DISC – Expanded PERSONALITY DESCRIPTIONS - D's & D Primary

D - We are direct and decisive. We are risk takers and problem solvers. We are more concerned with completing tasks and winning than we are with gaining approval from people. Though the internal drive tends to make us insensitive to those around us, "D"s are not afraid to challenge the status quo, and we thrive when it comes to developing new things. We need discipline to excel and respond to direct confrontation. Our greatest fear is to be taken advantage of, and even despite our possible weaknesses—which include an aversion to routine, a tendency to overstep authority, an argumentative nature, and a habit of taking on too much—we place a high value on time and use our innovative thinking to accomplish difficult tasks and conquer challenges.

D/I - We are curious concluders who place emphasis on the bottom line and work hard to reach our goals. We are more determined than we are inspirational, yet our high expectations and standards for ourselves and those around us typically cause us to make quite an impact, motivating others to follow us. We have an array of interests and can become distracted by taking on too many projects. We often need to focus, prioritize, and simply slow down. Because we thrive on activity and forward motion, we like to accomplish tasks through a large number of people.

JOSHUA (JOSHUA 1), NOAH (GENESIS 6-9), SARAH (GENESIS 16, 1 PETER 3:6)

D/S - We are achievers with an ability to persevere. We are more active than passive, but possess a kind of calm sensitivity and steadiness that makes us good leaders. We seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project-planning. We strive to accomplish goals with fierce determination that comes from strong internal drive, but we could benefit from contemplative and conservative thinking as well as spending more time focusing on relationships.

DANIEL (DANIEL 1-6), JOB (JOB 1:5, JAMES 5:11), MARTHA (LUKE 10:38-42)

D/C - We are challengers who can either be determined students or defiant critics. Being in charge is important to us; we care little about what others think as long as we get the job done. We have a great deal of foresight and examine every avenue to find the best solution. We prefer to work alone. Though we fear failure and the lack of influence, we are motivated by challenges and can often be excellent administrators. We can benefit from learning to relax and paying more attention to people.

MALACHI (MALACHI 4), NATHAN (2 SAMUEL 12:1-13), NAHUM (NAHUM 1-3) 2-8

DISC – Expanded PERSONALITY DESCRIPTIONS - I's & I Primary

I - We are inspiring and impressive. Enthusiastic, optimistic, impulsive, and emotional. We tend to be creative problem-solvers and excellent encouragers. We often have a large number of friends, but we can become more concerned with approval and popularity than with getting results. Our greatest fear is rejection, but we thrive when it comes to motivating others. Our positive sense of humor helps us negotiate conflicts. Though we can be inattentive to details and poor listeners, we can be great peacemakers and effective teammates when we control our feelings and minimize our urge to entertain and be the center of attention. We value lots of human touch and connection.

I/D - We are persuaders who are outgoing and energetic. We enjoy large groups and use our power of influence to attain respect and convince people to follow our lead. Sometimes we can be viewed as fidgety and nervous, but it comes from our need to be a part of challenges that have variety, freedom, and mobility. We could benefit from learning to look before we leap and spending more time being studious and still. We make inspiring leaders and know how to get results from and through people.

JOHN THE BAPTIST (LUKE 3), PETER (MATTHEW 16 AND 26, ACTS 3), REBEKAH (GENESIS 24)

I/S - We are influential counselors who love people and it's no surprise that people love us. We live to please and serve, and tend to be good listeners. Looking good and encouraging others is important to us, as is following through and being obedient. We often lack in the area of organization and can be more concerned with the people involved than we are with the task at hand. However, we can be center stage or behind the scenes with equal effectiveness, and we shine when it comes to influencing and helping others.

BARNABAS (ACTS 4, 9, 11-15), ELISHA (1 KINGS 19, 2 KINGS 2-3), NICODEMUS (JOHN 3, 7, 19)

I/C - We are inspiring, yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. We excel in determining ways to improve production. We tend to be impatient and critical, and can also be overly persuasive and too consumed by the desire to win. We like to work inside the box, and we could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; we are generally dependable when it comes to paying attention to details and getting the job done.

