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**Uniquely You Relationships Profile**

Copyright © 1996 by Mels Carbonell, Ph.D. All rights reserved. No portion of this profile may be reproduced in any form, except for brief quotations in reviews, without written permission from the publisher. You may not copy entire lessons to distribute to students in order to avoid purchasing a profile for each student.
Improving relationships is so important. Good relationships result in happy and healthy environments, while bad relationships often make life unbearable. Learning how to salvage or enhance relationships will obviously make life more enjoyable.

An important factor is to discover how everyone is “wired” with unique personality types that affect relationships. The most important factor is being a Christian committed to avoiding and resolving conflicts biblically. Therefore, understanding Human Behavior Science from a biblical perspective will make a great impact on your relationships.

Married couples, family members, friends, and associates who understand each other’s unique personality types will be more effective in building good relationships. Identifying our divine design and natural tendencies is part of the learning process.

We especially need to learn that God created everyone with unique personalities. No personality is better than the other. It’s what we do with our personalities that matters. By understanding the way God “wired” us, we can discover why people do what they do.

The challenge is relating to everyone differently — discerning how people feel, think and act according to their personalities. Most of the problems in life are not theological or technical — they’re relational. Also compatibility is not the most important thing in a relationship — “commitment” is!

Chances are most relationships are incompatible. “Opposites often attract” and attack. By predicting behavior, individuals can avoid and resolve most conflicts. Recognizing and reading individual drives and motivations can be especially enlightening.

To identify personalities, this booklet contains two Uniquely You Questionnaires on pages 16 and 17. Complete these questionnaires first. There are easy step-by-step instructions at the top of each page.

The Uniquely You Questionnaires are not tests to pass or fail. There are no wrong answers. Doing these assessments can be one of the most exciting and enlightening experiences ever. The profiles are designed for individuals to do by themselves. You don’t need anyone to explain it.

There is no personality type or relationship blend better than the other. The best relationships learn how to respond and adapt. Learn how to communicate your feeling. Be committed and faithful. Above all, obey God and “love one another.” For maximum insights, be sure to study this entire booklet.

Follow these directions:

1) Read INSTRUCTIONS at the top of page 16 for completing person’s #1 profile and page 17 for completing person’s #2 profile.

2) Plot both sets of Graphs 1 & 2 on page 4.

3) Be sure to study your Relationship Reflections on page 21.

4) To understand what all this means, carefully read this entire booklet.
Plotting Graphs

Be sure to first complete the 1 Uniquely You Questionnaires on pages 16 and 17. Follow the instructions at the top of each page. Remember to focus on your behavior in the home as you answer the questions.

Once you have completed counting the total number of Ds, Is, Ss, and Cs on pages 14 and 19, and recorded them in the 6 TOTAL BOXES on pages 15 and 18, then use those specific numbers to plot the appropriate 7 Graphs 1 and 2 on this page.

“M” numbers should be plotted on the “M” (Graph 1) and “L” numbers should be plotted on the “L” (Graph 2).

EXAMPLE: 6 TOTAL BOXES

```
D  I  S  C
0  3  10  8
```

Record results from the 6 TOTAL BOXES on pages 15 & 18. (Disregard the total number of “B”s while plotting the graphs.)

Persons #1 Profile:

```
D  I  S  C
```

“M”: ___ ___ ___ ___  “L”: ___ ___ ___ ___

Persons #2 Profile:

```
D  I  S  C
```

“M”: ___ ___ ___ ___  “L”: ___ ___ ___ ___

Note: Once you have plotted your graphs, stop thinking of them in terms of Most and Least. Graph 1 is NOT the Most you and Graph 2 is NOT the Least you.

The “B”s in your Total Boxes are “blanks” and are not plotted, because they are only “norm factors.” They are designed for validating your profile.
Interpretation . . .

You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your unique personality. To help you understand why you often feel, think, and act the way you do, the following graphic summarizes the Four Temperament Model of Human Behavior.

Active / Task-oriented
“D” — Dominating, directing, driving, demanding, determined, decisive, doing.

Passive / Task-oriented
“C” — Cautious, competent, calculating, compliant, careful, contemplative.

Active / People-oriented
“T” — Inspiring, influencing, inducing, impressing, interactive, interested in people.

Passive / People-oriented
“S” — Steady, stable, shy, security-oriented, servant, submissive, specialist.

“D” BEHAVIOR / Biblical Examples: Paul & Sarah
(Active / Task-oriented) Known as “Choleric”
Descriptions: Dominant, Direct, Demanding, Decisive
Basic Motivation: Challenge and Control
Desires: • Freedom from control • Authority • Varied activities • Difficult assignments • Opportunities for advancement • Choices, rather than ultimatums
Responds Best To Leader Who: • Provides direct answers • Sticks to task • Gets to the point • Provides pressure • Allows freedom for personal accomplishments
Needs To Learn: • You need people • Relaxation is not a crime • Some controls are needed • Everyone has a boss • Self-control is most important • To focus on finishing well is important • Sensitivity to people’s feelings is wise
Biblical Advice: BE GENTLE / NOT BOSSY — Wisdom from above is . . . gentle, James 3:17 • CONTROL YOUR FEELINGS AND ACTIONS — Be angry and sin not, Eph. 4:26 • FOCUS ON ONE THING AT A TIME — This ONE thing I do, Phil. 3:13 • HAVE A SERVANT’S ATTITUDE — By love, serve one another, Gal. 5:13.

“C” BEHAVIOR / Biblical Examples: Thomas & Esther
(Passive / Task-oriented) Known as “Melancholy”
Descriptions: Competent, Compliant, Cautious, Calculating
Basic Motivation: Quality and Correctness
Desires: • Clearly defined tasks • Details • Limited risks • Assignments that require precision and planning • Time to think
Responds Best To Leader Who: • Provides reassurance • Spells out detailed operating procedures • Provides resources to do task correctly • Listens to suggestions
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
Biblical Advice: BE MORE POSITIVE — Whatsoever things are lovely, of good report ... think on these things, Phil. 4:8 • AVOID A BITTER AND CRITICAL SPIRIT — Let all bitterness . . . be put away from you, Eph. 4:31 • BE JOYFUL — The fruit of the Spirit is . . . joy, Gal. 5:22 • DON’T WORRY — Fret not, Psa. 37:1.

“T” BEHAVIOR / Biblical Examples: Peter & Ruth
(Active / People-oriented) Known as “Sanguine”
Descriptions: Inspiring, Influencing, Impressing, Inducing
Basic Motivation: Recognition and Approval
Desires: • Prestige • Friendly relationships • Freedom from details • Opportunities to help others • Opportunities to motivate others • Chance to verbalize ideas
Responds Best To Leader Who: • Is fair and also a friend • Provides social involvement • Provides recognition of abilities • Offers rewards for risk-taking
Needs To Learn: • Time must be managed • Deadlines are important • Too much optimism can be dangerous • Being responsible is more important than being popular • Listening better will improve one’s influence
Biblical Advice: BE HUMBLE / AVOID PRIDE — Humble yourself in the SIGHT of God, James 3:17 • CONTROL YOUR SPEECH — Be quick to hear, slow to speak, James 1:19 • BE MORE ORGANIZED — Do all things decently and in order, 1 Cor. 14:40 • BE PATIENT — The fruit of the Spirit is . . . longsuffering, Gal. 5:23.

“S” BEHAVIOR / Biblical Examples: Moses & Hannah
(Passive / People-oriented) Known as “Phlegmatic”
Descriptions: Submissive, Steady, Stable, Security-oriented
Basic Motivation: Stability and Support
Desires: • An area of specialization • Identification with a group • Established work patterns • Security of situation • Consistent familiar environment
Responds Best To Leader Who: • Is relaxed and friendly • Allows time to adjust to changes • Allows to work at own pace • Gives personal support
Needs To Learn: • Change provides opportunity • Friendship isn’t everything • Discipline is good • Boldness and taking risks is sometimes necessary
Biblical Advice: BE BOLD AND STRONG — Only be strong and very courageous, Joshua 1:6 • BE CONFIDENT AND FEARLESS — God has not given you the spirit of fear, 2 Tim. 1:7 • BE MORE ENTHUSIASTIC — Whatsoever you do, do it HEARTILY as unto the Lord, Col. 3:23.

Duplication Without Permission Prohibited!
How To Read The DISC Graphs

Each graph describes a personality in a different way. Look at each graph and find the highest plotting point.

Notice in Example A, the highest point is “C.” The next highest point is “S.” This profile is a “C/S” type personality.

“C/S”s are cautious and steady. They like to do one thing at a time and do it right the first time. They also like stable and secure-oriented surroundings. They don’t like to take risks or cause trouble.

“C/S”s need to be more outgoing and positive. Their Behavioral Blend is “Competent Specialist.”

To help you read the graphs, also notice the lowest plotting points. The example shows “I” as the lowest point. It simply means that this person doesn’t enjoy inspiring or interacting with people, while he or she tends to be more shy and calculating about things.

This person is more reserved than outgoing. He or she likes people on an individual basis. The low “I” is not bad. It only indicates a low interest in enthusiastic and carefree behavior.

Example B shows a graph with a high “D/I” personality type. This person is more active than passive. “D/I”s are dominant and inspiring people. They like to control and influence others. They don’t like to sit still or work on one thing at a time.

Notice the “S” and “C” plotting points are low. This means this person is not so concerned with security and stability or cautious and calculating actions. Low “S/C”s are more risk-takers and active types.

Example C is an “I/S” type personality. “I/S”s love people. They are active/outgoing in their “I” and passive/reserved in their “S”. They don’t like tasks. They need lots of recognition and a stable environment. Their “D” and “C” are low, meaning they are not assertive/dominant or logical/contemplative types.

Your profile may be different. It really doesn’t matter what your personality is. The important thing is that you control your personality, rather than allowing your personality to control you.

Remember, there is no bad personality. We need to accept the way we and others naturally respond as unique traits. Everyone doesn’t think, feel or act the same way. Once we understand these differences we will be more comfortable and effective with ourselves and others.

To learn more, be sure to study the Behavioral Blends.
Two graphs are identified for each person. They will help you understand how each person feels, thinks and acts. There is no bad profile. Each graph simply identifies a specific way the person looks at life.

