

Control & Conquer Feelings

**Uniquely You Personality Profiles
For Parent & Child**

Info User

First name:

Last name:

Phone:

Company:

City:

State/Province:

Country:

Postal Code:

Street Address:

For Your Review

Child - Expanded

Interpretation of Behavioral Blends

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.

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.

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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.

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).

For Your Review

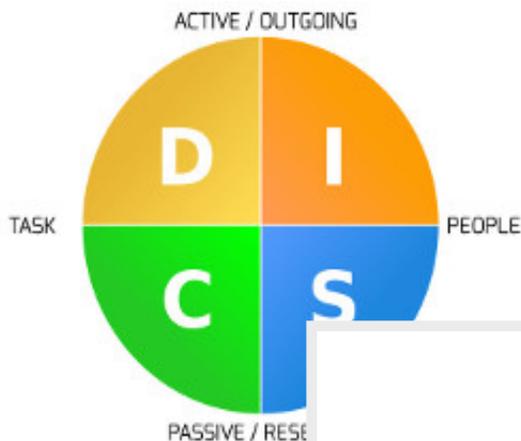
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Interpretation

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. They help you understand why you often feel, think, and act the way you do. The following graph summarizes the Four Temperament Model of Human Behavior.



Active/Task-oriented "D"

Dominating, Directing

Active/People-oriented "I"

Inspiring, Influencing,

Passive/People-oriented "S"

Steady, Stable, Shy, Security-oriented, Servant, Submissive, Specialist

Passive/Task-oriented "C"

Cautious, Competent, Calculating, Compliant, Careful, Contemplative.

"D" Type Behavior

Basic Motivation: Challenge & Control

Desires: Freedom from Control - Authority - Varied Activities - Difficult Assignments - Opportunities for Advancement - Choices rather than ultimatums

For Your Review

Child - Expanded

Respond 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.

"I" Type Behavior

Basic Motivation: Recognition & Approval

Desires: Prestige - Friendships
Opportunities to motivate

Respond Best To Leader Who: Provides recognition of abilities

Needs to Learn: Time management is dangerous - Being respectful of one's influence

Biblical Advice:

BE HUMBLE / AVOID

CONTROL YOUR SPIRIT

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.

For Your Review

Child - Expanded

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"S" Type Behavior

Basic Motivation: Stability & Support

Desires: Area of Specialization - Identification with a group Established work patterns - Security of situation - Consistent and familiar environment(s)

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—Whatever you do, do it HEARTILY as unto the Lord, Col. 3:23.

"C" Type Behavior

Basic Motivation: Q

Desires: Clearly def
Time to think

Responds Best To I
Provides resources

Needs to Learn: To
Deadlines must be

Biblical Advice:

BE MORE POSITIV
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.



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things, Phil.

Graph 1: "This is expected of me"

"This is expected of me" is your response to how you think people expect you to behave. It's your normal guarded and masked behavior.

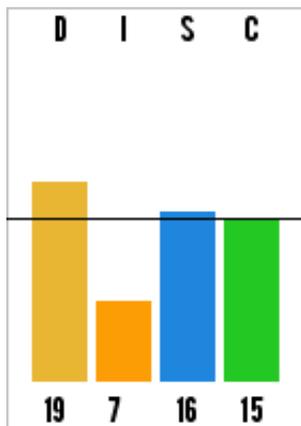
Description: As a "D / S / C" or "D / C / S" or "S / D / C" or "S / C / D" or "C / D / S" or "C / S / D" you think people expect you to be direct, submissive, and competent. You tend to be more passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet, sensitive, compliant, and conscientious feelings seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself as reserved because of your aggressive and assertive tendencies. There is a part of you that doesn't like to constantly sit still and wait for things to happen. You like to be in charge while cautiously moving forward. You also like helping those who may be hesitant or need more assurance. You tend to plan and prepare more than others, but you don't always communicate it well to the masses.

C/S/D - COMPETENT

Discovering your beha

"C/S/D's" are a combir oriented, but care abo They prefer to get the They tend to be more really care for people. enthusiastic. Natural a

Controlling your k



For Your Review

Child - Expanded

sk- f crowds. groups. 'D" types

- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

Graph 2: "This is me"

"This is me" is your response to how you feel and think under pressure - how you really feel and think inside. It's your normal unguarded and unmasked behavior.

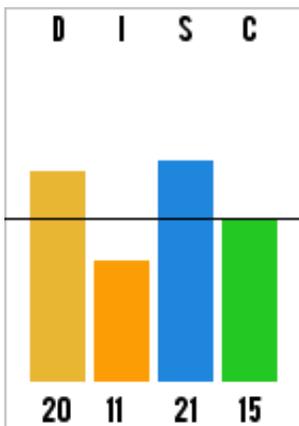
Description: As a "D / S / C", or "D / C / S", or "S / D / C", or "S / C / D", or "C / D / S", or "C / S / D", you think people expect you to be direct, submissive, and competent. You tend to be passive, but you sometimes surprise people with your dominant ways. You can be active and decisive, but your sweet and sensitive, as well as compliant and conscientious ways seem to balance any abrasiveness or forcefulness you might exhibit. You don't tend to be talkative or a crowd pleaser. You seem to think people expect you to be more quiet and shy. You often don't consider yourself reserved because of your soft and contemplative tendencies. There is a part of you that doesn't like to constantly sit still and wait for things to happen. You like to be in charge while cautiously moving forward. You also like helping those who may be hesitant or need more assurance. You tend to plan and prepare more than others, but you don't always communicate it well to the masses.

C/S/D - COMPETENT

Discovering your beliefs

"C/S/D's" are a combination of direct, sensitive, and competent oriented, but care about others. They prefer to get the job done. They tend to be more reserved. They really care for people. They are not very enthusiastic. Natural and

Controlling your behavior



For Your Review

Child - Expanded

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- Be more enthusiastic.
- Don't worry so much about problems.
- Be more positive.
- Let your sensitivity be more evident.
- Be more outwardly optimistic and encouraging to others.
- Be fearless.

a tends to be more:

Demanding / Asserting
Law-abiding / Conscientious
Loyal / True Blue
Peaceful / Calm
Careful / Cautious
Risk-taking / Courageous
Hyper / Energetic
Brave / Adventurous
Persistent / Restless / Relentless
Shy / Mild
Admirable / Elegant
Ambitious / Goes for it
Challenging / Motivating
Perceptive / Sees clearly
Pondering / Wondering
Sweet / Tender / Compassionate
Generous / Giving
Industrious / Hard working
Driving / Determined
Direct / To the point
Courteous / Polite
Inventive / Imaginative
Organized / Orderly
Helpful / Assisting

a's "D"Tendencies seem to be:

Demanding, Asserting, Relentless, Ambitious, Determined, Direct, To

a tends to be less:

Outgoing / Active
Gentle / Soft / Humble
Calculating / Analytical
Convinced / Cocky
Obedient / Submissive
Pleasing / Good-natured
Perfectionist / Precise
Enthusiastic / Influencing
Right / Correct
Competent / Does Right
Winner / Competitive
Deep / Intense
Accurate / Exact
Animated / Expressive
Persuading / Convincing

For Your Review

Child - Expanded

ness,
riving,

a's "I"Tendencies seem to be:

Hyper, Energetic, Admirable, Elegant

a's "S"Tendencies seem to be:

Loyal, True Blue, Peaceful, Calm, Sweet, Tender, Compassionate, Generous, Giving, Courteous, Polite, Helpful, Assisting

a's "C"Tendencies seem to be:

Law-abiding, Conscientious, Careful, Cautious, Pondering, Wondering, Organized, Orderly

a's "D"Tendencies are not very:

Convinced, Cocky, Winner, Competitive, Bottom line, Straight-forward

a's "I" Tendencies are not very:

Outgoing, Active, Enthusiastic, Influencing, Animated, Expressive, Smiling, Happy, Dynamic, Impressing, Exciting, Spirited

a's "S" Tendencies are r

Gentle, Soft, Humble, Ple

a's "C" Tendencies are r

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For Your Review

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Appendix

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Historical Background Of Personality Types

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

Dr. John Geier, C
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DISC personality typ

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For Your Review

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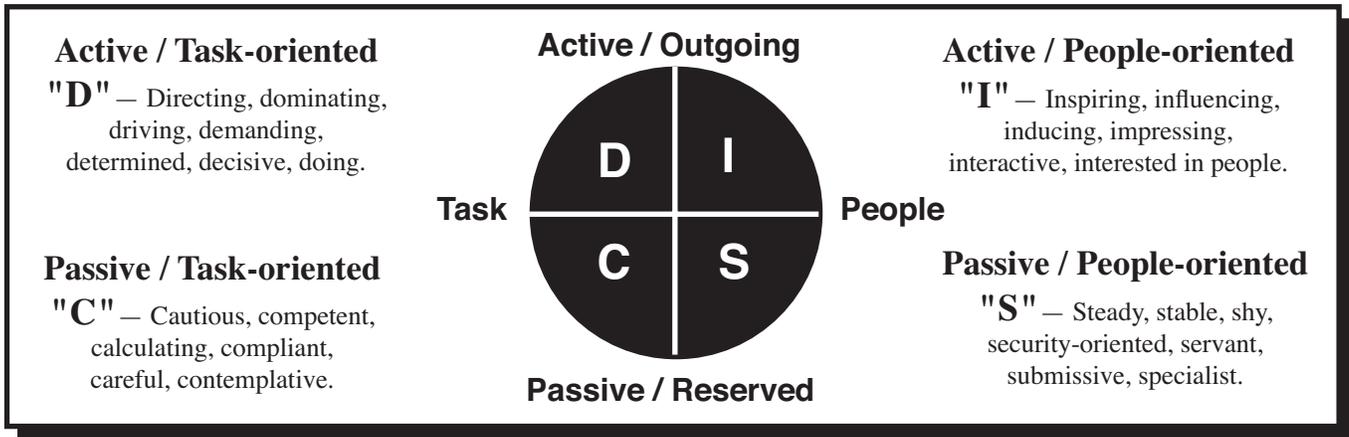
Understanding the four-quadrant model of basic human behavior often explains why people do what they do. These insights can make the difference between right and wrong responses, and the best or worst behavior in any situation.