MIRIAM (EXODUS 15-21), EZRA (EZRA 7-8), SHUNAMMITE WOMAN (2 KINGS 4:8-37)

DISC – Expanded PERSONALITY DESCRIPTIONS - S's & S Primary

S - We are steady and more reserved. We do not like change and thrive in secure, non-threatening environments. We are often friendly and understanding, as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable "S"s tend to make the best friends. Our greatest fear, however, is loss of security, and our possible weaknesses include resistance to change and difficulty adjusting to it. We can also have a strong sensitivity to criticism and struggle to establish priorities. In order to avoid being taken advantage of, we need to be stronger and learn how to say "no." We also like to avoid the limelight, but when given an opportunity to genuinely help others, we will gladly rise to the occasion. We feel most valued when we have truly helped someone.

S/D - We are quiet leaders who can be counted on to get the job done. We perform better in small groups and do not enjoy speaking in front of crowds. Though we can be soft- and hard-hearted at the same time, we enjoy close relationships with people, being careful not to dominate them. Challenges motivate us, especially ones that allow us to take a systematic approach. We tend to be determined, persevering through time and struggles. We benefit from encouragement and positive relationships.

MARTHA (LUKE 10:38-42), JOB (JOB 1:5, JAMES 5:11)

S/I - We are inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, we have many friends because we accept and represent others well. Our social nature and desire to be likable and flexible makes us inclined to be overly tolerant and non-confrontational. We will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, we include others and inspire people to follow us. Words of affirmation go a long way with us, and with the right motivation, we can be excellent team players.

MARY MAGDALENE (LUKE 7:36-47), BARNABAS (ACTS 4, 9, 11-15), ELISHA (1 KINGS 19, 2 KINGS 2-13)

S/C - We are diplomatic, steady, and detail oriented. Stable and contemplative, we like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, we prefer to take our time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism. We also need to be aware of the way we treat others. Operating best in precise and cause-worthy projects, we can be peacemakers; this makes us loyal team members and friends.

MOSES (EXODUS 3, 4, 20, 32), JOHN (JOHN 19:26-27), ELIEZER (GENESIS 24) 2-10

DISC – Expanded PERSONALITY DESCRIPTIONS - C's & C Primary

C - We are compliant and analytical. Careful and logical lines of thinking drive us forward and accuracy is a top priority. We hold high standards and value systematic approaches to problem solving. Though we thrive when given opportunities to find solutions, we tend to ignore the feelings of others and can often be critical and down-right crabby. Verbalizing feelings is difficult for us, but when we are not bogged down in details and have clear-cut boundaries, we can be big assets to the team by providing calculated "reality checks." Our biggest fear is criticism and our need for perfection is often a weakness, as is our tendency to yield during an argument. We are thorough in all activities and can bring a conscientious, even-tempered element to the team that will provide solid grounding. We value being correct.

C/I - We are attentive to the details. We tend to impress others by doing things right and stabilizing situations. Not considered aggressive or pushy, we enjoy both large and small crowds. Though we work well with people, we are sometimes too sensitive to what others think about us and our work. We could benefit from being more assertive and self-motivated. Often excellent judges of character, we easily trust those who meet our standards. We are moved by genuine and enthusiastic approval, as well as concise and logical explanations.

MIRIAM (EXODUS 15-21, NUMBERS 12:1-15), EZRA (EZRA 7, 8)

C/S - We are systematic and stable. We tend to do one thing at a time – and do it right. Reserved and cautious, we would rather work behind the scenes to stay on track. We seldom take risks or try new things and dislike sudden changes in our environments. Precisionists to the letter, we painstakingly require accuracy and fear criticism, which we equate to failure. Diligent workers, our motivation comes from serving others.

ESTHER (ESTHER 4), ZECHARIAH (LUKE 1), JOSEPH (MATTHEW 1:1-23)

C/D - We are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, we do care about individual people, but have a difficult time showing it. We often feel we are the only ones who can do the job the way it needs to be done, but because of our administrative skills, we are able to bring plans for change and improvements to fruition. We have a tendency to be serious and could benefit from being more optimistic and enthusiastic. Despite our natural drive to achieve, we should concentrate on developing healthy relationships and simply loving people.

BEZALEL (EXODUS 35:30-36, 8, 37:1-9), JOCHEBED (EXODUS 1:22-2:4),

JETHRO (EXODUS 2, 18)