GRAPH 1: “This is expected of me” is the response to how the person feels and thinks people expect him or her to behave. The person is telling you, “This is how I feel you want me to be” or “I think you want me to act like this.”

People understand early in life that there are acceptable and unacceptable actions. Everyone is influenced by these thoughts and feelings.

GRAPH 2: “This is me” is the person’s response to how he or she feels and thinks under pressure—how the person really feels and thinks inside. The person is revealing how he or she will naturally respond when he or she does not think about what is expected of him or her — usually under stress.

Everyone is born with a natural bent of behavior. Our parents and peers, plus our environment growing up help develop our personalities into predictable patterns of behavior.

If GRAPHS 1 and 2 are alike, understanding the person’s personality will be easier. If the two graphs are different, the person may be struggling with an attitude about what is expected of him or her and how he or she really wants to act. Or the person may be very consistent with what is expected and the real him or her. Having two different graphs is not a problem and is normal for many people.

The examples show a “D/I” type in GRAPH 1 and “I/S” in GRAPH 2. This person is revealing that he or she thinks people want him or her to be more dominant, even though he or she really isn’t that type. This person is also more “S” — submissive and security oriented than what he or she feels is expected of him or her.

To understand how to read the two graphs, focus on each plotting point under the DISC columns.

Every point in the upper third is considered high. Every point in the middle third is mid. Every point in the lower third is considered low.

The higher the plotting point, the more that DISC letter describes the person’s behavior. Study this entire booklet to understand how to apply what you learn about yourself and others.
DISCOVERING YOUR BEHAVIORAL BLEND

There are four basic personality types known as D, I, S, and C behavior. Everyone is a blend or combination of these four temperaments. No type is better than the other. No one has a bad personality. The most important factor is what you do with your personality. Don’t let your personality control you; instead learn how to control your personality.

To help you discover more about your specific behavioral style, there are 21 Behavioral Blends. One or two Behavioral Blends will best describe you. Few people are pure D, I, S, or C types. Most everyone is a combination of the four types. Remember, it doesn’t matter what personality you have, as much as what you do with it.

(DI SC)

D: DETERMINED DOERS
"D"s are dominant and demanding. They win at all costs. They do not care as much about what people think as they care about getting the job done. Their insensitivity to feelings makes them too strong. They are great at developing things, but they need to improve their ability to do things correctly. Their strong will should be disciplined to prepare and think more accurately about what they are doing. They are motivated by serious challenges to accomplish tasks.

I: INSPIRATIONAL INFLUENCERS
"I"s are impressive people. They are extremely active and excited individuals. Approval is important to them. They can have lots of friends if they do not overdo their need for attention. They can be sensitive and emotional. They need to be more interested in others and willing to listen. They do not like research unless it makes them look good. They often think to please the crowd. They are entertainers. They need to control their feelings and think more logically. They often outshine others and are motivated by recognition.

S: STEADY SPECIALISTS
"S"s are stable and shy types. They do not like changes. They enjoy pleasing people and can consistently do the same job. Secure, non-threatening surroundings are important to them. They make the best friends because they are so forgiving. Other people sometimes take advantage of them. They need to be stronger and learn how to say, "No" to a friend who wants them to do wrong. Talking in front of large crowds is difficult for them. They are motivated by sweet and sincere opportunities to help others.

C: CAUTIOUS COMPETENT TYPES
"C"s are logical and analytical. Their predominant drive is careful, calculating, compliant and correct behavior. When frustrated, they can over do it or be the exact opposite. They need answers and opportunities to reach their potential. They tend not to care about the feelings of others. They can be critical and crabby. They prefer quality and reject phoniness in others. They are motivated by explanations and projects that stimulate their thinking.

D/I: DRIVING INFLUENCERS
"D/I"s are bottom line people. They are much like Dynamic Influencers. They are a little more determined and less inspirational, but they are strong doers and able to induce others to follow. They need to be more cautious and careful, as well as more steady and stable. They get involved in a lot of projects at the same time. They need to focus on one thing at a time and slow down. They are motivated by opportunities to accomplish great tasks through a lot of people.

I/D: INSPIRATIONAL DOERS
"I/D"s are super salespeople. They love large groups. They are impressive and can easily influence people to do things. They need a lot of recognition. They exaggerate and often talk too much. They jump into things without thinking them through. They need to be more studious and still. They should also be more careful and cautious. They are motivated by exciting opportunities to do difficult things. If not careful, they will do things to please the crowd and get themselves into trouble in the process. They make inspiring leaders and determined individuals.

S/I: STEADY INFLUENCERS
"S/I"s are sensitive and inspirational. They accept and represent others well. They have lots of friends because they are tolerant and forgiving. They do not hurt people’s feelings and can be very influential. They need to be more task-oriented. They must learn to finish their work and do it well. They like to talk, but should pay more attention to instructions. They would be more influential if they were more aggressive and careful. They are kind and considerate. Motivated by opportunities to share and shine, they induce others to follow.

D/I/C: DOMINANT INSPIRING CAUTIOUS
"D/I/C"s are demanding, impressing and competent. They tend to be more task-oriented, but can be people-oriented before crowds. They need to increase their sensitivity and softness. They don’t mind change. Active and outgoing, they are also compliant and cautious. They like to do things correctly, while driving and influencing others to follow. Their verbal skills combine with their determination and competence to achieve. Security is not as important as accomplishment and looking good.

(Continue instructions next page.)

Relationships 11/07
Observe the 21 Behavioral Blends on these two pages. Choose the one or two profiles that are most like your graphs. Read the brief paragraph descriptions of the ones that are most like you. You will probably be a combination of two specific profiles. You can also have some characteristics of other types, but will normally fit into one or two Behavioral Blends.

Every personality has strengths and weaknesses (uniquenesses). One person's weakness may be another person's strength. That's why "uniqueness" may be a better word than "weakness." In order to be more successful and improve your relationships, you must learn how to control your strengths and avoid your "uniquenesses." Always remember that under pressure you lean toward your strengths. The over-use of a strength becomes an abuse, and the best thing about you becomes the worst. The characteristic that people once liked most about you can become what they later despise.

D/I: DYNAMIC INFLUENCERS
"D/I"s are impressive, demanding types. They get excited about accomplishing tasks and looking good. Determined and driven, they influence large crowds best. They can be too strong and concerned about what others think. They have good communication skills and are interested in people. They need to be more sensitive and patient with the feelings of others. Learning to slow down and think through projects is crucial to them. They are motivated by opportunities to control and impress.

D/C: DRIVING COMPETENT TYPES
"D/C" Types are determined students or defiant critics. They want to be in charge, while collecting information to accomplish tasks. They care more about getting a job done and doing it right than what others think or feel. They drive themselves and others. They are dominant and cautious. Improving their people skills is important. They need to be more sensitive and understanding. They are motivated by choices and challenges to do well.

I/S: INSPIRATIONAL SPECIALISTS
"I/S"s are influential and stable. They love people and people love them. They like to please and serve others. They do not like time controls or difficult tasks. They want to look good and encourage others, but often lack organizational skills. They follow directions and do what they are told. They should be more concerned about what to do, than with whom to do it. They are motivated by interactive and sincere opportunities to help others. Regardless of being up front or behind the scenes, they influence and support others. They make good friends and obedient workers.

I/C: INSPIRATIONAL COMPETENT
"I/C" Types are inspiring, yet cautious. They size up situations and comply with the rules in order to look good. They are good at figuring out ways to do things better through a lot of people. They can be too persuasive and too concerned about winning. They are often impatient and critical. They need to be more sensitive to individual feelings. They are too concerned about what others think. They do not like breaking the rules; neither do they enjoy taking risks. They need to try new things and sometimes go against the crowd. They are careful communicators who think things through.

S/D: STEADY DOERS
S/D's get the job done. They prefer stable surroundings and are determined to accomplish tasks. As quiet leaders, they relate best to small groups. They do not like to talk in front of large crowds, but want to control them. They enjoy secure relationships, but often dominate them. They can be soft and hard at the same time. They are motivated by sincere challenges that allow them to systematically do great things. They prefer sure things, rather than shallow recognition. They make good friends, while driving to succeed.

S/C: STEADY COMPETENT TYPES
"S/C" Types are stable and contemplative types. They like to search and discover the facts. They like to weigh the evidence and proceed slowly to a logical conclusion. They enjoy small groups of people. They do not like speaking in front of large crowds. They are systematic and sensitive to the needs of others, but can be critical and caustic. They are loyal friends, but can be too fault-finding. They need to improve their enthusiasm and optimism. They are motivated by kind and conscientious opportunities to slowly and correctly do things.

C/I/S: COMPETENT INFLUENCING SPECIALISTS
"C/I/S"s like to do things right, impress others and stabilize situations. They are not aggressive or pushy people. They enjoy large and small crowds. They are good with people and prefer quality. They are sensitive to what others think about them and their work. They need to be more determined and dominant. They can do things well, but are poor at quick decision-making. They are capable of doing great things through people, but need to be more self-motivated and assertive. They are stimulated by sincere, enthusiastic approval and logical explanations.

C/S/D: COMPETENT STEADY DOERS
"C/S/D"s are a combination of cautious, stable and determined types. They are more task-oriented, but care about people on an individual basis. They don't like to speak in front of crowds. They prefer to get the job done and do it right through small groups, as opposed to large groups. They tend to be more serious. Often misunderstood by others as being insensitive, "C/S/D" types really care for people. They just don't show it openly. They need to be more positive and enthusiastic. Natural achievers, they need to be more friendly and less critical.

STRAIGHT MID-LINE
A Straight Mid-Line Blend occurs when all four plotting points are close together in the middle of the graph. This may indicate that the person is trying to please everyone. Striving to be "all things to all men" may indicate mature response to pressure. Or it may confirm frustration over the intensity differences under pressure. The person may be saying, "I really don't know what my D, I, S, or C behavior should be or really is." The person may want to do another profile after a while to see if there is any change.

ABOVE MID-LINE • BELOW MID-LINE
Some patterns indicate unique struggles an individual may be having.