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.

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.



"D" BEHAVIOR / Biblical Examples: Paul & Sarah
(Active / Task-oriented) Known as "Choleric"

Descriptions: Dominant, Direct, Demanding, Decisive, Determined

Basic Motivation: Challenge and Control

Desires: • Freedom from control • Authority • Varied activities

• Difficult assignments • Opportunities for advancement

Responds Best To Leader

• Sticks to task • Gets to the point

Needs To Learn: • You need to be in control

• Some controls are needed • It is most important to focus on the task

Biblical Advice: BE GENTLE—*Be gentle, James 3:1*

ACTIONS—Be angry and sin not. Do not let the sun go down on your anger, and do not give the devil an opportunity.

HAVE A SERVANT'S ATTITUDE. Gal. 5:13.

"I" 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

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For Your Review

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"C" BEHAVIOR / Biblical Examples: Moses & Hannah
(Passive / Task-oriented) Known as "Phlegmatic"

Descriptions: Competent, Cautious, Careful, Contemplative

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—*Whatever 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.

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—*Whatever you do, do it HEARTILY*

as unto the Lord, Col. 3:23.

Moses & Hannah
'Phlegmatic'
ity-oriented

How To Read Your 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 interested in an individual basis. This person has a strong interest in enthusiastic and

Example B shows a person who is more active than people. They like to do things and sit still or work on one thing at a time.

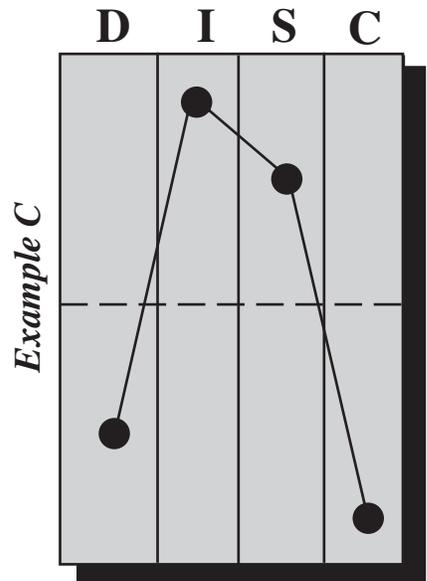
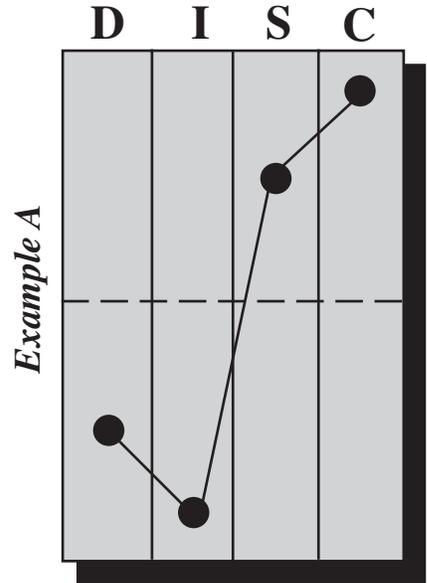
Notice the "S" and "I" points. This person is not so concerned with calculating actions. They are more of a "D/I" type.

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 to control your personality and feelings, rather than letting them 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**.



For Your Review

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Understanding Your Two Graphs

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 the surface. The person responds when he or she thinks inside. The person responds when he or she responds to the world around him or her — usually unconsciously.

Everyone is born with certain characteristics and personalities. These characteristics and personalities are influenced by our environment and peers, plus our environment and personalities are influenced into predictable patterns.

If **GRAPHS 1 and 2** are similar, the person's personality will be easier to understand. If the person may be struggling with the expectations of him or her and how he or she responds to the world, he or she may be very consistent with the expectations. Having two different graphs is normal for many people.

The examples show a "D/I" type in **GRAPH 1** and "I/S" in **GRAPH 2**. The 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. He or she is also more "S"—submissive and security oriented than what he or she feels is expected of him or her.

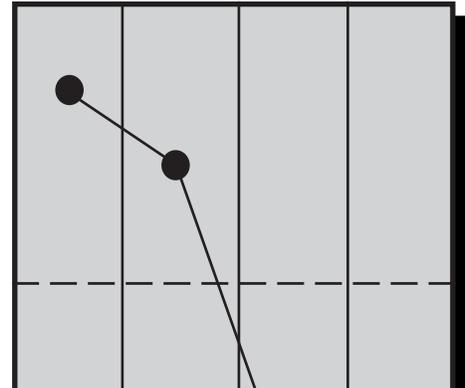
To understand how to read the two graphs, focus on each plotting point under the **DISC** columns.

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 report to understand how to apply what you learn about yourself and others.

Example of Graph 1

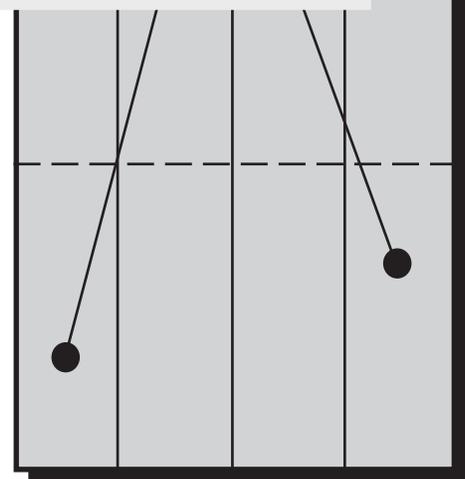
D I S C



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c



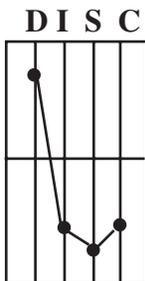
DISCOVERING YOUR BEHAVIORAL BLEND

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. (Continue instructions next page.)

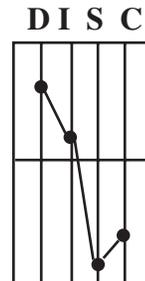
D: DETERMINED DOERS

"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.



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.



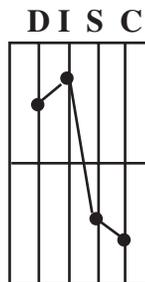
I: INSPIRATIONAL INFLUENCERS

"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 need for attention. They can be sensitive. They need to be more interested in other people. They do not like research or details. They look good. They often do things to please. They are entertainers. They need to be more logical. They often do things to please and are motivated by recognition.



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.



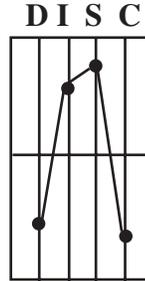
S: STEADY SPECIALISTS

"S"s are stable and shy types. They are consistent. They enjoy pleasing people and doing things the same job. Secure, non-threatening behavior is important to them. They make decisions because they are so forgiving. Other people take advantage of them. They need to learn how to say, "No" to a friend who is doing wrong. Talking in front of large groups is difficult for them. They are motivated by opportunities to help others.



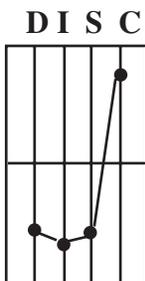
C/S: COMPETENT SPECIALISTS

"C/S"s tend to always be right. They like to do one thing at a time and do it right the first time. Their steady and stable approach to things makes them sensitive. They tend to be reserved and cautious. They are consistent and careful, but seldom take risks or try new things. They do not like speaking to large crowds, but will work hard behind the scenes to help groups stay on track. They are motivated by opportunities to serve others and to do things correctly.



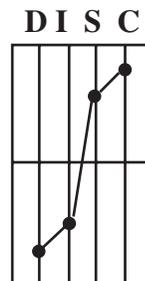
C: CAUTIOUS COMPETENT TYPES

"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.



