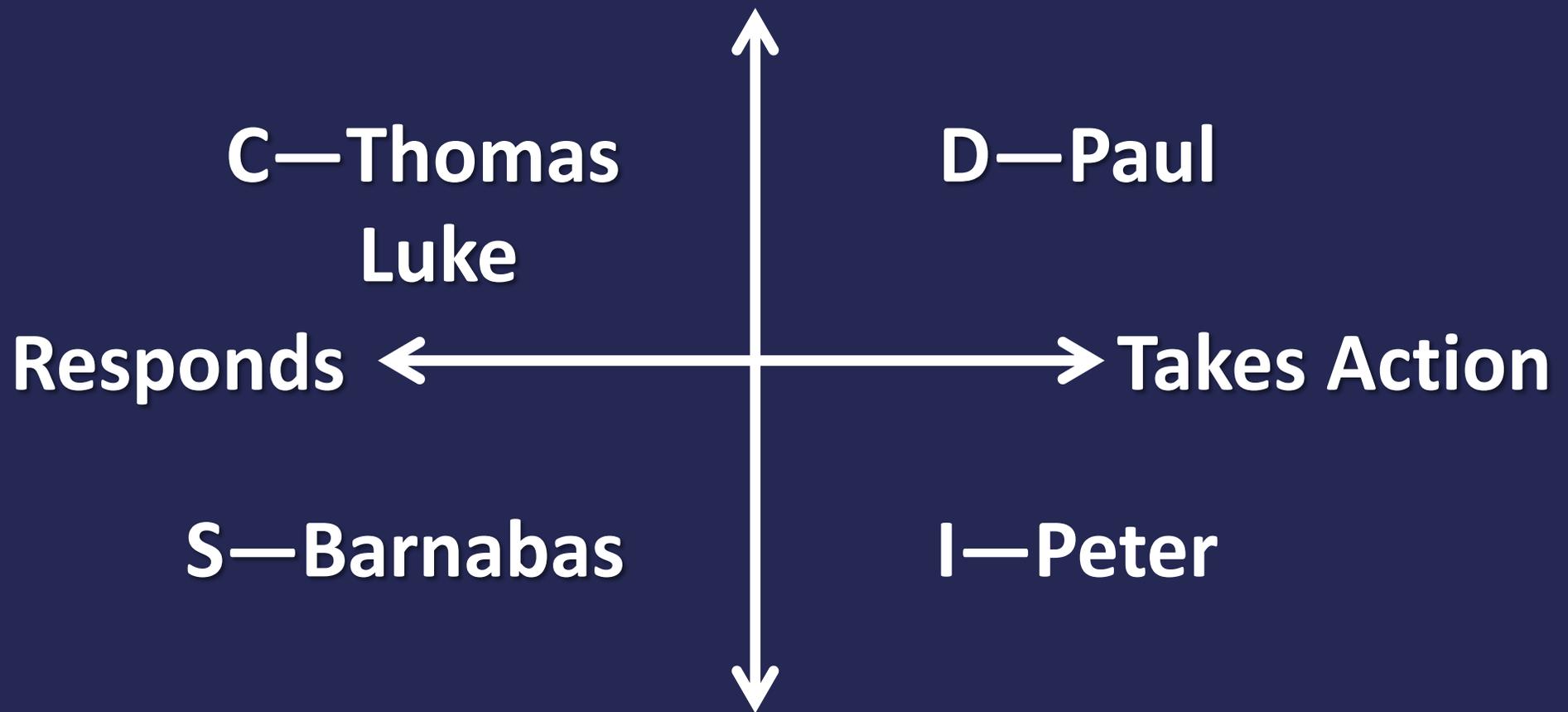
Task Oriented



People Oriented

Representatives of the different styles

Task Oriented



People Oriented

Friction

Task Oriented

C ↔ D

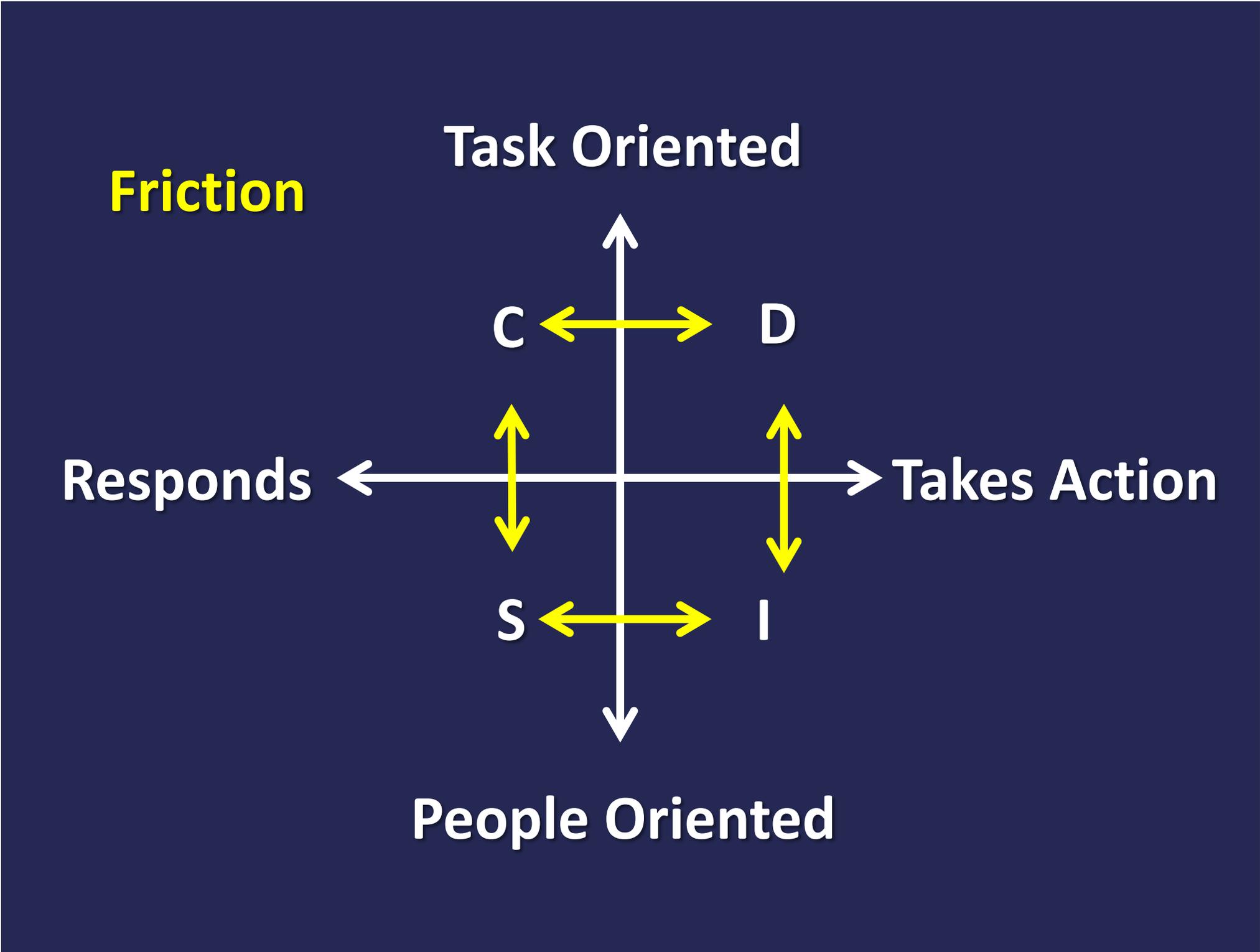
Responds



Takes Action

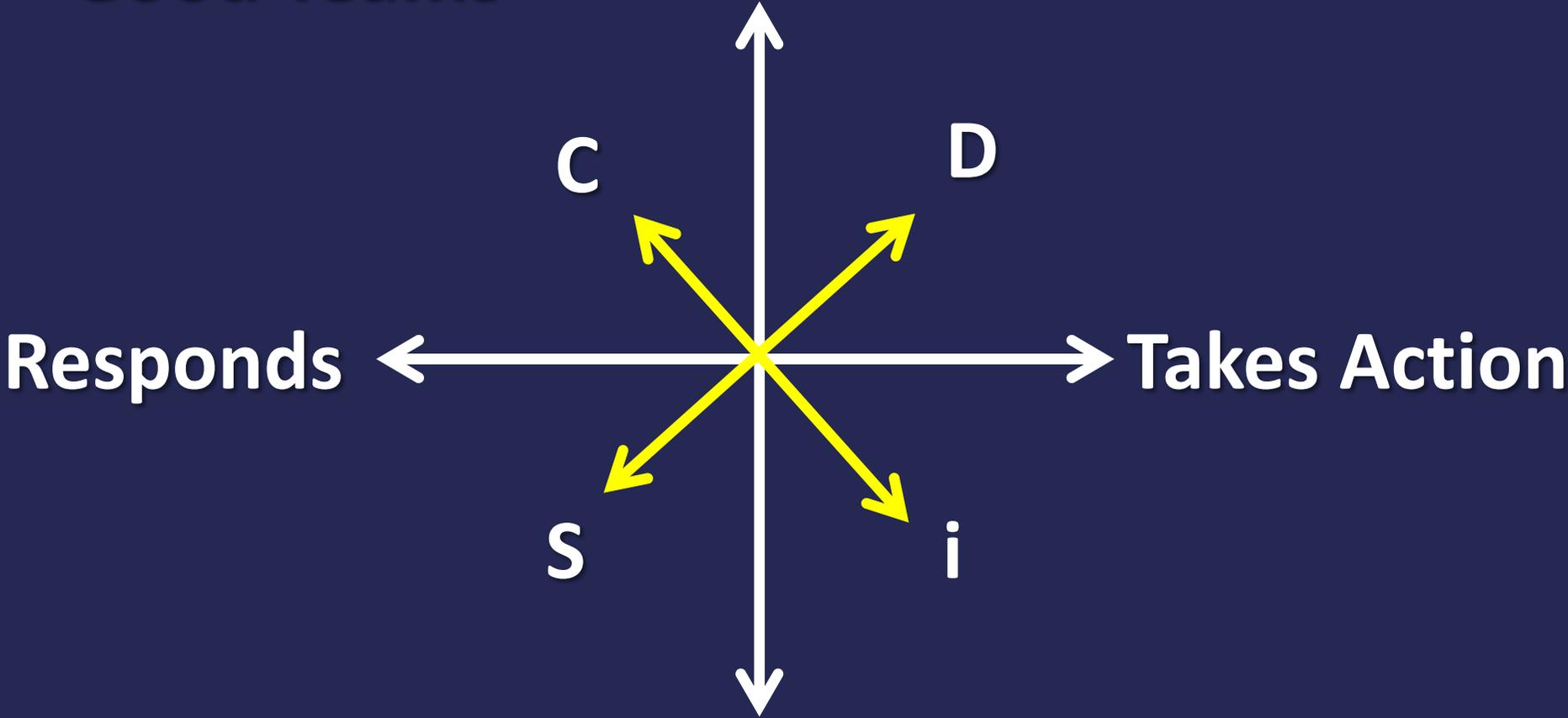
S ↔ I

People Oriented



Good Teams

Task Oriented



People Oriented

Graph 1 – Response to the Environment – Adapted Behavior

Graph I is generated from your “Most” responses

Your “Most” responses illustrate the behavior you exhibit in your “focus” environment.

Graph I is your “mask” graph

We tend to adapt our behavior to meet the demands of our environment. Graph I represents the behavior you project to others. It may not be the same as your natural behavior.

Graph 1 – Response to the Environment – Adapted Behavior

Graph I is the most changeable

Graph I can change depending on the demands from your environment. Many times success can be directly related to your ability to read an environment and adapt the correct behavior to win.

Graph I is your “focus” graph

Graph I illustrates the behavior in your “focus” environment. It may change between work and home or can be situational. For example, meetings tend to demand certain types of behavior depending on your role, which may not be the same as your Basic (Natural) Style.

Graph II – Basic Style – Natural Behavior

Graph II is generated from your “Least” responses

When you select adjectives that are “Least” like you the system moves you away from that type of behavior. For example, if you select words that describe you least, such as bold, daring or determined, your plot point on that factor will move down. Identifying what you are “least” like allows the process to determine your natural behavior.

Graph II is your natural behavior

When you are under pressure, your behavior will reflect your natural style because you do not have the energy to adapt or mask your behavior. Also, when you are totally at ease and have no need to adapt, others will see your natural behavior.