An Above Mid-Line Blend occurs when all four plotting points are above the mid-line. This may indicate a strong desire to overachieve.

A Below Mid-Line Blend occurs when all four plotting points are below the mid-line. This may indicate that the person is not really sure how to respond to challenges.
CONTROLLING YOUR BEHAVIORAL BLEND

The “bottom line” is allowing the Holy Spirit to control your personality. People often say, “I just want to be me.” They want to find themselves and be “real.” The problem is when you really find yourself, you often don’t like what you find. You might be so dictatorial, self-seeking, insecure or critical that God seems powerless in your life. The so-called “real” or natural you can be opposite of what God wants you to be. You should not seek to be normal, but spiritual; not natural, but supernatural—to do what you do through the power of God in your life, to be what God wants you to be through a personal relationship with Him by faith in Jesus Christ as your Savior and Lord (Eph. 2:8-10). Be conformed into the image of Christ. (Continue instructions next page.)
Once you discover your Behavioral Blend/s, you can clearly recognize the areas God wants to work on. The Bible is the best source to help you. "All Scripture is given by inspiration of God and is profitable for doctrine, for reproof, for correction, for instruction in righteousness" (2 Timothy 3:16). The following are specific scriptures each Behavioral Blend should consider. These scriptures are admonitions and challenges to help you focus on becoming more like Christ. You should grow spiritually to the place in your life where people really don’t know what personality you have. Balance and maturity should be your goal. Ask God to use these scriptures to encourage and empower you. Don’t let them discourage you. The Word of God is quick and powerful, sharper than any two-edged sword. It can discern and deliver you from a self-centered attitude of "me-ism." Learn to be so controlled by the Holy Spirit that God gets the glory in all you say and do (Ephesians 5:18).

D/I: DYNAMIC INFLUENCERS
Concentrate on humility and obedience—Christ “humbled Himself and became obedient,” Phil. 2:8. Everyone has a boss, even you—the centurion said to Jesus, “I too am a man under authority,” Matt. 8:9. Avoid rebellion—“Rebellion is as the sin of witchcraft,” 1 Sam. 15:23. Winning is not always most important—“The first shall be last,” Matt. 19:30. Be patient with others—“The fruit of the Spirit is longsuffering,” Gal. 5:23. Learn to relax in the Lord, not in your ability to make things happen—“Rest in the Lord,” Psa. 37:7.

D/C: DRIVING COMPETENT TYPES
Seek to get along with everyone—“Live peaceably with all men,” Rom. 12:18. Be kind and loving—“Kindly affectionate one to another,” Rom. 12:10. Show more love—“Love one another,” 1 John 4:7. Seek to serve, not to be served—Be a “servant of Christ,” Eph. 6:6. Meekness is not weakness. Control your desire to have power over others. Be Christlike—“By the meekness and gentleness of Christ,” 2 Cor. 10:1. Take time to be still and commune with God—“Be still and know that I am God,” Psa. 46:10.

I/S: INSPIRATIONAL SPECIALISTS

I/C: INSPIRATIONAL COMPETENT
Be careful you don’t think too highly of yourself—“God resists the proud, but gives grace to the humble,” 1 Pet. 5:6. Seek to please God more than others—“When a man’s ways please the Lord,” Prov. 16:7. Be a good example—“Be an example of the believer,” 1 Tim. 4:12. Care more about how you look to God—“Glorify God in your body and spirit,” 1 Cor. 6:20. Be bold and confident in Christ—“We have boldness and access with confidence by the faith of Him,” Eph. 3:12. Guard statements and judgments—“Alying tongue is a vanity tossed to and fro,” Prov. 21:6. Don’t flatter yourself—“He flatters himself in his own eyes,” Psa. 36:2.

S/D: STEADY DOERS
God wants to empower what you think is weakness—“Most gladly will I rather glory in my infirmities that the power of God wants to rest upon me.” God’s grace (the power and ability to do what God wants) is enough for whatever you need—“My grace is sufficient for you.” You are often strongest in weakness, as you trust in God and not yourself—“For when I am weak, then am I strong,” 2 Cor. 12:9. Encourage and help others daily—“Exhort one another daily,” Heb. 3:13. God challenges you to reason with Him—“Come now and let us reason together,” Is. 1:18.

S/C: STEADY COMPETENT TYPES

C/I/S: COMPETENT INFLUENCING SPECIALISTS
Guard against being judgmental—“Judge not lest you be judged,” Matt. 7:1. “Who are you that judges another,” James 4:12. Avoid bitterness and resentment—“Lest any root of bitterness spring up to trouble you,” Heb. 12:15. God will meet your needs—“My God shall supply all your need according to His riches in glory,” Phil. 4:19. Be thankful for everything—“In all things give thanks,” 1 Thess. 5:18. Let God’s Word affect you—“Let the Word of God dwell in you richly in all wisdom,” Col. 3:16. Whatever you do, do it for God’s glory—“Do all in the name of God,” Col. 3:17.

C/S/D: COMPETENT STEADY DOERS
Be more enthusiastic—“Whatever you do, do it heartily as unto the Lord,” Col. 3:23. Don’t worry so much about problems — “Let not your heart be troubled,” John 14:27. Be more positive — “Whatsoever things are pure . . . if there be any virtue, think on these things,” Phil. 4:8-9. Let your sensitivity be more evident — “Be kindly affectionate, one to another,” Rom. 12:10. Don’t be like Moses when he was reluctant to lead because of his poor verbal skills (Ex. 4:10-16). Be more outwardly optimistic and encouraging to others — “Exhort one another daily,” Heb. 3:13.

STRaight MID-LINE
You may be trying to be all things to all men, which is good, but can be frustrating at times. The farther apart your plotting points, the easier it is to read the profile. Recognize your identity in Christ — “I am crucified with Christ, nevertheless I live, yet not I, but Christ lives in me,” Gal. 2:20. Relax in the Lord — “Come unto me all you that labor and are heavy laden and I will give you rest,” Matt. 11:28. You cannot please everyone all the time — “Having men’s persons in admiration,” Jude 16.

ABoVE MID-LINE • BELOW MID-LINE
An Above Mid-Line Blend may be trying to over-achieve — “It is God who works in us, both to will and do of His good pleasure,” Phil. 2:13. You may be thinking too highly of what is expected of you or the real you. Remember Peter.

A Below Mid-Line Blend may indicate you are not really sure how to respond to challenges — “I can do all things through Christ,” Phil. 4:13. Think more positively about yourself — “I am fearfully and wonderfully made,” Psa. 139:14.
The Bible is full of examples of unique personalities. Some individuals were aggressive and outgoing, while others were withdrawn and quiet. One type is not better than the other. Biblical behavior is balanced and mature.

Scripture demands both behavior. Mark 16:15 tells us, “Go into all the world and preach the gospel.” Psalm 46:10 encourages us to “be still and know God.” Both are different, yet commands.

Mary and Martha are good examples of opposite types. Martha was more active and task-oriented, while her sister, Mary, was more passive and people-oriented. Martha demonstrated “D” type behavior (John 11:20), while Mary showed “S” type behavior (John 11:20).

When Lazarus their brother died, both said the exact same thing to Jesus (John 11:21, 32), but Jesus responded differently to each one. The lesson is we should respond to people according to their personalities—not ours. We should be “all things to all men, that we might by all means save some,” (Rom. 11:14).

Individual DISC behavior is illustrated in the Scriptures. God uses all types of personalities to complete His plan and purpose. The most important lesson is don’t let your personality control you, instead let God control your personality—let God fill (control) you with His Holy Spirit (Eph. 5:18).

The Apostle Paul was definitely a “D” type. He was left for dead, imprisoned, stoned, forsaken and forgotten, yet he pressed on toward the high calling of God. He didn’t worry about what anyone thought about him, except God. He also learned obedience and submission after God crushed him on the road to Damascus.

Peter demonstrated “I” type behavior every time he spoke up for the disciples. He was often very dramatic. One moment Peter promises, in front of a crowd, to never forsake Christ, then a little later he denies the Lord, when no one is watching, to a young maiden. Yet God used Peter in a great way at Pentecost.

Moses seemed to show “S” behavior when God told him to lead the children of Israel out of Egypt. Moses was unsure of himself. He even tried to get Aaron to be the leader. “S” type personalities don’t like to be “up-front” telling everyone what to do, but God sometimes calls people to do great things in spite of their personality types.

Thomas, the Disciple, exhibited “C” behavior when he doubted Christ’s resurrection. “C”’s need proof and answers to questions. Jesus didn’t belittle Thomas, but gave him the evidence needed to serve the Lord in a great way. Historians record Thomas became an extremely effective missionary to India.

**BIBLICAL EXAMPLES OF PERSONALITY TYPES**

**Practical Application**

**High “D”s**
- They need challenges and choices.
- They don’t like to be told what to do. They want to be their own bosses.
- Controlling themselves is most important. Desiring to control others, “D”s need to guard their feelings.
- Since “D”s test and challenge authority, they need to learn that everyone has a boss. If not, they will push others to the limit.

*Instead of telling “D”s to complete a task immediately, give them the choice between completing the task now or by a certain time. They will usually choose the latter, but they at least have the choice.*

**High “I”s**
- They need lots of recognition, approval and stroking.
- They like to talk and get attention. Being quiet is difficult for them.
- Give them opportunities to express themselves.
- Don’t put them down for their desire to entertain.
- Encourage them to control their excitement and share the limelight with others.

*“I”s need to learn they will have more friends when they make others look good. Praise them when they do well. Emphasize how their poor behavior makes them look bad, when they under-achieve. They especially need to guard against pleasing everyone.*

**High “C”s**
- They like to do things right. Finishing a project half way or half right is unacceptable to them.
- Give them time and resources to do their best.
- Don’t push them to always do better. They may get frustrated and give up.
- Encourage them to improve their people skills. They need to learn to be more sociable.
- Answer their questions and explain the “whys of life.”