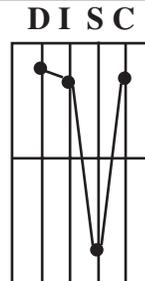
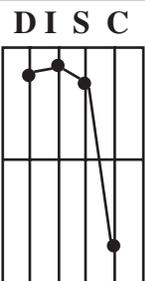
D/I/C: DOMINANT INSPIRING CAUTIOUS

"D/I/C"s are demanding, impressive 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.



I/D/S: INSPIRING DRIVING SUBMISSIVE

"I/D/S"s are impressive, demanding and stabilizing at the same time. They are not as cautious and calculating as those with more "C" tendencies. They are more active than passive. But they also have sensitivity and steadiness. They may seem to be more people-oriented, but can be dominant and decisive in their task-orientation. They need to be more contemplative and conservative. Details don't seem as important as taking charge and working with people.



For Your Review

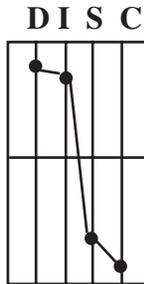
Child - Expanded

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.

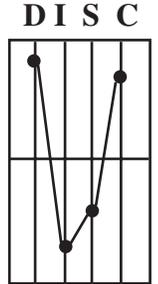
D/I: DYNAMIC INFLUENCERS

"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 are crucial for 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 caustic. Improving their *people skills* is important. They need to be more sensitive and understanding. They are motivated by choices and challenges to do well.



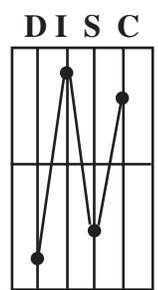
I/S: INSPIRATIONAL SPECIALISTS

"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 skills. They follow directions and do what they are told. They should be more concerned about who they are working with whom to do it. They are motivated by sincere opportunities to help others. They like to be up front or behind the scenes, they are not the center of attention. They make good friends and are easy to get along with.



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 manipulative.



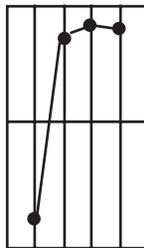
S/D: STEADY DOERS

"S/D"s get the job done. They prefer to work in small groups and are determined to accomplish tasks. They relate best to small groups. They talk in front of large crowds, but want to be in the background. They enjoy secure relationships, but are not easily influenced by them. They can be soft and hard at times. They are motivated by sincere challenges. They systematically do great things. They prefer recognition rather than shallow recognition. They are good friends, while driving to succeed.



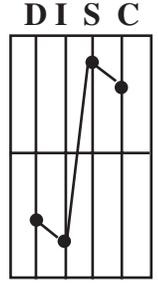
C/I/S: COMPETENT INFLUENCERS

"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.



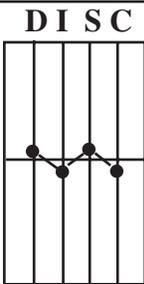
C/S/D: COMPETENT STEADY DOERS

"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.

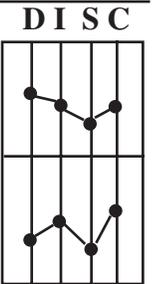
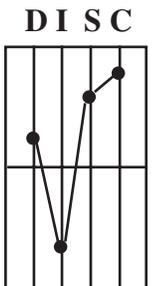


ABOVE MID-LINE • BELOW MID-LINE

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.



For Your Review

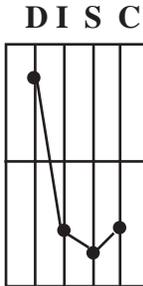
Child - Expanded

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.)

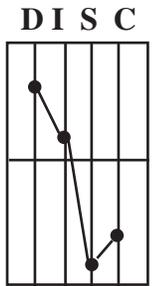
D: DETERMINED DOERS

Be careful to not offend when you take charge—"The servant of the Lord must not strive (be pushy), but be gentle," 2 Tim. 2:24. Anger is normal, but must be controlled—"Be angry and sin not," Eph. 4:26. Be motivated to purity and peace—"Wisdom from above is first pure, peaceable . . .," James 3:17. Focus on doing ONE thing well—"This ONE thing I do," Phil. 3:13. Always remember, God is the Master of your fate—"The fear of the Lord is the beginning of wisdom," Prov. 1:7.



D/I: DRIVING INFLUENCERS

Though naturally fearless and able, you need to respect God's power over you—"Fear God and give Him glory," Rev. 14:7. Guard the over-use of strength and be kind—"By the meekness and gentleness of Christ," 2 Cor. 10:1. Making peace is a greater challenge than winning a fight—"Blessed are the peacemakers," Matt. 5:9. Choose words carefully—"A soft answer turns away wrath," Prov. 15:1. God must control your feelings—"The fruit of the Spirit is . . . temperance (self-control)," Gal. 5:23.



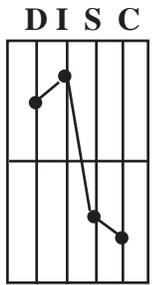
I: INSPIRATIONAL INFLUENCERS

Don't exalt yourself—"Humble yourself and God will exalt you," James 4:10. Be sure to listen more—"quick to hear, slow to speak," James 1:19. Work at being organized—"Do all things decently and in order," 1 Cor. 14:40. Concentrate on doing what is best—"All things are not expedient," 1 Cor. 13:3. Prepare yourself—"Prepare yourself," 2 Chron. 35:6. what you desire—"Delight in the Lord," Psalms 37:4. be over-confident and watch what you do—"I claimed he would never deny Christ," Matt. 23:12.



I/D: INSPIRATIONAL DOERS

Guard the power of your words—"The tongue is a fire," James 3:6. Don't be like those who "by fair words and good speeches—deceive," Rom. 16:18. Always tell the truth—"Speak the truth and lie not," 1 Tim. 2:7. Re-

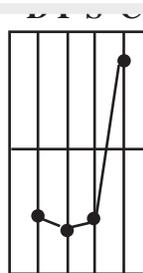


For Your Review

Child - Expanded

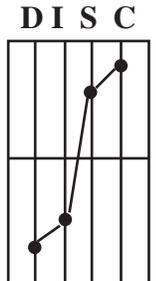
S: STEADY SPECIALISTS

Increase your confidence in Christ—"through Christ, Who strengthens us," Eph. 6:10. God is your—"rock, fortress and deliverance," Psalms 46:1. Fearfulness is not from God—"God does not give us a spirit of fear," 2 Tim. 1:7. Speak the truth—"Let the redeemed of the Lord say so," Psalms 124:8. Be more outgoing and less inhibited—"Confess your sins freely," Gal. 5:1. Be more assertive—"Pharaoh with 'let my people go,'" Ex. 10:3. possible—"You are secure, because of the Lord," Psalms 125:1.



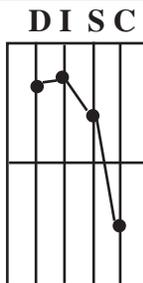
C/S: COMPETENT SPECIALISTS

Think more positively—"Whatever things are pure and lovely . . . think on those things," Phil. 4:8,9. Guard against the fear of failure—"God promises 'Fear not for I am with you,'" Isa. 43:5. Focus on the possible—"With God all things are possible," Matt. 19:26. Be cheerful—"The fruit of the Spirit is . . . joy," Gal. 5:22. When everything goes wrong, God is all you need—"Our sufficiency is of God," 2 Cor. 3:5. Think like Christ—"Let this mind be in you which was also in Christ," Phil. 4:8.



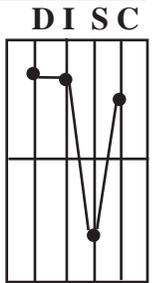
I/D/S: INSPIRING DRIVING SUBMITTING

Be more calculating and careful—"Sit down first and count the cost," Luke 14:28. Organize yourself and attempt to be more organized, "Do all things decently and in order," 1 Cor. 14:40. Be careful what you promise—"Let your 'yea' be 'yea' and your 'nay' be 'nay,'" 2 Cor. 1:17. Give God the glory for all you do—"Give unto the Lord glory," Psalms 29:1,2. Think before you do things—"A wise man thinks to know," Ecc. 8:17. Be humble and share the glory—"Humble yourself and God will exalt you," James 4:10.



D/I/C: DOMINANT INSPIRING CAUTIOUS

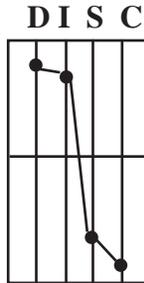
Be sure to listen more—"quick to hear, slow to speak," James 1:19. Be more sensitive to the individual's feelings—"The servant of the Lord must not strive, but be gentle," 2 Tim. 2:24. Be more of a peacemaker—"Blessed are the peacemakers," Matt. 5:9. Be more steady and don't get sidetracked—"Be steadfast always doing the work of the Lord," 1 Cor. 15:58. Don't be judgmental—"If a man be overtaken in a fault, restore him," Gal. 6:1.



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).

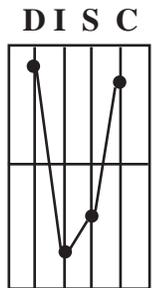
D/I: DYNAMIC INFLUENCERS

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.