Graph II – Basic Style – Natural Behavior

Graph II is the least changeable

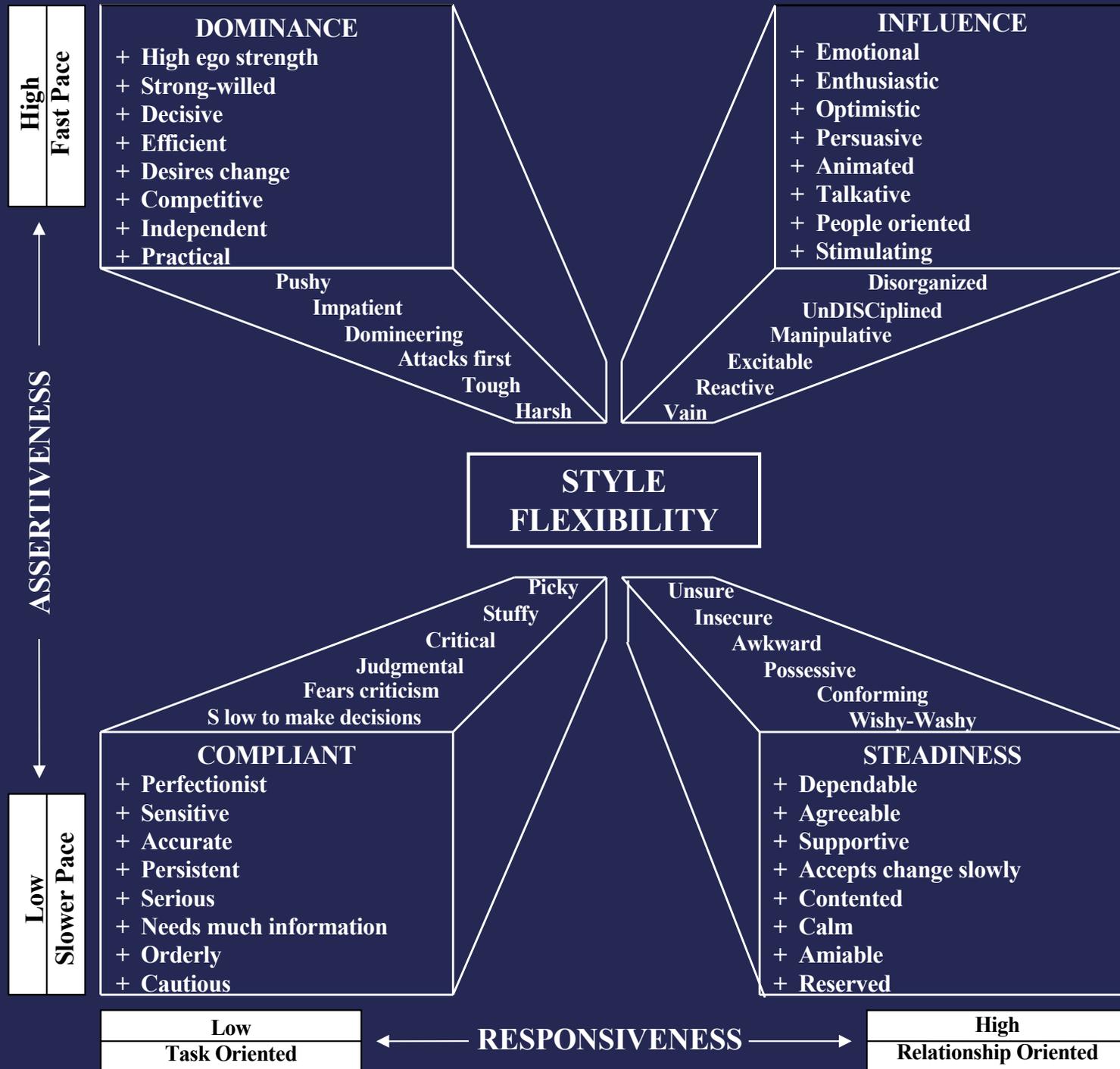
Graph II will seldom change significantly because this represents the “real” you.

Graph II can change if you experience a significant emotional event

A significant emotional event can cause change in Graph II. For example, divorce, death of a loved one or loss of employment can significantly impact a person’s emotions and change Graph II.