*Provide these types with happy and positive atmospheres. They tend to be naturally pessimistic and moody. Joyful and uplifting music around the home or office can be very encouraging. Avoid being constantly negative and critical, especially with these personality types.*

**High “S”s**
- They desire steady and stable environments. Change is difficult. Give them time to adjust.
- Don’t expect them to accept risks or try new things. They prefer traditional roles.
- Difficult assignments and enthusiastic challenges are not effective. Friendly and sweet appeals are best.
- Encourage “S”s to be more outgoing and assertive, so that they won’t be taken advantage.

*“S”s natural submission causes others to take advantage of them. “S”s need to learn how to control their reluctance to be bold and assertive. Saying “no” can be frightening, yet powerful. Taking chances and risks to take charge can be very rewarding.*
The Four Temperament Model of Human Behavior is attributed to Hippocrates, the father of modern medicine. His scientific research and brilliant observations are universally accepted. Contrary to what critics claim, the Four Temperaments did not hatch from archaic pagan greek philosophy, but rather the scientific process that made Hippocrates the respected physician of his day.

The DISC Model of Human Behavior was first introduced by William Marston in 1928 through his book, The Emotions Of Normal People. Marston took Hippocrates’ Greek titles and assigned simple and single D, I, S, and C letters to each. Though there are now many titles to various models, they all have roots from the same basic four temperaments discovered 400 B.C.

Dr. John Geier, Chairman of the Human Behavior Science Department at the University of Minnesota designed the first paper assessment that identified a person’s DISC personality type from a business and personal perspective in 1977.

After studying under Dr. Geier with Performax Systems and Dr. Frank Wichern, Staff Psychologist at Dallas Theological Seminary, Dr. Mels Carbonell designed the first-of-their-kind combination personality and faith-based profiles. With over 1 million profiles now in print in several different languages, Uniquely You Resources are one of the most respected and popular profiles available for businesses, personal use, and faith-based organizations.

Understanding the four-quadrant model of basic human behavior often explains why people do what they do. These insights can make the difference between right and wrong responses, and the best or worst behavior in any situation.

The profile is not a psychological analysis. It is not designed to deal with serious emotional problems. It can help with simple insights into basic human behavior motivations. For more in-depth needs, we recommend you seek “professional” counseling.

To receive maximum effectiveness, be sure to complete your personality profile. There are so many insights to learn!

Continue on the following pages to complete your *Uniquely You Questionnaire.*
Be sure to first complete page 16 Person #1 Uniquely You Questionnaire.

4 Person #1 MARKINGS SHEET

To help in counting the total Most and Least D's, I's, S's, and C's, you should write your choice to the side of each group of letters marked. First, record the letters marked in the specific M and L boxes to the M and L blank spaces to the right of each group of boxes, then continue with the Counting Instructions.

IMPORTANT: If the marks don't appear within the larger boxes, check the page where you filled in the smaller boxes to see if your marks are falling high or low on the larger boxes and make the adjustment as you choose which letters to transfer.

Example:

1. S
2. B
3. D
4. B

For Promotional Review Only
You may copy pages for review purposes, but NOT to complete questionnaire or teach the following information in order to avoid purchasing profiles.

Once you have transferred all your carbon marks to the blank "M" and "L" spaces, continue at the Counting Instructions on page 18.
Counting Instructions:

- First, notice the carbon marks in the boxes on the following Markings Sheet. The "M" boxes have D, I, S, C, and B letters to their left and the "L" boxes have D, I, S, C, and B letters to their right. Transfer the letters marked in the specific "M" and "L" boxes on the following Markings Sheet to the "M" and "L" blank spaces to the right of each group of boxes.

- Count all the "D"s marked and transferred under the three "M" columns on the following Markings Sheet page. Be sure to count all "D"s with a carbon mark filled in and transferred only in the "M" columns. Record the total "D"s counted in the TOTAL BOXES below. Then count all the "I"s marked and transferred under the three "M" columns. Record the total "I"s counted in the TOTAL BOXES. Do the same with the total "S"s, "C"s, and "B"s spaces marked and transferred on the following Markings Sheet page.

- Count all the "D"s marked and transferred under the three "L" columns. Be sure to count all the "D"s with a carbon mark filled in and transferred only in the "L" columns. Record the total "D"s counted in the TOTAL BOXES below. Then count all the "I"s marked and transferred under the three "L" columns. Record the total "I"s counted in the TOTAL BOXES. Do the same with the total "S"s, "C"s, and "B"s spaces marked and transferred.

- Add the total number of "D"s, "I"s, "S"s, "C"s, and "B"s spaces counted in the TOTAL BOXES below. It should total 24. Be sure to count the "B" spaces under the three "M" columns before trying to total 24. Do the same with the three "L" columns before trying to total 24. If it doesn't add up to 24, recount and try putting a check mark by each one as you count it.

TOTAL BOXES

Once you have recorded the total number of "D"s, "I"s, "S"s, and "C"s in your TOTAL BOXES above, use those specific numbers to plot Graphs 1 and 2 on the Plotting Instructions page.

Notice "M" numbers above should be plotted on the "M" (Graph 1) series of boxes. "L" numbers above should be plotted on the "L" (Graph 2) on the Plotting Instructions page.

Example:TOTAL BOXES

Continue on page 4 to plot Person #1’s graph.
## INSTRUCTIONS:
Notice each group of words below. For each group, ask yourself which words are MOST and which words are LEAST like you. Do not choose what you want to be or what you want others to think you are, but what you really are under pressure. Fill in ONLY ONE box in the "M" column MOST like you and fill in ONLY one box in the "L" column LEAST like you. All of the words or none of them may or may not describe you, but choose ONLY ONE group of words. Notice in the "Example" how ONLY ONE box is filled in under the "M" and "L" columns.

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<td>32</td>
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### INSTRUCTIONS:

Notice each group of words below. For each group, ask yourself which words are **MOST** and which words are **LEAST** like you. Do not choose what you want to be or what you want others to think you are, but what you really are under pressure. Fill in **ONLY ONE** box in the "M" column **MOST** like you and fill in **ONLY** one box in the "L" column **LEAST** like you. All of the words or none of them may or may not describe you, but choose **ONLY ONE** group of words. Notice in the "Example" how **ONLY ONE** box is filled in under the "M" and "L" columns.

<table>
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<td>Loyal, True Blue</td>
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<td>Conservative, Inflexible</td>
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<td>Peaceful, Calm</td>
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<td>63.</td>
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<td>68.</td>
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<td>69.</td>
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<tr>
<td>70.</td>
<td>Serving, Sacrificing</td>
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<td>71.</td>
<td>Sharp, Appealing</td>
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<td>72.</td>
<td>Direct, To the point</td>
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<td>78.</td>
<td>Outspoken, Opinionated</td>
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<td>79.</td>
<td>Inducing, Charming</td>
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<tr>
<td>80.</td>
<td>Inventive, Imaginative</td>
</tr>
<tr>
<td>81.</td>
<td>Hospitable, Enjoys company</td>
</tr>
<tr>
<td>82.</td>
<td>Zealous, Eager</td>
</tr>
<tr>
<td>83.</td>
<td>Quiet, Reserved</td>
</tr>
<tr>
<td>84.</td>
<td>Organized, Orderly</td>
</tr>
<tr>
<td>85.</td>
<td>Exciting, Spirited</td>
</tr>
</tbody>
</table>

#### Example

- X Kind, Nice, Caring
- ☐ Proper, Formal
- ☐ Demanding, Asserting
- ☐ Outgoing, Active

---

**For Promotional Review Only**

You may copy pages for review purposes, but NOT to complete questionnaire or teach the following information in order to avoid purchasing profiles.

- ☐ Driving, Determined
- ☐ Dynamic, Impressing
- ☐ Serving, Sacrificing
- ☐ Sharp, Appealing
- ☐ Direct, To the point
- ☐ Original, Creative
- ☐ Peppy, Playful
- ☐ Devoted, Dedicated
- ☐ Courteous, Polite
- ☐ Strict, Unbending
- ☐ Outspoken, Opinionated
- ☐ Inducing, Charming
- ☐ Inventive, Imaginative
- ☐ Hospitable, Enjoys company
- ☐ Zealous, Eager
- ☐ Quiet, Reserved
- ☐ Organized, Orderly
- ☐ Exciting, Spirited
- ☐ Faithful, Consistent
- ☐ Responsive, Reacting
- ☐ Helpful, Assisting
- ☐ Bottom line, Straight-forward

---

Once you have completed your choices on this page, go to the Person #2 Markings Sheet on page 19 and follow the instructions.
Counting Instructions:

- First, notice the carbon marks in the boxes on the following Markings Sheet. The "M" boxes have D, I, S, C, and B letters to their left and the "L" boxes have D, I, S, C, and B letters to their right. Transfer the letters marked in the specific "M" and "L" boxes on the following Markings Sheet to the "M" and "L" blank spaces to the right of each group of boxes.

- Count all the "D"s marked and transferred under the three "M" columns on the following Markings Sheet page. Be sure to count all "D"s with a carbon mark filled in and transferred only in the "M" columns. Record the total "D"s counted in the TOTAL BOXES below. Then count all the "I"s marked and transferred under the three "M" columns. Record the total "I"s counted in the TOTAL BOXES. Do the same with the total "S"s, "C"s, and "B"s spaces marked and transferred on the following Markings Sheet page.

- Count all the "D"s marked and transferred under the three "L" columns. Be sure to count all the "D"s with a carbon mark filled in and transferred only in the "L" columns. Record the total "D"s counted in the TOTAL BOXES below. Then count all the "I"s marked and transferred under the three "L" columns. Record the total "I"s counted in the TOTAL BOXES. Do the same with the total "S"s, "C"s, and "B"s spaces marked and transferred.

- Add the total number of "D"s, "I"s, "S"s, "C"s, and "B"s spaces counted in the TOTAL BOXES below. It should total 24. Be sure to count the "B" spaces under the three "M" columns before trying to total 24. Do the same with the three "L" columns before trying to total 24. If it doesn't add up to 24, recount and try putting a check mark by each one as you count it.

TOTAL BOXES

Once you have recorded the total number of "D"s, "I"s, "S"s, and "C"s in your TOTAL BOXES above, use those specific numbers to plot Graphs 1 and 2 on the Plotting Instructions page.