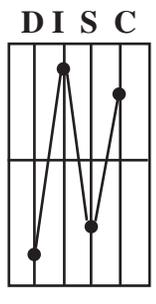
I/S: INSPIRATIONAL SPECIALISTS

Do everything unto the Lord—"Whatsoever you do, do it heartily, as unto the Lord and not unto men," Col. 3:23. Beware of seeking man's approval—"Not with eyeservice as men pleasers," Eph. 6:6. Seek to be more than others—"Do always those things which will bring glory to the Father," John 8:29. Be more task-oriented—count the cost," Luke 14:28. Don't be in business," Rom. 12:11. Work hard to prove his work," Gal. 6:4. Don't just do what you want—"Being fruitful in every word," 1 Peter 1:10. Be industrious—"Night come and day flee," John 9:4.



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 Peter 5:5. Seek to please God more than others—"When you please God, you will have the approval of men," 1 Peter 2:17.

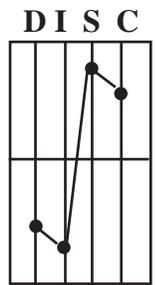


S/D: STEADY DOERS

God wants to empower what you do—"The power of Christ may rest upon you," Phil. 4:13. You are often strongest in weakness—"God and not yourself—"For when I am weak, then I am strong," 2 Cor. 12:9. Encourage and exhort one another daily," Heb. 3:13. You to reason with Him—"Come now, let us reason together," Isa. 1:18.

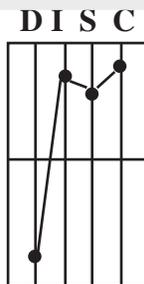


Be more enthusiastic—"Whatever you do, do it heartily as unto the Lord," Col. 3:23. Don't worry so much about problems—"Let not your heart be troubled," John 14:27. Be more positive—"Whatsoever things are pure . . . if there be any virtue, think on these things," Phil. 4:8,9. Let your sensitivity be 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.



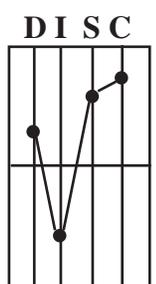
C/I/S: COMPETENT INFLUENCING SPECIALISTS

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.



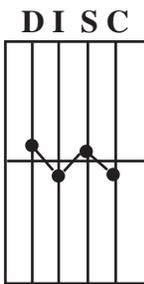
C/S/D: COMPETENT STEADY DOERS

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STRAIGHT MID-LINE

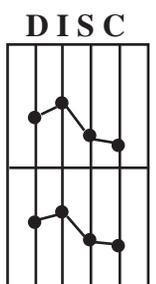
You may be trying to be all things to all men, which is good, but can be frustrating at times. The farther apart your plotting points, the easier it is to read the profile. Recognize your identity in Christ—"I am crucified with Christ, nevertheless I live, yet not I, but Christ lives in me," Gal. 2:20. 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.



For Your Review

Child - Expanded

BIBLICAL EXAMPLES OF PERSONALITY TYPES

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" 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 principle is **personality control you, install ability**—let God fill (control) you (Rom. 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 before they will believe. He was a missionary to the Gentiles.

For Your Review

Child - Expanded

High "D"s

- They need challenges
- They don't like to be their own bosses.
- Controlling themselves control others, "D"s need to control others.
- Since "D"s test and challenge others to learn that everyone has limits, they challenge 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.

"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 them to be more outgoing and assertive, so that others will not take advantage of them.

"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.

Comparing Graphs

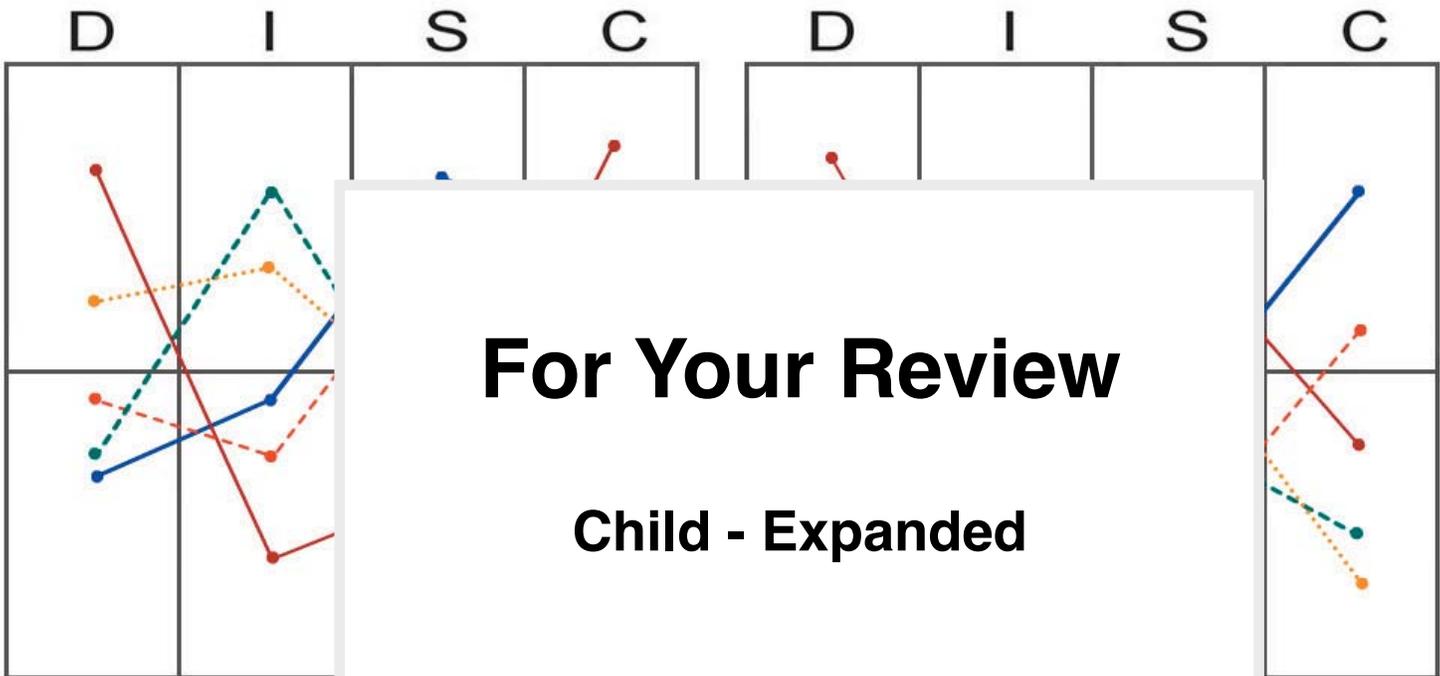
Contrast 2 - 5 people on the same graph. See how your graph relates to another person's or the group's graphs. Parent, Couples, Team leaders, Supervisors, Business Managers and Owners can now assess their staffs as a group by having each person on the team complete his or her profile and then plot their results on the same graphs.

See example below.

There is also an entire section in some of the **Uniquely You Profiles** that allows you to compare the graphs of different people. Up to 5 individuals in a family, or on a staff or team can see their group dynamics and develop strategies to improve their effectiveness.

Graph - 1 : This is expected of me

Graph - 2 : This is me



Legend	Profile		
	Parents	Sam Smith (Self)	03/12/2005 15:36:45
	Parents	Rose Smith (Wife)	03/12/2005 15:36:45
	Teens	Adam Smith (Son)	03/12/2005 15:36:45
	Teens	Charles Smith (Son)	03/12/2005 15:36:45
	Child	Juile Smith (Daughter)	03/12/2005 15:36:45

This is also great for a parent or child to glean insights from up to 4 other members of their family. Parents can use this feature to identify why certain members of the family conflict with each other.

Couples can also combine their individual graphs to contrast their specific personality types. Dating and engaged couples should especially identify their strengths and “uniquenesses.”

Each person in a group, family, or relationship must first purchase and complete his or her profile. Then **Log-in**, go to **My Account**, and click on **Complete a Group Graph**. You may choose 2 - 5 person's profiles on Graph 1 “*This is Expected of Me*” and Graph 2 “*This is Me*” from a DISC perspective.

The **Combined Graphs** are one of the best functions and enlightening features of the **Uniquely You Profiles**.

Parenting Styles

Every parent creates his or her home environment. One parent may be a strong disciplinarian with a "Military Base" like home. While the parent next door is a sensitive nurse with a hospital like home. And the parent on the other side is a clown with a playground like home.

The question is not which climate is best. Most parents defend their environment preferences. The solution is creating a climate or engineering several environments that encourage every child to behave best.

One child needs a General Patton like parent, while another child needs a Nurse Nightingale. Every child and parent have unique personalities that affect results.

The most effective parent knows how to motivate each child according to the child's personality. The biggest mistake some parents make is trying to lead every child according to the parent's personality.

Most parents know every child is different. But under pressure many parents forget and revert to motivating the child according to the parent's temperament.

The following are simple descriptions of specific personality types as they relate to others. Study each type and develop strategies to improve your effectiveness. Think of specific times when you might have responded as such. Think of how you should respond to certain children.