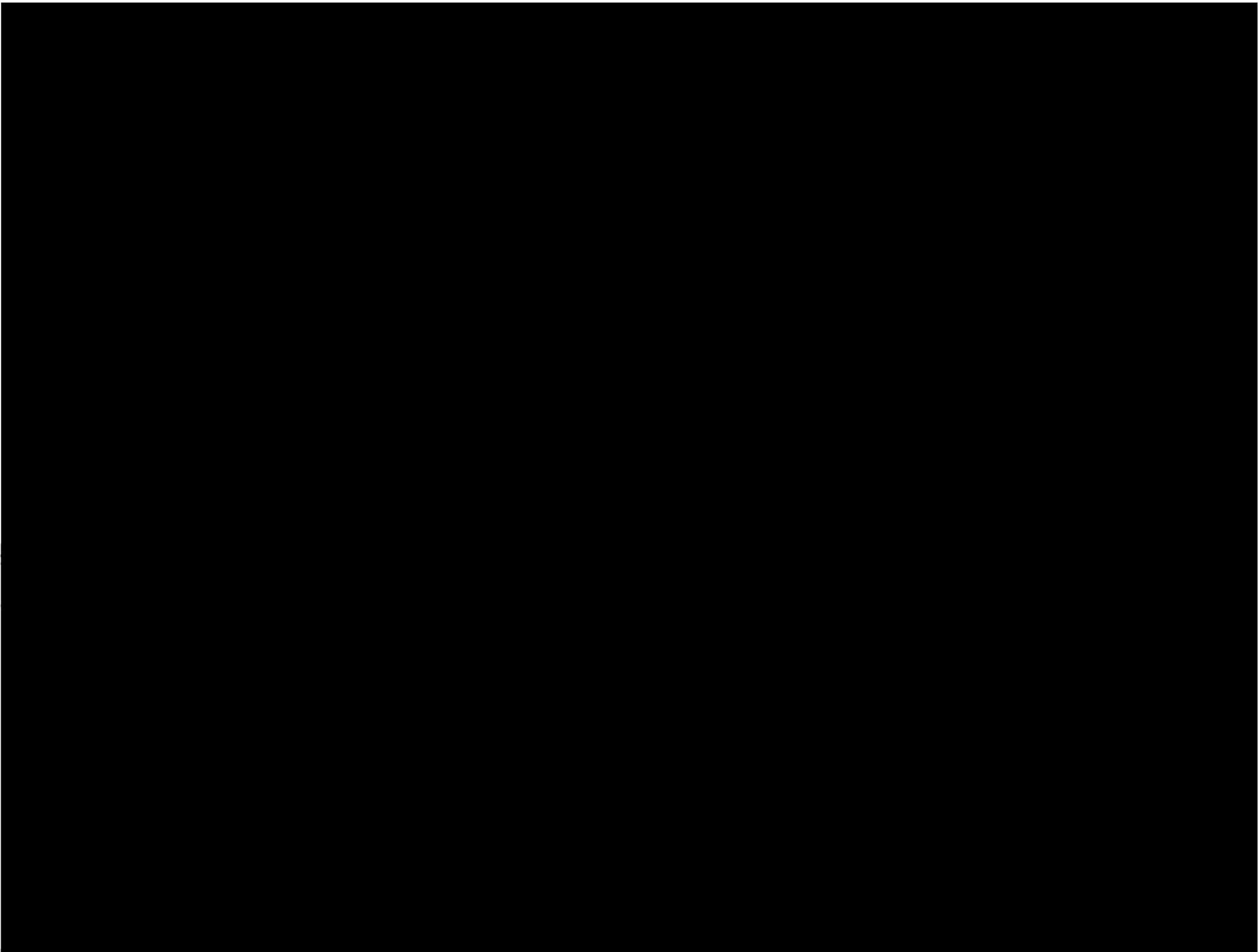


Behavioral Styles



Behavioral Characteristics

	D	I	S	C
1. Results orientation	1	4	2	3
2. Listening ability	4	3	1	2
3. Approachable	4	1	2	3
4. Future orientation	1	2	3	4
5. Sensitivity to criticism	4	3	2	1
6. Tendency to use logic	3	4	1	2
7. Express aggression	1	2	3	4
8. Trusts others	3	1	2	4
9. Verbal skills	3	1	2	4
10. Self-Discipline	3	4	1	2
11. Ego strength	1	2	3	4
12. Consistency in performance	3	4	1	2
13. Expectations of self	3	4	2	1
14. Expectations of others	1	4	3	2



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