Notice "M" numbers above should be plotted on the "M" (Graph 1) series of boxes. "L" numbers above should be plotted on the "L" (Graph 2) on the Plotting Instructions page.

Example:

<table>
<thead>
<tr>
<th>TOTAL BOXES</th>
</tr>
</thead>
<tbody>
<tr>
<td>D</td>
</tr>
<tr>
<td>0</td>
</tr>
</tbody>
</table>

Continue on page 4 to plot Person #2's graph.
**4 Person #2 MARKINGS SHEET**

To help in counting the total Most and Least D’s, I’s, S’s, and C’s, you should write your choice to the side of each group of letters marked. First, record the letters marked in the specific M and L boxes to the right of each group of boxes, then continue with the **Counting Instructions**.

**IMPORTANT:** If the marks don’t appear within the larger boxes, check the page where you filled in the smaller boxes to see if your marks are falling high or low on the larger boxes and make the adjustment as you choose which letters to transfer.

Once you have transferred all your carbon marks to the blank "M" and "L" spaces, continue at the **Counting Instructions** on page 15.

Be sure to first complete page 16 **Person #1 Uniquely You Questionnaire.**

<table>
<thead>
<tr>
<th></th>
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<th>L</th>
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<th>M</th>
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Example:

1. S X S
2. B X C
3. D D D
4. B X I
The church today is suffering from centuries of mismanagement in human relations. This also comes at a time when many in the body of Christ hurt deeply and come from dysfunctional backgrounds and relationships. The pursuit of godliness seems to have left practical Christian living behind. Understanding biblical human behavior science can make a substantial difference in both church growth and effectiveness.

Since God is the author of all truth, true science can with the intelligence and “the mind of Christ” to discover the many scientific principles which bring glory to Him. The problem with the application of some science and humanism is that it defies man. We must guard against the “self-help” and “human development” emphasis that focuses on man’s greatness rather than the sovereignty of God. It’s not “who” we are, but “whose” we are that really counts. Advances in science are so rapid today that we must be careful to discern what is good and bad.

In one generation, we’ve gone from horse and buggy to jumbo jets spreading the Gospel worldwide. We’ve gone from Morse code to cellular telephone and from manual record keeping to the new computer super information highway. Yet churches seem to be content living in the Dark Ages when it comes to the simplest needs — personal involvement and conflict just to name two. Human behavior sciences can help churches improve their “people skills.” Identifying one’s giftedness encourages everyone to get plugged in where they feel most comfortable and confident. As we move closer to the day of Christ’s return, it is important that all believers become laborers in the harvest and not allow 10 - 20% of the Body to do 90 - 100% of the work.

Conflict resolution also helps members stay involved. Many believers leave the ministry or are removed because of “people problems.” Historically, the Church has not done a very good job in this area. With increased and improved assimilation, the number of conflicts is also bound to increase. It makes sense that the more people involved, the greater the possibility of clashes. Most problems in the Church today really are not theological; they are relational — personality conflicts. Once Christians have a better understanding of their natural (personality types) and supernatural (spiritual gifts) motivations they will be more effective in ministry. They can learn how to avoid and resolve conflicts biblically and effectively. Through valid and reliable assessments, Christians can now identify their specific spiritual gifts and personality type. Resources are now available to pastors and staffs to help members understand why opposites both attract and attack. Solving the mystery of motivation is to help these members “fit” best in their local body. Giving members the tools and training to reduce conflicts and increase effectiveness is no longer an option. Improving communication and understanding Human Behavior Science from a biblical perspective are essential.

Personality profiling is both normal and commonplace in today’s business world. Churches are just beginning to see the value of identifying personality and spiritual gift types to network members into ministry. One of the problems is we are encouraging more involvement without teaching conflict management. We have surveyed hundreds of the largest churches in America and have found that the vast majority do not have written policies and procedures to help members deal with conflict. We talk of forgiveness, mercy and patience but it’s amazing how many churches don’t consistently live by the Matthew 18 principle. Christians, like any others, can fall prey to gossip, selfishness and having the minister’s sermon for lunch. In fact, many will tell you that the one place where they were perhaps hurt the most was in the Church.

One might think that churches would emphasize these important biblical principles. Instead, many seem paralyzed. We need to ask ourselves if we’ve become so heavenly minded that we really are no earthly good. We also need to recognize truth is practical. Everything in the Bible is true, but all truth is not in the Bible. Computer science and MS-DOS are nowhere in the Scriptures, yet God has given us wisdom to use technology to honor and glorify Him.

The Bible is a theology book. It teaches us all need God. By faith alone (Eph. 2:8,9) we can come to personally know Jesus Christ, the joy of sins forgiven and assurance of eternal life. Once we trust Christ as our Savior, we then have the power of God within to help with our problems in life.

The solution to our involvement and conflict needs is the filling of the Holy Spirit. We need to allow the Holy Spirit to control our personalities and spiritual gifts, rather than allowing our giftedness to control us. We must guard against “finding” ourselves. We must know “Him” and discover how He is conforming us into the image of His Son, Jesus. I don’t want to be “me” any more. I want to be what God wants me to be. I don’t want to be normal. I want to be spiritual. I don’t want to be natural. I want to be supernatural. I want to do what I do because of God in my life and not just because of my giftedness or abilities. Understanding these truths ought to lead us to a greater understanding of how wonderful God is, while at the same time, teaching us how to live, work, and worship with others through the love of Christ.
The person with the solid line has a “D / I” personality, while the person with a dotted line has a “S / C” personality. One type is not better than the other. Both personalities have their strengths and uniquenesses. To enhance and/or improve their relationship, both need to guard their differences.

Opposites often, but not always, attract (and attack) each other. People are naturally attracted to those who seem to have strengths that are the other’s weaknesses. What one person calls a weakness another may see it as a strength. A better outlook of another person’s differences is helpful.

The “D / I” personality needs to be more sensitive to the “S / C” personality’s more passive and reserved behavior. The “D / I” may want to jump into doing things, while the “S / C” may want to think everything through and take it slower.

The “S / C” personality needs to be more active and outgoing in order to please the “D / I” personality. These two personalities should be aware of their differences and work at complementing, rather than criticizing or controlling the other.

The most important factor in developing a great relationship is commitment, rather than compatibility. Chances are your “significant other” has a different personality than yours. Remember, these differences can help you as well as hurt you.

Work on understanding and accepting each other’s differences. Be committed to permanency and the Lord Jesus Christ. Ask God to help you control your strengths and change your weaknesses (uniquenesses) for the sake of your relationship.

To improve or enhance your relationship, study the Intensity Insights.
Opposites seem to attract each other. Somehow we are attracted to people who have strengths that are our weaknesses. "C"s will meet an exciting, positive, upbeat type person, like an "I". "C"s will wish they were more like him or her, while the "I" is impressed with the "C"'s logical thinking and organized behavior.

"D"s are often attracted to "C"s because of "C"'s cautious and calculating demeanor, while "C"s are impressed with "D"-s' risk-taking, driving, decisive and dreaming behavior. "I"s are also attracted to "S"s because of their quiet, sweet, soft demeanor; while "S"s admire "I"-s' ability to influence and impress others.

What happens when opposites attract can be explained by the dynamics of differences. Our differences draw us together. Ironically, those same differences can drive us apart. The characteristics of the person with whom we fell in love often become the very traits we end-up resenting.

While opposites often attract, we must keep in mind that most people are blends or composites of DISC. Few people are predominate "D"s, "I"s, "S"s, or "C"s. Most teens are a combination of several of types.

**Examples —**

There are "D/I" behavior types, who are active in their tasks and people skills. There are "S/C" types, who are passive, while both people and task oriented. "D/C"s are pure task-oriented, while being active and passive. "I/S"s on the other hand, are basically people-oriented while active and passive.

The "I/C" is both active and passive while people and task-oriented at the same time. The same goes for the "D/S." But while the "I/C" loves to inspire and correct, the "D/S" enjoys dominating and serving others. The "D/S" type may sound like a contradiction in terms, but this unique and often confusing behavior is normal.

The most obvious conflicts occur when a pure "D/C" task-oriented individual is attracted to a pure "I/S" people-oriented person. These people were probably initially impressed with the others' strengths which were their own weaknesses. The "D/C" lacks people skills while the "I/S" needs to become more task-oriented and organized. The exciting news is each needs the other, but difficulty comes when one stops looking at the other's strengths and starts focusing instead on the other's weaknesses.

The "D/C" focuses on logical thinking and being industrious, while the "I/S" desires to build relationships and deepen communication. You can see how these two blends of behavior can clash.

**Assignment —**

- Think of how opposite personalities come together and complement each other.
- Recognize the obvious differences between you and others.
- Consider how opposite personalities can bring out the best and worst part of you.
- Begin thinking about the so-called "weaknesses" of others as "uniquenesses."

The following are three of the most common opposite types. See if any of these is like your Behavioral Blend/s and another person's type to improve your relationship.

**"D/I" Relating To "S/C"**

- "D/I"s are outgoing, while "S/C"s are passive and reserved.
- "D/I"s are more positive than "S/C"s.
- "S/C"s are more cautious than "D/I"s.
- Both should learn from the other.
- Be committed!

**"I/S" Relating To "D/C"**

- "I/S"s are people, while "D/C"s are task-oriented.
- "I/S"s are more high-touch than "D/C"s.
- "D/C"s are more high-tech than "I/S"s.
- Both should learn from the other.
- Be committed!

**"D" Relating To "I/S/C"**

- "D"s are more dominant and demanding.
- "I/S/C"s resist aggression, but respect it.
- They prefer friendly, secure and cautious behavior.
- Both should learn from the other.
- Be committed.

To compare your personality with that of another person's personality, be sure to study this entire booklet.
One of the most, if not THE greatest hindrance to spiritual growth is conflict. Excited Christians, desiring to serve God, are often discouraged because of misunderstandings and clashes with other Christians.

This section is designed to help you discover why people do what they do under pressure and why you may conflict with others. Scripture is clear on how to handle clashes. The problem is many Christians are not aware of their “sensitive spots.” Believers also need to learn what the Bible teaches about resolving conflicts.

Every personality type has its “hot button.” Everyone can act like a “D” when pushed too far. The following are tendencies of personalities they relate under pressure.