<p>"D" Type Parent</p> <p>Under Pressure: <i>Becomes determined, disciplinarian, serious</i></p> <p>Sources of Irritation: <i>Silliness, insecurity, Lack of — initiative, aggressiveness, as</i></p> <p>Needs To: <i>Think before acting, answers, Be loyal, Stimulate others to</i></p>	<h2>For Your Review</h2> <h3>Child - Expanded</h3>	<p><i>ability, lack of</i></p> <p><i>eciate focus</i></p> <p><i>s.</i></p>
<p>"C" Type Parent</p> <p>Under Pressure: <i>Becomes picky, critical, unsociable, sets high standards, worries, questions, digs deeper.</i></p> <p>Sources of Irritation: <i>Incomplete reports, careless mistakes, thoughtless work, illogical responses, inaccurate facts, unclear answers, foolishness.</i></p> <p>Needs To: <i>Improve people-skills, be enthusiastic, positive, caring, sensitive, decisive, allow others to learn by their mistakes, encourage others.</i></p>	<p>Under Pressure: <i>Becomes silent, loyal, nervous, shy, takes blame, does whatever necessary to please.</i></p> <p>Sources of Irritation: <i>Aggression, undependable people, impatience, insincerity, inconsistency, competition, having to look good, pressure to speak out.</i></p> <p>Needs To: <i>Be spontaneous, active, mobile, demanding, determined, verbalize feelings, take risks, inspiring, confrontational.</i></p>	

Strengths—

- "D"s — Confidence, Take Charge.
- "I"s — Look good, Impress, Influence.
- "S"s — Serve, Share, Obey.
- "C"s — Thinker, Correction.

Weaknesses / "Uniquenesses" —

- "D"s — Impatience, Insensitivity.
- "I"s — Pride, Talks too much.
- "S"s — Gives in, Too Nice.
- "C"s — Critical, Worry, Questions.

Parenting Challenges

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").

<p>"D" Type Parenting Style With —</p> <p>"D" Child: <i>Be strong, but will challenge and intimidate the child, you're the one.</i></p> <p>"I" Child: <i>Be enthusiastic and talk and exaggerate control the conversation.</i></p> <p>"S" Child: <i>Be sweet. Don't be child will judge how and kind. Appreciate feelings.</i></p> <p>"C" Child: <i>Be prepared. Don't child wants explanation. Stay on track. Stay on track.</i></p>	<p>"I" Type Parenting Style With —</p> <p>"D" Child: <i>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></p> <p>"I" Child: <i>Be interested in what the child says. Don't just listen. Share your thoughts and concerns. Ask the child to review what was settled.</i></p> <p>"S" Child: <i>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.</i></p> <p>"C" Child: <i>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.</i></p>
<h2>For Your Review</h2> <h3>Child - Expanded</h3>	
<p>"C" Type Parenting Style With —</p> <p>"D" Child: <i>Be relaxed. Don't be defensive. Get to the "bottom line." Don't bore the parent with a lot of facts. Agree on solution based on both perspectives. Be positive.</i></p> <p>"I" Child: <i>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></p> <p>"S" Child: <i>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.</i></p> <p>"C" Child: <i>Be precise and accurate. Meet forceful demands with clear answers. Be sure of your facts. Be open to suggestions.</i></p>	<p>"S" Type Parenting Style With —</p> <p>"D" Child: <i>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></p> <p>"I" Child: <i>Be interested in what the child says. Don't just listen. Share your thoughts and concerns. Ask the child to review what was settled.</i></p> <p>"S" Child: <i>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.</i></p> <p>"C" Child: <i>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.</i></p>

Step-Parenting Challenges

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, control your personality. Don't let it or your feelings control you. Seek guidance from above and from those who have been through similar situations.

"D" Type Step-Parent Dealing With—

"D" Step-Child:

Gain child's respect and love. Child will respect you if you respect him or her. Child will make choices not command.

"I" Step-Child:

Praise child for success. Be more serious. Motivate with reinforcement. Encourage.

"S" Step-Child:

First become the child's friend. Child's slow response. Be sensitive and patient.

"C" Step-Child:

Expect child to question. Be logical and explain. Create a calm atmosphere. Let child

For Your Review

Child - Expanded

"C" Type Step-Parent Dealing With—

"D" Step-Child:

Don't push child to do everything perfect. Get to the point when explaining things. Don't be rigid. Look for the good in what is done.

"I" Step-Child:

Go out of your way to be positive and encouraging. Overlook much of child's disorganization. Praise child. Don't be sarcastic. Be cheerful and excited.

"S" Step-Child:

Be kind and sweet. Don't try to correct everything. The child wants to please, but needs to trust you first. Build loving relationship.

"C" Step-Child:

Child is just like you and will judge everything you do. Show child how competent, yet caring you can be. Don't over-analyze. Stimulate child's thinking.

"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.

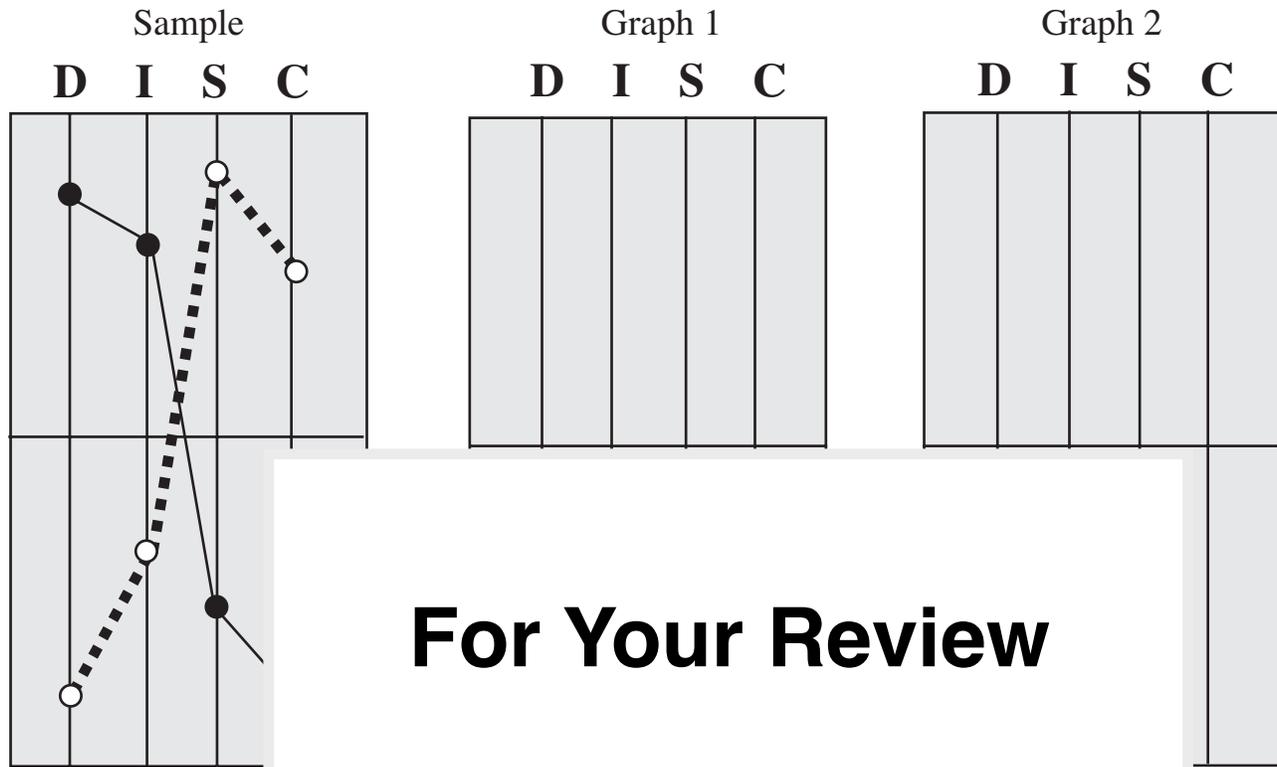
"C" Step-Child:

Be consistent with your approach. Explain the "why" questions. Teach child to be more positive and outgoing by your example.

Parent / Child Reflections

To contrast two personality profiles use Graphs 1 and 2 below. Transpose the graphs from page 2.

To observe the possible differences in the profiles use two different color ink pens or a pen and pencil or a dotted line in contrast to a solid line. Notice the sample graph.



For Your Review

Child - Expanded

The person with the sensitive personality, while the person with the "S / C" personality. One is more active and outgoing, while the other is 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.

Opposites often, but not always, attract (*and attack*) each other. People are naturally attracted to those who have strengths that are the other person's weaknesses. Always remember, the other person probably has strengths where you have weaknesses. A better outlook of another person's differences is helpful.

The "D / I" personality needs to be more sensitive to the "S / C." One is more active and outgoing, while the other is 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 aggressive to please the "D / I" personality. These two personalities should be aware of their differences

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different. It's the parent's responsibility to control his or her personality.

Look for the differences in the *Parent / Child Reflections* to see where you might clash with a certain type child. Think of how you can change your approach to help the child appropriately respond. Develop strategies where you adapt your natural responses to the child's needs.

Profile everyone in your family and compare their graphs. The computer will plot your graphs for you. Log-in, then go to My Account, then choose the individuals you want to Compare Graphs.

To improve or enhance your effectiveness, study this entire report.

Challenging Differences

SUGGESTIONS —

- Focus on the obvious personality differences between you and your child.
- Think of how your strengths and "uniquenesses", as a parent, may conflict with the same traits of your child.
- Look for the basic principles of life on how specific personality traits affected relationships.
- Begin thinking about how you should want to control your feelings and actions to influence your child.

Conflicts often result from personality differences. We seem to clash with people who have strengths that are our weaknesses. "C" type parents with more logical thinking and organized behavior, may conflict with "I" type children who have more impulsive and active behavior.

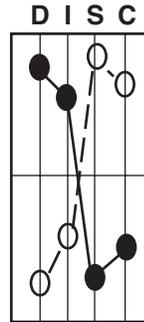
"D"s may clash with "C"s because of "C"s' cautious and calculating demeanor; while "D"s are more risk-taking, driving, decisive and dreaming. "I"s can conflict with "S"s because of "S"s' quiet, sweet and soft demeanor; while "I"s tend to be more influencing and impressive types.

Parents with strong active children. Strong-willed and passive type parents. Task-oriented of people-oriented children; with more "high-tech" — for

Identifying and understanding can be powerful and practical personality can improve you

The following are three common types that challenge each other. See if one of these is like your **PARENT / CHILD REFLECTIONS**.

"D/I" Parenting "S/C" s



- "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.
- "D/I" parents are more challenging.
- "S/C" children prefer passive leadership.

For Your Review

Child - Expanded

EXAMPLES —

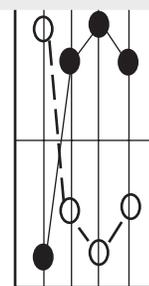
There are "D/I" behavior and people skills. There are people and task-oriented active and passive at the basically people-oriented, while both active and passive.

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 driving and serving others. The "D/S" type may sound like a contradiction in terms, but this unique and often confusing behavior is normal.

One of the most obvious challenges occurs when a pure "D/C" task-oriented individual relates to a pure "I/S" people-oriented person. This relationship often struggles due to opposite strengths and weaknesses.

The "D/C" lacks people skills, while the "I/S" needs to become more task-oriented and organized. Difficulty comes when one stops looking at the other's strengths and starts focusing instead on the other's weaknesses.

The "D/C" tends to focus on logical thinking and being industrious, while the "I/S" desires to build relationships and deepen communication. You can see how blends of behavior challenge each other.



- "D"s are more dominant and demanding.
- "I/S/C"s resist aggression, but respect it.
- "I/S/C"s prefer friendly, secure and cautious behavior.
- "D" parents must be more flexible.
- "I/S/C" children prefer less dominant behavior.

To compare your personalities' intensities, be sure to study this entire report.

Intensity Insights

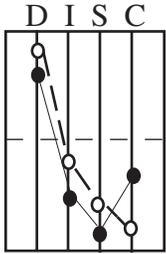
Child's highest plotting point:

Graph 1 ____; Graph 2 ____;

Parent's highest plotting point:

Graph 1 ____; Graph 2 ____;

1. Identify Child's and Parent's highest plotting points from the Graphs.
2. Decide who will be the solid circle ● and who will be the other ○.
3. Complete the **PARENT / CHILD REFLECTION** graphs.
4. Identify and study the *Intensity Insights*.

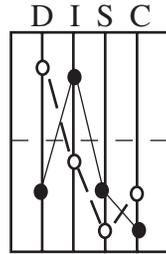


"D" / "D" RELATIONSHIP

Two "D"s can live and work well together as long as the "D" child recognizes the "D" parent is the "boss." "D" children must respect and trust their "D" parent or there will be conflicts. Two "D"s will struggle over control and authority. They must learn to give-and-take. "D" parents must learn when and how to give "D" children the liberty to decide for themselves.

Practical Application

- Establish your authority early.
- Allow children to have choices.
- Don't give ultimatums.
- Don't force issues.
- Slow down in making decisions.
- Control yourself, rather the other.
- Learn to relax and control stress.

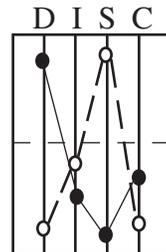


"D" / "I"

A "D" and "I" relationship is often active. The "D" tends to impress and the "I" tends to communicate. "D" think while "I" think.

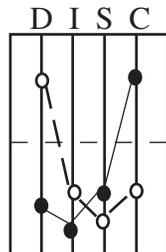
For Your Review

Child - Expanded



"D" / "S"

A "D" and "S" relationship is often masters and slaves. The "D" needs to dominate and the "S" needs to be more careful.

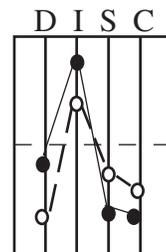


"D" / "C" RELATIONSHIP

A "D" and "C" living and working together may conflict over dreams and details. The "D" wants to get the job done, while the "C" wants to get it done right. "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" need to be more positive.

Practical Application

- "D" parents should answer "C"s' questions.
- "D"s ought to listen more to "C"s.
- "C"s should avoid always being negative.
- Give "C"s chances to think about decision.
- "C" parents shouldn't be so picky.
- "D" and "C" children need to improve their "people-skills."



"I" / "I" RELATIONSHIP

Two "I"s living and working together will talk more than work. They compete for praise and approval. They tend to be overly optimistic and enthusiastic. Two "I"s 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 or she heard. "I"s don't listen well.
- Write down what you agreed upon so there will be no misunderstandings.
- Praise each other more than seeking to be praised.

More Insights

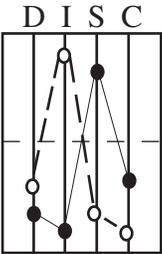
Child's **NEXT** highest plotting point:

Graph 1 ____; Graph 2 ____;

Parent's **NEXT** highest plotting point:

Graph 1 ____; Graph 2 ____;

1. To identified your most obvious **Intensity Insights**, follow these instructions for more insights.
2. Identify Child's and Parent's **NEXT** highest plotting points from the Graphs.
3. Review the **PARENT / CHILD REFLECTIONS** graphs. Be sure your **NEXT** highest points are both above the mid-line.
4. Study the **Insights** that relate to your **NEXT** highest points on Graphs 1 & 2.

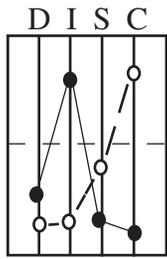


"I" / "S" RELATIONSHIP

"I"s and "S"s don't tend to be task-oriented. They would rather "relate" with others. "I"s are great talkers, while "S"s tend to listen well. "I"s and "S" are both people-oriented. "I"s love excitement, while "S" are more shy. "I"s want "S"s to be more enthusiastic, but "S"s don't like a lot of attention. "I"s love crowds; "S"s prefer small groups.

Practical Application

- When an "I" asks an "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 next, rather than listen closely.



"I" / "C" RELATIONSHIP

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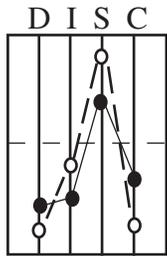
Practical Application

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For Your Review

Child - Expanded

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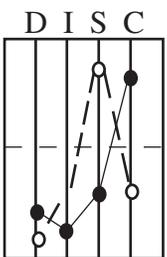


"S" / "C" RELATIONSHIP

Two "S"s each othe... They mak... ant and fo... and strugg... advantage... exciting a...

Practical Application

- "S"s need to be more precise with "C"s.
- "C"s must be more friendly with "S"s.
- "S"s should appeal to "C"s logic.
- "C"s shouldn't criticize "S"s' disinterest.
- Be more caring and aggressive.
- Don't wait on others to express themselves.
- Be more optimistic and positive.

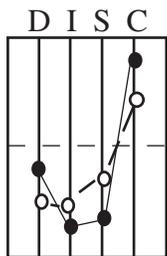


"S" / "C" RELATIONSHIP

"S"s and "C"s are passive and methodical when relating together. Precision and propriety come before performance. "S"s want "C"s to be more friendly. "C"s can be too picky, but "S"s will be most forgiving. "S"s desire more intimacy, while "C"s prefer their projects. They are both quiet and private. They can co-exist with little conversation.

Practical Application

- Be more complimentary of each other.
- Don't criticize each other.
- 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.



"C" / "C" RELATIONSHIP

Two "C"s relating together can be challenging. Both have high standards on how to do things. "C"s tend to think their way is best. Two "C"s will conflict over "right and wrong." They can also be cold and caustic. "C"s tend to be picky perfectionist and insightful critics. They can be more effective when more enthusiastic, decisive and kind.

Handling Pressure and Stress

One of the biggest problems in parenting is handling conflicts — Between children, mates, neighbors and parent / child. Good parents are often discouraged because of misunderstandings and clashes.