Review your Behavioral Blends pages. Read each section to see how you may respond as a specific personality type. Also consider how you may respond differently from your “giftedness.”

Seek to be spiritual, not natural!

Remember —

Most problems in the church today are not theological — they’re relational — personality conflicts and clashes with others.

<table>
<thead>
<tr>
<th>“D” Behavior —</th>
<th>“I” Behavior —</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Under Pressure:</strong></td>
<td><strong>Under Pressure:</strong></td>
</tr>
<tr>
<td>Becomes dictatorial, domineering, demanding, angry, intense, forceful, direct, bossy.</td>
<td>Becomes hyper, overly optimistic, immature, emotional, irrational, silly, wordy, selfish.</td>
</tr>
<tr>
<td><strong>Sources of Irritation:</strong></td>
<td><strong>Sources of Irritation:</strong></td>
</tr>
<tr>
<td>Weakness, indecisiveness, laziness</td>
<td>Disinterest, slowness, pessimism, details, time restraints, antagonism, doubt, structure,</td>
</tr>
<tr>
<td><strong>Needs To:</strong></td>
<td><strong>Needs To:</strong></td>
</tr>
<tr>
<td>Back off, seek peace, relax, think before reacting, control self, be — patient, loving, friendly, loyal, kind, sensitive.</td>
<td>Listen, count the cost, control emotions, be — humble, strong, disciplined, punctual, careful with words, conscientious.</td>
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<table>
<thead>
<tr>
<th>“C” Behavior —</th>
<th>“S” Behavior —</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Under Pressure:</strong></td>
<td><strong>Under Pressure:</strong></td>
</tr>
<tr>
<td>Becomes moody, critical, contemplative, negative, worrisome.</td>
<td>Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizer, sucker.</td>
</tr>
<tr>
<td><strong>Sources of Irritation:</strong></td>
<td><strong>Sources of Irritation:</strong></td>
</tr>
<tr>
<td>Incompetence, disorganization, foolishness, dishonesty, inaccurancy, wastefulness, inconsistency, blind faith, false impressions.</td>
<td>Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.</td>
</tr>
<tr>
<td><strong>Needs To:</strong></td>
<td><strong>Needs To:</strong></td>
</tr>
<tr>
<td>Loosen up, communicate, be — joyful, positive, tolerant, compromising, open, trusting, enthusiastic.</td>
<td>Be — strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing, expressive, cautious, bold.</td>
</tr>
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Natural Responses To Conflict —

“D”s — Want To Attack
“I”s — Want To Expose Others
“S”s — Want To Support or Submit
“C”s — Want To Criticize

Recommended Biblical Responses —

“D”s — Restore With Love
“I”s — Talk To God, Not Others
“S”s — Care Enough To Confront
“C”s — Examine Own Self First
Integrity Insights

“D” / “D” RELATIONSHIP

Work Insights: Two “D”s can work well together as long as one recognizes the other is the “boss.” “D” #1 may be the boss, but “D” # 2 must respect and trust him.
Social Insights: Two “D”s living together will struggle over “who’s the boss?” They must learn to give-and-take. “D” # 2 may be a little more dominant, but “D” # 1 is also very dominant.

Practical Application
• Take turns making major decisions
• Choose who will decide in specific areas
• Don’t give ultimatums
• Don’t force issues
• Slow down in making decisions
• Control yourself, rather than the other
• Learn to relax and control stress

“D” / “I” RELATIONSHIP

Work Insights: “D”s and “I”s working together are very active. The “D” wants to control, while the “I” wants to impress. The “I” wants to talk, while the “D” works.
Social Insights: The “D” tends to dominate, while the “I” desires to communicate. The “I” feels as though the “D” doesn’t care, while the “D” thinks the “I” is too sensitive. “D”s are too serious, while “I”s too impulsive.

Practical Application
• Determine to communicate on the basis of the other person’s needs.
• “D”s need to show they really care.
• “I”s need to give “D”s a chance to talk.
• “D”s should praise “I”s more.
• “I”s should be more industrious—workers.
• Don’t intimidate or manipulate.

“D” / “S” RELATIONSHIP

Work Insights: “D”s and “S”s working together are like masters and slaves. “D”s tell “S”s what to do. “D”s need to appreciate “S”s for their hard work.
Social Insights: “D”s definitely dominate “S”s, but should never take them for granted. “S”s feel secure with “D”s as long as “D”s show stable behavior. “S”s should be assertive — “D”s more compromising.

Practical Application
• “D”s should direct, not dominate “S”s — “Submit yourself one to the other.”
• Agree that when the “D” is out of control, the “S” has the right to say so, without fear.
• “S”s need to strongly appeal to “D”s when their behavior is unacceptable.
• “S”s should show more determination.

“D” / “C” RELATIONSHIP

Work Insights: A “D” and “C” working together conflict over dreams and details. The “D” wants to get the job done, while the “C” wants to get it done right.
Social Insights: “D”s and “C”s are both task-oriented. “D”s are optimistic, while “C”s are more pessimistic (“realistic”). “D”s need to be more careful, while “C”s need to be more positive.

Practical Application
• Be more understanding of other’s perspective — Don’t criticize their personality.
• Allow others to feel the way they want.
• “D”s ought to listen more to “C”s.
• “C”s should avoid always being negative.
• Give “C”s chance to think about decisions.
• “C”s should take risks; “D”s be careful.

“I” / “I” RELATIONSHIP

Work Insights: Two “I”s working together will talk more than work. They compete for praise and approval. They tend to be overly optimistic and enthusiastic.
Social Insights: Two “I”s living together will communicate well, if one doesn’t out-talk the other. Each wants lots of attention. Both tend to be emotional. Communication goes two ways—talking and listening.

Practical Application
• Take turns talking.
• Ask the other to repeat back what he heard. “I”s don’t listen well.
• Record what you agreed upon so there will be no misunderstandings.
• Praise each other more than seeking to be praised.

1. Identify Person’s # 1 and Person’s # 2 highest plotting points from your two graphs.
2. Decide who will be the solid circle ● and who will be the other ○.
3. Look for the graph/s on these two pages most similar to your graphs (Concentrate on the highest points.)
4. Discuss your specific Insights and Practical Applications.
5. Study all the Insights and Practical Applications.
More Insights

Person’s # 1 NEXT highest plotting point:
Graph 1 ___;   Graph 2 ___;

Person’s # 2 NEXT highest plotting point:
Graph 1 ___;   Graph 2 ___;

1. Once you have reviewed your specific Insights, follow these instructions for more insights.
2. Identify Person’s # 1 and Person’s # 2 NEXT highest plotting points from the your two graphs.
3. Review your NEXT highest points above the mid-line.
4. Study the Work and Social Insights that relate to your NEXT highest points on Graphs 1 & 2.

“S” / “S” RELATIONSHIP

Work Insights: Two “S”s work best together. They are loyal and sensitive to the other. They make great associates.
Social Insights: “S”s are the most tolerant and forgiving types, therefore they make the best of friends. They tend not to be assertive and will struggle with decision-making. They can be taken advantage of, if not careful.

Practical Application
• When an “I” asks a “S” a question, the “I” should wait for the “S” to answer.
• “S”s shouldn’t let “I”s always interrupt and control every conversation.
• “S”s should ask “I”s to repeat what “S”s say. “I”s tend to think of what they want to say, rather than listen closely.

“S” / “C” RELATIONSHIP

Work Insights: “S”s and “C”s working together will be passive and methodical. Precision and propriety come before performance. “S”s want “C”s to be more friendly.
Social Insights: “C”s can be too picky, but “S”s will be most forgiving. “S”s desire more intimacy, while “C”s are more into their projects. They are both more quiet and private. They can co-exist with little conversation.

Practical Application
• “S”s need to be more demanding with “C”s.
• “S”s should force themselves to express their feelings.
• Two “S”s can miss great opportunities, because neither one wants to take risks.
• Try not to depend on the other for major decisions.
• Be more enthusiastic and outgoing.

“C” / “C” RELATIONSHIP

Work Insights: Two “C”s working together can be challenging. Both have high standards on how to do things. “C”s tend to think their way is best.
Social Insights: Two “C”s living together will conflict over “right and wrong.” They can be cold and caustic. “C”s tend to be picky-perfectionistic and demanding of competence. They make a great team when at peace.

Practical Application
• Be more complimentary of each other.
• Don’t criticize each other’s work.
• Don’t keep your feelings in.
• Be more express and positive.
• Think twice before saying what you think.
• Compromise your way of doing things.
• Be more outgoing and people-oriented.

“I” / “S” RELATIONSHIP

Work Insights: “I”s and “S”s don’t tend to be industrious. They like to “care and share.” “I”s are great at PR, while “S”s like customer service.
Social Insights: “I”s and “S”s relate well together. “I”s are the talkers, while “S”s are the listeners. “I”s want “S”s to tell them how they feel, but “S”s can’t seem to get a word in. “I”s love crowds; “S”s prefer small groups.

Practical Application
• Be more complimentary of each other.
• Don’t criticize each other’s work.
• Don’t keep your feelings in.
• Be more expressive and positive.
• Think twice before saying what you think.
• Compromise your way of doing things.
• Be more outgoing and people-oriented.

1. Once you have reviewed your specific Insights, follow these instructions for more insights.
2. Identify Person’s # 1 and Person’s # 2 NEXT highest plotting points from the your two graphs.
3. Review your NEXT highest points above the mid-line.
4. Study the Work and Social Insights that relate to your NEXT highest points on Graphs 1 & 2.

Practical Application
• “I”s need to trust “C”s concerns.
• “C”s ought to be more optimistic about “I”s interests.
• “I”s should do their “home work” before trying to convince “C”s about an idea.
• “C”s need to express themselves, instead of internally criticizing “I”s.

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Most children need discipline. Dealing with disobedient and disruptive children can be challenging. Correction can either help or hurt children. Knowing what works best often depends on knowing the child’s personality type.

Discipline must be motivating. All children have “hot buttons.” Children also have “cold buttons” that turn them off. A parent’s personal “hot button” can be a certain child’s “cold button.” In other words, things that motivate the parent may de-motivate the child and vice-versa.

There is a misconception about motivation — that we can motivate others.

Everyone is motivated. Some children are motivated to do one thing, while others are motivated to do the exact opposite. But everyone is motivated. “Motivation” is actually creating the climate and environment that makes children decide for themselves to do right. Unfortunately, many parents discipline and motivate through intimidation or manipulation.

Effective parenting involves wise discipline that creates the climate to motivate each child individually. The following are suggestions on how to motivate / discipline children according to their personalities.

Remember, what motivates you may not motivate the child. Think of certain children who may respond better to different approaches.

### “D” Type Child —

**Under Pressure:**

*Becomes resistant, rebellious, strong-willed, angry, stubborn, demanding, controlling.*

**Sources of Irritation:**

*Weakness, losing, indecisiveness, laziness; Lack of — leadership, discipline, challenge.*

**To Motivate / Discipline:**

- Establish and remind — “I’m the boss!”
- Give opportunity to lead. Be captain of team.
- Give one warning, then follow through.
- When disobedient, put last in line.
- Sit out challenging game.
- Give choices.

### “C” Type Child —

**Under Pressure:**

*Becomes up-tight, fault finding, pessimistic, critical, worrisome, over-cautious, technical, picky, goes by book.*

**Sources of Irritation:**

*Uncertainty, incompetence, disorganization, simplicity, dishonesty, inaccuracy.*

**To Motivate / Discipline:**

- Explain reasons for desired action.
- Allow questions and suggestions to improve.
- Give opportunity to research and evaluate.
- When disobedient, prohibit opportunity to analyze and/or correct serious problem.
- Write reasons why obedience is important.

### “S” Type Child —

**Under Pressure:**

*Becomes submissive or stubborn depending on threat to security; seeks stability, friendships, status quo, peace at all cost.*

**Sources of Irritation:**

*Intimidation, inflexibility, turmoil, disloyalty, insincerity, pride, discrimination, unfairness.*

**To Motivate / Discipline:**

- Establish close relationship — Be friends.
- Emphasize need for help.
- Appreciate loyalty.
- Give time to prepare and adjust.
- When disobedient, show heartfelt hurt.
- Don’t rub-in wrong. Show silent disapproval.

### “I” Type Child —

**Under Pressure:**

*Becomes active, impatient, loud; seeks attention; too excited; wants to please the crowd.*

**Sources of Irritation:**

*Boredom, routine, being overlooked, criticism, time constraints, organizational demands.*

**To Motivate / Discipline:**

- Recognize (video tape) good behavior.
- Give opportunity to express thoughts.
- Show grave displeasure of poor behavior.
- When disobedient, exclude from activities.
- Explain how poor behavior makes them look bad. Relate popularity to responsibility.
Parents have specific styles raising their children. Children also have their own personalities that may conflict with their parent’s. Families often struggle when parents and children clash. Identifying predictable parenting styles can improve family living.

No parenting style is better than the other. The wise parent learns to respond according to each child’s personality type. Unfortunately, many parents don’t know their parenting style. They may also not know each child’s specific personality type.

Most families struggle because of personality differences. Familiarity often breeds contempt. In other words, the closer you get, the easier it is to conflict. The things we often love about someone, we sometimes despise.

Understanding “parenting styles” will help you deal with the differences between you and your child. Be sure to identify both personalities.

Children sometimes have totally different personalities from their parents. An aggressive parent may have a passive child. Don’t think the child will be just like the parent. Learn to deal with children according to their specific personalities.

As an adult, it is your responsibility to adapt and control the conflict. Don’t expect the child to.

The following are proven and practical ways to deal with different type of children. Focus on your D, I, S or C type personality, along with that of the child’s.

Be sure to consider your Behavioral Blend and other predominant temperament tendencies (“highs”).

<table>
<thead>
<tr>
<th>“D” Type Parenting Style With —</th>
<th>“I” Type Parenting Style With —</th>
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| **“D” Child:**  
Be strong, but willing to bend. The child will challenge and intimidate. Get to the point. Remind the child, you’re the boss. | **“D” Child:**  
Be serious. Don’t be silly or informal. The child is not interested in funny stories. Don’t waste time. Demonstrate your plan to solve the problem. |
| **“I” Child:**  
Be enthusiastic and complimentary. The child will talk and exaggerate a lot. Listen and don’t try to control the conversation or prove your point. | **“I” Child:**  
Be a good listener. Don’t talk much. Compliment child. Emphasize the good and positive. Smile and agree, as much as possible. |
| **“S” Child:**  
Be sensitive. The child will judge how you respond. Be sensitive and kind. Appreciate the child’s concerns. | **“S” Child:**  
Be sensitive. Let the child share his or her feelings. Don’t interrupt. Let the child finish completely. Stay calm and reinforce your sensitivity. |
| **“C” Child:**  
Be precise. Don’t use generalities. Be specific. The child wants explanation, not debate. The child can be strong, if you don’t know what you’re talking about. | **“C” Child:**  

<table>
<thead>
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| **“D” Child:**  
Be relaxed. Don’t be defensive. Get to the “bottom line.” Don’t bore the child with a lot of facts. Agree on solution based on both perspectives. Be positive. | **“D” Child:**  
Be confident and sure of yourself. The child may be forceful. Show strength. Challenge the child, but not too hard. Don’t give-in if you know you’re right. |
| **“I” Child:**  
Be patient. Let the child talk. Ask pointed questions that makes the child think. Get the child to talk through to the solution. Stay on track. | **“I” Child:**  
Be interested in what the child says. Don’t just listen. Share your thoughts and concerns. Ask the child to review what was settled. |
| **“S” Child:**  
Be loving. Show sincere care for the child. Make the child feel you really enjoy what you do. Don’t complain. Be optimistic and sure of your plan. | **“S” Child:**  
Be kind, but don’t overdo it. Be strong, if necessary. Don’t hold back, but be sensitive. Encourage the child to be stronger concerning problems. |
| **“C” Child:**  
Be precise and accurate. Meet forceful demands with clear answers. Be sure of your facts. Be open to suggestions. | **“C” Child:**  
Be ready for stress. Have your proof ready. The child will pressure you with logic or reasons. Be open to what is said. Take the good, leave the bad. |
Step-parenting can be the hardest kind of parenting. It’s difficult enough raising your own kids. Obviously, relating to children with totally different personalities than the new step-parent’s, creates unique challenges.

Remarriage with children involved is a whole new ball game. Parents and children must relate to new ways of thinking, feeling and acting. The rules and boundaries seem to change over-night.

Some people often seek mates completely opposite of their former mates. For example, an “S” divorced from a “D” may want an “S” or “C” type. The “S” doesn’t want another domineering and demanding mate.

Others are attracted to the exact same type as their former mates. For example, an “I” divorced from a “C” because of a constant cautious and critical attitude, may marry another “C” just like the former mate. The “I” subconsciously is attracted to competent and conscientious types.

The solution is not finding another mate totally different or exactly like your former mate. Remember, commitment is more important than compatibility.

It’s imperative that step-parents understand personality types — their’s, as well as their step-children’s. By guarding strengths and avoiding weaknesses, you can relate more effectively.

The following are specific ways D,I,S or C type step-parents can relate to D,I,S or C type step-children. Above all, rely on the Holy Spirit to control your personality. Allow God to do something uniquely wonderful for the step-child through you.

### “D” Type Step-Parent Dealing With —

**“D” Step-Child:**
Gain child's respect and trust before trying to control him or her. Child will naturally challenge. Give choices not commands.

**“I” Step-Child:**
Praise child for successes. Don’t try to make child more serious. Motivate child through positive reinforcement. Encourage child more than challenge.

**“S” Step-Child:**
First become the child’s close friend. Be patient with child’s slow responses. Don’t demand aggressiveness. Be sensitive and patient.

**“C” Step-Child:**
Expect child to question and doubt. Don’t criticize. Be logical and explain thoroughly. Create positive atmosphere. Let child think.

### “I” Type Step-Parent Dealing With —

**“D” Step-Child:**
Control your emotions. Child will test your feelings. Show child you can be serious. Don’t lecture child. Give child opportunity to speak.

**“I” Step-Child:**
Don’t compete for attention. Let child share his or her feelings. Don’t interrupt. Teach child how to respond calmly when under pressure.

**“S” Step-Child:**
Don’t force child to be more outgoing. Spend time with child on an individual basis. Give child time to adjust and accept you.

**“C” Step-Child:**
Be patient with child’s questions. Appeal to the child’s logic. Give child detailed instructions. Don’t expect child to always be optimistic.

### “S” Type Step-Parent Dealing With —

**“D” Step-Child:**
Establish early your authority. Child will try to dominate you. Show strength and decisiveness. Determine the limits and stick to them.

**“I” Step-Child:**
Be excited about child’s accomplishments. Show enthusiasm. Don’t try to calm the child. Be more expressive and active with child.

**“S” Step-Child:**
Child is much like you. He or she will take time to know. Take it slow and steady. Build security-oriented environment.

**“C” Step-Child:**
Be consistent with your approach. Explain the “why” questions. Teach child to be more positive and outgoing by your example.
Leader Styles

The following describes different leadership styles. Youths tend to lead according to their personalities, rather than adapt to the styles of others.

"D" Leaders —
"D"s are take control and be in charge types. They don't like people telling them what to do. "D" leaders can be too pushy and forceful. They need to control their direct and demanding approach to management. They make better leaders when they learn to slow down, be gentle, and not be so demanding of others.

"I" Leaders —
"I"s are inspiring and enthusiastic. They love to lead and influence others. Naturally great presenters, they tend to talk too much. "I" leaders need to listen more and not be so sensitive to rejection. They are the most impressive and positive leaders. "I"s love crowds, but need to be interested in individuals.

"S" Leaders —
"S"s are the sweet, steady and stable leaders. They seldom demand anything. They are friendly and loyal, but tend to be too nice. They need to be more aggressive and assertive. Overly sensitive to their shortcomings, "S"s need to be more confident. They hate to take risks. They often miss opportunities because of their caution. Reliable and relaxed, they are more reserved.