This section is designed to discover why people do what they do under pressure — why you may conflict with others. Life is clear on how to handle clashes. The problem is many parents and their children are not aware of their “sensitive spots.” Parents need to practice basic principles of life about resolving conflicts.

Every personality type has its “hot button.” Pressure can be good or bad. It can make us do the right or wrong thing. The following are tendencies of personalities as they relate to stress due to conflicts.

Review this entire report with your Behavioral Blends in mind. Read each section below to see how you may respond under pressure. Also consider how you sometimes respond totally different than what others expect.

Seek to be mature, not natural!

Remember —

Most family problems today are not technical— they're relational — personality conflicts and clashes with others.

<p>“D” Behavior</p> <p>Under Pressure: <i>Becomes dictating, angry, intense</i></p> <p>Sources of Irritation: <i>Weakness, indecision, Lack of — discipline, direction, authority</i></p> <p>Needs To: <i>Back-off, seek peace, reacting, controlling, friendly, loyal, kind</i></p>	<div style="border: 2px solid gray; padding: 20px;"> <h2 style="margin: 0;">For Your Review</h2> <h3 style="margin: 0;">Child - Expanded</h3> </div>	<p><i>ature, sh.</i></p> <p><i>ls, time</i></p> <p><i>2, on.</i></p> <p><i>s, tual,</i></p>
<p>“C” Behavior</p> <p>Under Pressure: <i>Becomes moody, critical, contemplative, negative, worrisome.</i></p> <p>Sources of Irritation: <i>Incompetence, disorganization, foolishness, dishonesty, inaccuracy, wastefulness, inconsistency, blind faith, false impressions.</i></p> <p>Needs To: <i>Loosen-up, communicate, be — joyful, positive, tolerant, compromising, open, trusting, enthusiastic.</i></p>		<p>Under Pressure: <i>Becomes subservient, insecure, fearful, weak-willed, withdrawn, sympathizes, sucker.</i></p> <p>Sources of Irritation: <i>Pushiness, instability, inflexibility, anger, disloyalty, insensitivity, pride, discrimination, unfairness.</i></p> <p>Needs To: <i>Be — strong, courageous, challenging, aggressive, assertive, confrontational, enthusiastic, outgoing, expressive, cautious, bold.</i></p>

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 Responses —

- “D”s — Restore With Love
- “I”s — Seek To Restore Others
- “S”s — Care Enough To Confront
- “C”s — Examine Own Self First

Disciplining & Motivating Children

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 demotivate 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, angry, stubborn, de-

Sources of Irritation

Weakness, losing, i-
Lack of — leaders

To Motivate / Discipl

- *Establish and ren*
- *Give opportunity*
- *Give one warning*
- *When disobedi*
- *Sit out challengin*
- *Give choices.*

For Your Review

Child - Expanded

"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 analyzes 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.*

Leadership Insights

Most everyone responds to life's challenges and choices according to his or her personality.
Therefore, individuals who relate to others must be *personality wise*.

For example, High "S" leaders should not engage High "D" followers in small talk. "D"s prefer leaders who get-to-the-point. They want "bottom line" answers. They respond best to those who are not going to waste their time.

On the other hand, High "S" followers feel comfortable with leaders who are systematic, slower, and steady in their approaches. "S"s don't like fast talking, quick pace responses. "S"s respond best to stable and sensitive leaders.

Leader Styles

The following describes different leadership styles. People 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 when they learn to slow down, and listen to the needs of others.

"I" Leaders —

"I"s are inspiring and enthusiastic. They influence others. Naturally great communicators. "I" leaders need to listen to avoid rejection. They are the most influential. "I"s love crowds, but need to be able to listen to the needs of others.

"S" Leaders —

"S"s are the sweet, steady, and sensitive. They don't demand anything. They are often too nice. They need to be able to stand up for themselves. Overly sensitive to their shortcomings. 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

People 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 respected*" rather than opportunities to do

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They like leadership to establish a long time. 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 individuals 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 their "uniquenesses / weaknesses."

Blended Servant Leaders 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. Anyone can be a Servant Leader. It doesn't matter what your "DISC" personality type is. It's your maturity, ability to adapt, and control yourself, rather than others that makes the difference.

DISC Learning Styles

According to Cynthia Tobias' book, *THE WAY THEY LEARN*, there are four basic learning styles: Concrete, Abstract, Sequential, and Random. There are also three ways we remember. She adds, "Learning styles researchers, Walter Barbe and Raymond Swassing present three modes of sensory perception (ways of remembering) that we all use in varying degrees." These "modalities" (auditory, visual, and kinesthetic) affect everyone's learning styles.

Every leader should discover their auditory, visual, or kinesthetic / feeling styles in order to help communicate better with their followers and fellow leaders. It is not always their follower's fault when things are misunderstood. It is every leader's responsibility to work with others to know how they learn best.

Every leader should also know and understand how these learning styles respond. Adapting one's presenting style to the learning style of others will often determine the success or failure of a relationship.

It is not always the responsibility of the follower to adapt his or her learning style to that of the leader. Followers and leaders must both control their communicating and learning styles in order to have the best results possible.

Understanding how your DISC personalities affect learning styles can help guard your strengths and avoid your weaknesses. Study the insights below to improve your communicating and learning.

Always remember, you are the only one who can control yourself to do right. Don't expect or depend on anyone else to give you the determination to respond appropriately. Learn to control your personality, rather than letting your personality control you. Take command of your feelings and thinking, rather than expecting others to change on your behalf.

Become a more effective Transformational Leader by adapting your leading style to the learning style of others.

"D" Types —

Auditory Learner: *LIS* straightforward communication and summarized facts. Does not like stories. Responds best to serious presentations. Needs most attention when lessons are presented.

Visual Learner: *WANTS TO SEE* the lesson, as opposed to just hearing about it. Responds best to action-packed lessons that are animated or shown. Desires more hands-on group activities.

Kinesthetic Learner: *WANTS TO FEEL* the lesson is clear and understandable. Responds best to status-quo type learning, without surprises or challenges. Desires that everyone is learning harmoniously and together as a family. Needs to feel the lesson in a personal and private way.

"I" Types —

WANTS TO HEAR the lesson. Responds best to status-quo type learning, without surprises or challenges. Desires that everyone is learning harmoniously and together as a family. Needs to feel the lesson in a personal and private way.

WANTS TO SEE the lesson lived-out through the life of the presenter. Responds best to status-quo type learning, without surprises or challenges. Desires that everyone is learning harmoniously and together as a family. Needs to feel the lesson in a personal and private way.

WANTS TO FEEL the lesson is clear and understandable. Responds best to status-quo type learning, without surprises or challenges. Desires that everyone is learning harmoniously and together as a family. Needs to feel the lesson in a personal and private way.

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"C" Types —

Auditory Learner: *LISTENS* best to clear and precise words. Desires to hear lessons that explain why, what, when, and how. Wants to hear competent and accurate communication. Is not as interested in the drama, but in hearing the facts. Learns best with thorough explanation.

Visual Learner: *WANTS TO SEE* the lesson, as opposed to just hearing about it. Desires visualization of the facts. Learns best when presented with investigated lessons. Needs to have pictures and charts drawn that explain the lesson.

Kinesthetic Learner: *WANTS TO FEEL* the lesson is clear and understandable. Learns best when communicated through rational and emotional means. Desires balance between facts and feelings. Wants to learn through heartfelt, yet intellectual presentations. Needs to feel the lesson is logical.

"S" Types —

Auditory Learner: *LISTENS* best to sweet and soft presentations. Doesn't like strong or fast-paced communication. Responds best to supportive and security-oriented words. Desires to hear lessons in a small group. Wants to hear words that make the lesson kind, nice, and caring.

Visual Learner: *WANTS TO SEE* the lesson lived-out through the life of the presenter. Learns best by visualizing the lesson as part of a small group, rather than having to be up front presenting. Desires steady and stable visual environments.

Kinesthetic Learner: *WANTS TO FEEL* comfortable and secure as he or she learns. Responds best to status-quo type learning, without surprises or challenges. Desires that everyone is learning harmoniously and together as a family. Needs to feel the lesson in a personal and private way.

Why Wellness?

Wellness is not an option! Taking care of ourselves must be a priority, if we want to enjoy life to its fullest. Especially with so many unknowns and pressures today, we must desperately guard our health. Wellness must be an essential part of our everyday way of life.

We cannot afford to think that physical and financial security are luxuries. They are investments. Staying healthy is less expensive than staying unhealthy. Taking care of yourself is one of the wisest investments of your life.

The problem with getting and staying healthy is that it takes personal motivation. Why we do what we do is one of the determining factors to our success. Our motivation affects our eating habits, exercising, and investing.

Motivation everything

Motivation is a myth. It is also a myth and misconception. The myth of motivation is that all people are not already motivated. Everybody is motivated.

Some people are not motivated while others are motivated. But everyone is motivated. What motivates us?"

Some people are motivated to be healthy, because it's the strong thing to do. They want to be in control of themselves. Others are motivated to be healthy, because they want to look great and make good impressions.

Others are motivated to be healthy, because it's more safe and secure. They don't like trouble or change. They like steady environments. Others are motivated because it's logical and wise to take care of themselves. They look at wellness as the right thing to do.

Our motivations obviously affect our wellness. It's natural to be healthy and it's unnatural to be

unhealthy. Nature responds to our motivations. Everything in life runs down, unless we take care of it. The *Law of Entropy* warns us about decay and disease — *Energy, in any given system, always runs toward randomness and chaos when left alone.*

Wellness doesn't just happen. It takes effort!

We must have a plan to stay fit. If not, the eventual is inevitable! Lack of wellness runs toward ruin. Lack of motivation ends in a wasted life.

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from a personal perspective. You identify your strengths and then learn from them.

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to get the most out of it.

Your health and future are important. Take the time to understand why you do what you do. Learn how to improve the quality of your life. Do it for yourself and loved ones. There is nothing wrong with taking care of yourself.

It is essential that you take the time to understand your motivations and improve your health. It can be the beginning of a whole new way of thinking, feeling, and acting. It can add years to your life, and life to your years!

Wellness is more than just good health. It can also be your way to happiness and wholeness!

To Your Health

There are three vital factors to the success or failure of your health — diet, exercise, and food supplements. Together, they make the difference in the quality of your life.

Some people are fortunate — being overweight is never a problem, but everyone needs to watch what they eat. Just because you don't gain weight, you should still be careful what you put into your body. Food is energy. You should supply your body with the best energy sources available.

Proper exercise is also essential. Regular exercise strengthens and tones your muscles to receive the full nutrients in the foods you eat. Eating right without exercise is like fueling a magnificent engine without enjoying its power.

Eating right and exercising regularly are not enough to attain optimal health. In this world of processed foods and chemical substitutes, we must add the specific nutrients

our bodies need. It is not enough to guard against eating the wrong foods, we must also supplement our diets with the minerals and vitamins that are lost in the process of our "instant everything" world.

We often respond to these three factors — diet, exercise, and food supplements — according to our personalities. Understanding our predictable patterns of behavior can help us guard our strengths and avoid our weaknesses. Study the insights below to improve your motivations.

Always remember, you are the only one who can motivate yourself to do right. Don't expect or depend on anyone else to give you the determination to respond appropriately. Learn to control your personality, rather than letting your personality control you. Take command of your feelings and thinking to control your craving and lack of discipline.

"D" Behavior —

DiETING: *Is often too busy tracked by "more important" determined and disciplined. through. Needs accountability when challenged.*

EXERCISING: *Wants independence. Motivated by challenge and determined, but often falls short of a leader or example.*

NUTRITIONAL SUPPLEMENTS: *Thinks he or she is strong about it. Doesn't like the routine and direct. Does best when*

"I" Behavior —

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"C" Behavior —

DIETING: *Very conscious of weight. Often worries about being overweight, but is more likely to act on it. Can get easily discouraged and give up too soon. Needs to be more optimistic about possibilities and begin dieting immediately. Shouldn't spend too much time researching every diet plan.*

EXERCISING: *Very calculating and studious. Wants the best plan. Can be too serious and regimented. Needs to relax and have more fun. Can be too hard on him or herself. Is often best at knowing what to do, but has poor attitude about doing it.*

NUTRITIONAL SUPPLEMENTS: *A stickler for details. Needs to know scientific facts first. Is often skeptical, but once convinced is consistent. Often procrastinates, because of need for more data. Struggles with "just doing it," but when committed does it well.*

"S" Behavior —

DIETING: *Can be most consistent and yet, least motivated. Is often insecure with dieting and slow getting started. Can be influenced by a close friend, but needs to be more self-motivated. Does best once routine is established and sure of method of dieting.*

EXERCISING: *Doesn't need a lot of hype. Is content to work alone, but does best with a friend. Doesn't push the limits as much as should, but is better at the long haul. Is steady and regimented, but needs to control interruptions.*

NUTRITIONAL SUPPLEMENTS: *Is the best at taking food supplements once convinced with the need and a schedule is established. Needs to guard against always taking same or cheap food supplements without researching to find the best ones.*

Balancing Your Health

You are what you eat! It's an old saying and is more important today than ever. Exercise and nutritional supplements also affect your health. Every where you look there is growing concern over how to improve your fitness. Understanding your

personality is important to how you take care of yourself.

Just as there are different personalities, there are different wellness motivators. The following is a basic look at the four temperaments and how to improve your health and fitness.

"D" Types

Your active / task-oriented life style makes you a determined, doer, and driver type. You tend to eat to live, not live to eat. You are often "too busy" to take better care of yourself.

Think it over: Control your motivation to be constantly busy
• Determine to take care of your health and fitness • Discipline your time and energy so that you exercise and eat well • Guard against being constantly on the go • Schedule time to "stop and smell the roses" • Don't let your need to stay busy keep you from rest.

"I" Types

Your active / people-oriented life style causes you to constantly be on the go. You're prone to eat on the run. You enjoy meal time best when it becomes a social event.

Think it over: Let your motivation to impress and inspire others influence how you eat • Discipline cravings by reminding yourself how poor overeating will make you look • Keep nutritional low-fat energy snacks available for when you become hungry • Resist fast foods • Avoid grocery shopping when you're hungry.

"C" Types

Your passive / task-oriented life style makes you a competent. You can be "picky" and are often defeated by discouragement and

Think it over: Control your emotions
• Don't give-up on eating well • Don't worry about what best to eat and how to exercise
• Don't be good and feeling better • Don't be perfect
• Don't be necessary • Challenge yourself
• Don't think about your body • Don't think about your health more important than taking care of your

"S" Types

You are a submissive, more consistent and more organized. You don't like

change. You have a routine of eating the same things and a reluctance to change that routine. You are different from the other types in that you will exercise and order your life.

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Exercise For All Types

Everyone needs twenty-five to thirty minutes of exercise three to six times a week, to keep in good health. Aerobic (cardiovascular condition) exercises are vital to maintaining good health.

Foods For All Types

Fruits, vegetables, whole grain cereals, rice, pasta, white and pink fish, white poultry (skinless), high fiber (beans & whole wheat bread), lean protein (eggs), nonfat or low-fat dairy, and nuts.

Supplements For All Types

Soy Protein; Multivitamins with the right amounts of vitamins A, B₆, B₁₂, C, E, D, K, Thiamin, Riboflavin, Niacin, Folic Acid, Biotin, Panthothenic Acid, Iron, Calcium, Phosphorus, Magnesium, Zinc, Selenium, Copper, Manganese, Chromium, Molybdenum, Nickel, Tin, Vanadium, Boron, Silicon, plus other minerals; EPA, Alfalfa, Glucosamine, GLA, St. John's Wort, Echinacea, Ginkgo, Peppermint, Ginger, and Garlic.

Mental Attitude For All Types

Think more positively; Look at problems as potential blessings; Think on things that are pure, good, and virtuous; Accept failure as an opportunity for change; Laugh more; Don't Worry — Be Happy; Be more optimistic and trusting; Be careful, but enthusiastic.

Maintaining Good Health

The bottom line is "what do you believe and how do you act about wellness from a personal perspective?" Are you like so many religious or non-religious people today with a deep faith wanting to take better care of your body, 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 the choices we make every day. Many people are in bondage to poor health habits. Even 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 obey all the Scriptures. If you are a non-religious person, you still have an obligation to yourself, family and job to maintain good health.

One of the purposes for discovering your personality is to help you examine yourself...to learn how to improve better physical & nutritional, & spiritual health. Being intentional. It may be your wake-up call to do your best for you, struggling with the whole health. All this to a serious conclusion.

The following admonition is from a family member. Take heed.

Nutritional &

What you do with your body will do for you! You must eat the best premium fuel you can afford. 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 is 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 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 our portions and eating the proper foods.

Control your feelings and cravings by being determined to live with your well-being!

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Suggested Self-Affirmation Commitment

"I am special. I recognize I was created to enjoy life to its fullest. 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 reap the benefits and blessings of a disciplined life!"

I know I have been given the strength and will to do what I should. I will, from this day forward, to begin eating better foods, supplementing my meals with nutritional vitamins, exercising adequately, thinking more positively, controlling my feelings and cravings, and improving my relationships with others!"

Signed _____

Parent's Action Plan

1. My highest plotting point in Graph 1: _____; Graph 2: _____.

This means I tend to be more _____; _____;
_____, _____.

2. The overuse of this type sometimes makes me _____
_____.

3. My next highest plotting point in Graph 1: _____; Graph 2: _____.

If above the mid-line, this means I also tend to be more _____; _____;
_____, _____.

4. The overuse of these types sometimes makes me _____
_____.

5. My lowest plotting point in (

This means I tend to not be ____
_____.

6. My child's highest plotting p

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7. My child's next highest plott

This means he or she tends to n
_____, _____.

8. My child's lowest plotting point in Graph 1: _____; Graph 2: _____

This means he or she tends to not be _____; _____;
_____, _____.

9. To communicate more effectively with my child, I need to: _____
_____.

10. My prayer to improve my parenting effectiveness is: _____

_____.

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