"C" Leaders —
"C"s are competent and compliant. They go by the book and want to do everything just right. They are thorough and detail-oriented, but tend to be too informative. "C"s need to be more positive and enthusiastic. They answer questions people aren't asking. When optimistic, "C"s are extremely influential. They should not concentrate on problems, but focus on potentials.

Follower Styles

Teens also follow according to their personalities. Identifying individual followers' styles make leaders more effective.

"D" Followers —
"D"s respect strong leaders. They want to be part of a winning team. They follow with power and authority in mind. They wonder, "Will this action make me more respected and / or get the job done?" "D" followers need choices, rather than "get-in or get-out" ultimatums. They need opportunities to do their own thing.

"I" Followers —
"I"s follow with their hearts. They tend to be impulsive followers. They want opportunities that will make them look good. "I" followers talk a lot. They make great first impressions. Their high egos and ability to persuade often turn them into the leaders in order to rise to the top. Sometimes you don't know who's leading whom.

"S" Followers —
"S" followers don't make quick decisions. They like leaders who are understanding and gentle. They want to establish a relationship with a leader who will be around for a long time. "S"s are concerned about service and stability. When it comes to sensible and slow judgment, "S" followers feel right at home. They like familiar and low-key environments.

"C" Followers —
"C"s are "Consumer Report" type followers. They analyze each decision. They love research and development. "C"s are quality oriented followers. They don't like quick or costly decisions. Picky and precise, they follow with their minds, rather than hearts. "C"s seldom respond positively at first. They often want time to think about their decisions. Once convinced, they follow best.

The most effective Leader is the blended Servant Leader. These type youths learn how to adapt and become "all things to all men." They understand that everyone is often motivated by their specific personality. They guard their strengths from overuses, and improve/ perfect (2 Cor. 12:9-10) their "uniquenesses / weaknesses."

Blended Servant Leaders allow the Holy Spirit to control their drives, passions, and wills in order to motivate others more wisely. Servant Leaders are Transformational Leaders who raise people up to follow on a higher plain. Any young person can be a Servant Leader. Your giftedness and "DISC" personality type is not most important. It's your relationship with God and others that makes the difference. God doesn't always call the qualified, but He always qualifies the called!
When the Apostle John wrote: "I pray that in all respects you may prosper and be in good health, just as your soul prospers" (3 John 1:2), it was meant for you too!

The bottom line is "what do you believe and how do you act about wellness from a biblical perspective?"

Are you like so many religious people today — faithfully following the Lord, but feeling guilty about your weight or overall health? Or are you concerned about your family and friends who are suffering physically?

Wellness is really about GRACE and how God can liberate us from our bondage to poor health habits.

Most ministries today preach a lot about the soul and spirit, but neglect teaching about the BODY, the Temple of God. Let this profile be a Call To Commitment to practice the "Whole Counsel of God"— all of the Scriptures.

The purpose of this profile is to help you examine yourself, your home and ministry . . . to learn how to improve your effectiveness through better physical & nutritional, mental & emotional, social and spiritual health.

Being introduced to this may be providential. It may be your wake-up call. You may be sincerely trying to do your best for the Kingdom of God, but are struggling with the whole health issue. Let us help you bring all this to a serious conclusion.

The following admonitions may save your life or the life of a family member.

Take heed or suffer the consequences!

Nutritional & Physical Health

What you do with your body will determine what your body will do for you! You MUST first feed your body with the best premium fuel you can afford.

Former Surgeon General C. Everett Koop states: "If you do not smoke or drink excessively, your diet can influence your long-term health prospects more than any other action you might take."

If necessary, change your eating habits. Also supplementation is no longer an option. Begin taking the best quality vitamins and minerals. You can't afford not to. You will pay the price one way or the other. Like someone said, "Pay for it now or pay for it later" (through high medical bills).

Exercise is also a MUST. The older you get the more important it is.

Especially concentrate on three types of exercises:
1. Cardio-vascular exercises that get your heart beating fast for 20 - 30 minutes per day.
2. Stretching exercises that help your muscles and joints stay young.
3. Strengthening exercises that keep your muscles toned and flexible.

Mental & Emotional Health

Your mind and motivations are perhaps your greatest areas to guard. It's not always what you are eating that's most important. Sometimes it's what's eating you?

Your attitude and positive perspective on life are tremendous protective and healing agents. Guard your mind and emotions from constant negativism.

One of the best mental disciplines is to determine before every meal or snack that you are going to exchange the short-lived feeling of satisfaction after eating a large delicious meal with the longer lasting feeling of satisfaction knowing you are helping your body.

You can feel good for a little while overeating and eating the wrong things, or you can feel better longer by cutting back on your portions and eating the proper foods.

Control your feelings and cravings by being determined and stronger mentally.

Substitute your cravings with your commitment to glorify God!

Social & Spiritual Health

Relationships are so important to a healthy life. Work on improving your relationship with others and God by spending quality time with both. It is not enough to simply co-habitate, you must communicate better.

Try improving your listening skills. Be less or more assertive based on your DISC personality type. Be more or less expressive than what comes naturally.

Cultivating good relations is like working a garden. Keep the weeds out, water regularly and fertilize with organic nutrients. It takes time and effort, but you will reap rewarding results if you take it seriously.

Do it for God, your family and yourself!

Prayer of Commitment:

"Dear God, Thank you for making me special according to Psalms 139:13 & 14. I recognize you created me to enjoy life as you intended. I acknowledge that taking care of my body, soul and spirit should be priorities, not to worship my body or be proud of my accomplishments, but to magnify You!

I know you have given me the strength and will to do what I should. I will, from this day forward, begin eating better foods, supplement my meals with nutritional vitamins, exercise adequately, think more positively, control my feelings and cravings, plus improve my relationships with You and others! Amen"

Name ____________________________

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Your mind and motivations are perhaps your greatest areas to guard. It's not always what you are eating that's most important. Sometimes it's what's eating you?

Your attitude and positive perspective on life are tremendous protective and healing agents. Guard your mind and emotions from constant negativism.

One of the best mental disciplines is to determine before every meal or snack that you are going to exchange the short-lived feeling of satisfaction after eating a large delicious meal with the longer lasting feeling of satisfaction knowing you are helping your body.

You can feel good for a little while overeating and eating the wrong things, or you can feel better longer by cutting back on your portions and eating the proper foods.

Control your feelings and cravings by being determined and stronger mentally.

Substitute your cravings with your commitment to glorify God!

Social & Spiritual Health

Relationships are so important to a healthy life. Work on improving your relationship with others and God by spending quality time with both. It is not enough to simply co-habitate, you must communicate better.

Try improving your listening skills. Be less or more assertive based on your DISC personality type. Be more or less expressive than what comes naturally.

Cultivating good relations is like working a garden. Keep the weeds out, water regularly and fertilize with organic nutrients. It takes time and effort, but you will reap rewarding results if you take it seriously.

Do it for God, your family and yourself!

Prayer of Commitment:

"Dear God, Thank you for making me special according to Psalms 139:13 & 14. I recognize you created me to enjoy life as you intended. I acknowledge that taking care of my body, soul and spirit should be priorities, not to worship my body or be proud of my accomplishments, but to magnify You!

I know you have given me the strength and will to do what I should. I will, from this day forward, begin eating better foods, supplement my meals with nutritional vitamins, exercise adequately, think more positively, control my feelings and cravings, plus improve my relationships with You and others! Amen"

Name ____________________________
Human Resources and Behavior Science have become the most effective tools and motivators for business and ministry growth. Individuals and organizations can now take advantage of these tools and training to help many people, plus increase their productivity and results.

Dr. Mels Carbonell, Dr. Stan Ponz, or one of their certified trainers can become your organization’s consultant and / or personal coach. They can train you, and / or one or several of your staff in how to use Human Resource tools to improve effectiveness.

A Uniquely You presenter can conduct Employee Assistance Programs with coaching, consulting, or seminars to help your organization. Most of this can be accomplished at reasonable cost to your budget.

You can also learn how to become a Certified Human Behavior Consultant / Specialist so you can conduct the most effective training available today. Or you can have Dr. Carbonell, Dr. Stan Ponz, or one of their associates conduct the training for you.

Help your organization grow through innovative, results-oriented, and effective 21st Century Human Resources. Also improve your professional credibility and respectability through Uniquely You Certification:
• Conduct training for companies in your industry.
• Supplement your income by conducting training as a “Certified Human Behavior Consultant / Specialist”

Dr. Mels Carbonell, Dr. Stan Ponz and / or one of their Certified Trainers are available for seminars, workshops, retreats / conferences, Keynote banquet speaker, consulting and any Human Behavior Science need. They also conduct training in Team Building, Effective Selling, Customer Satisfaction, Employee Satisfaction, Hiring, Resolution Management, and Stress Management.

Training can be customized to fit any schedule from 30 minutes to ongoing training. Their most popular formats are Basic / Advanced Training (full day / 6 hours) and Basic Training only (half day / 3 hours).

Uniquely You also offers four levels of Certification: Basic, Specialist, Advanced, and Executive (Masters Institute) Training. Each level of training offers substantial discounts on all UY Resources, plus the credentials and respectability necessary for conducting training for other individuals and organizations.

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Uniquely You Relationships Profile About The Authors —

Mels Carbonell, Ph.D. in Human Behavior and Leadership, is President of the Leadership Institute of America. He received the Sertoma Club’s “Service To Mankind” Award in 1973 for his outstanding work with youth.

As a human behavior specialist, he has conducted training for Columbia University, Walt Disney World, Acura, Zig Ziglar, DuPont, John Deere, Sports Performance Institute, FCA National Coaches Conf., Sports Outreach Am., Bell South, and AT&T. He has also been a guest on the Primetime Radio Network and numerous radio and television talk shows nationwide.

Dr. Stanley Ponz is Vice-President of Uniquely You Resources and coauthor of the Uniquely You Relationships Profile. He is an energetic speaker with solid content in helping people grow to their next level. He has written training material and conducted over 70 seminars for Promise Keepers Leadership Groups and churches which have strengthened existing organizations or launched new ones.

Other presenters / associates are also available to conduct training. Simplifying the often complex people puzzle, they are dynamic presenters.