

DISC PROFILE

Lion (D)

Otter (I)

Golden Retriever (S)

Beaver (C)

Profile:	High "D" Tendencies	High "I" Tendencies	High "S" Tendencies	High "C" Tendencies
Letter Means	Dominance / Driver /Director	Influence / Inducement	Steadiness / Submission / Support / Stable	Conscientiousness / Compliance / Cautious
Life Motto	"Let's Do It Now!" "I Did It My Way"	"Trust Me! It Will Work Out!"	"Let's Keep Things the Way They Are!"	"Do It Right or Do Not Do It!"
Psychological Need	To lead	To be loved	To serve a higher purpose	Perfection
Description (Highlight to the left of each word that describes who you are naturally. Highlight to the right each word that describes who you have adapted to be at work. Total at the bottom of each column the number of descriptive words that best describe you.)	Action Oriented Adventurous Bold Competitive Confident Controlling Decision Maker Determined Enterprising Firm Goal Driven Likes Authority Loves Challenges Persistent Problem Solver Productive Self-Reliant Strong Willed Takes Charge	Creative Energetic Enjoys Change Enjoys Popularity Enthusiastic Fun-loving Group Oriented Initiator Inspirational Laughter Likes Variety Mixes Easily Motivator Optimistic Promoter Spontaneous Takes Risks Very Verbal Visionary	Adaptable Avoids Confrontations Dislikes Change Dry Humor Enjoys Routine Gives In Indecisive Listens Well Loyal Naturally Calm Non-demanding Nurturing Patient Peace Maker Relational Sensitive Feelings Sympathetic Thoughtful Tolerant	Accurate Analytical Conscientious Consistent Controlled Detailed Discerning Factual Inquisitive Orderly Perfectionist Persistent Practical Precise Predictable Reserved Scheduled Sensitive Wants Instruction
Total Which Best Describes You	<u>Naturally</u> <u>Adapted</u>	<u>Naturally</u> <u>Adapted</u>	<u>Naturally</u> <u>Adapted</u>	<u>Naturally</u> <u>Adapted</u>

Lion (D)**Otter (I)****Golden Retriever (S)****Beaver (C)**

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Behavioral Style	Driver; Results-oriented, never mind the details or hurt feelings	Expressive, persuasive, bring life to the party, impulsive with thoughts all over the place	Loyal and steady, understanding, very concerned about how everyone feels; Avoids conflicts: Slower decisions	Analytical, loves details, rules, procedures, systems, that confirm their decisions are the best
Work Style	Critical, blunt, forceful; Direct; Delegates; "Get it done now"; Questions status quo	Persuasive; Mobile; Enthusiastic; Friendly; Inspiring "Open door policy"	Patient; Traditional; Ultimate team player; Specialist	Accurate; Cautious; Critical; Perfectionist
Best Work Environment	Challenges; Change; Choices; Direct answers	Fun; Social recognition Freedom from details;	Security; Conflict-free environment; Order-sequence	Defined roles; Time to do quality work; Personal support; No surprises
Wants	New/Varied activity; Credit for accomplishments; Power/Position to be first	To be convincing; Social approval	Family's approval; Demonstrated sincerity; Reassurance; Appreciated	Limited exposure; Quality; Privacy; Accuracy
Seeks	Personal challenges and power	Social interaction and recognition	Traditional practices and harmony	Compliance with their own high standards
More Likely to Tell or Ask	Tell (Bold/Fast-paced)	Tell (Bold/Fast-paced)	Ask (Thoughtful, Moderate-paced, Careful)	Ask (Thoughtful, Moderate-paced, Careful)
Task/People Oriented	Task (Logical, Skeptical, Questioning)	People (Receptive, Animated, Warm)	People (Receptive, Animated, Warm)	Task (Logical, Skeptical, Questioning)
Orientation	Results: Shapes existing environment by overcoming opposition	People: Shapes existing environment by working through people	Projects: Does their part; Cooperates with others to get the job done	Tasks: Works with existing circumstances to promote quality and great service
Thinks	How can we do this better	Everyone should like me	If it is not broken do not fix it	What is the best way
Decision Making	Quick; Very few facts	Impulsive; 'feels' right	Relational: Trust in others	Needs a lot of information

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Celebrating their accomplishments	Celebrate as soon as possible after the accomplishment	Celebrate in a big way with as many people as possible	Keep it low key with not a lot of attention on the specific person	Acknowledge accomplishment including all the details
When Under Pressure	Impatient; Demanding; Autocratic	Disorganization; Attacks	Tolerates or Complies; Possessive over a project	Overly critical; Avoids or ignores; Plans more
Recovery	Physical activity	Social time	Do nothing time	Private time
Fears	Loss of control; Scrutiny	Social rejection; Time audit	Losing stability; Fast change	Criticism; Making mistakes
Work on	Developing more empathy	Better control of time and to be more objective	Adjusting to change	Appreciation of self
Main Strengths	<ul style="list-style-type: none"> Problem solver Bottom-line organizer Time manager Confident Seeks continuous improvement Decisive decision maker Drives results Risk taker Relentless 	<ul style="list-style-type: none"> Fun maker Involved Enthusiastic Optimistic Communicator Innovative Creative problem solver Peacemaker Great encourager Humor 	<ul style="list-style-type: none"> Team player Patient Calmer Adds stability Systematic Dependable Produces results Loyal and trustworthy Good listener Empathetic 	<ul style="list-style-type: none"> Accurate Realistic High Standards Intuitive Controlled Detail oriented Thorough in all activities Gathers and tests data Insight Critics
Main Limitations	<ul style="list-style-type: none"> Stubborn Restless Impatient Blunt Oversteps authority Argumentative Dislikes routine Attempts too much at once Overlooks details Can hurt feelings 	<ul style="list-style-type: none"> Disorganized Concerned with popularity Inattentive to detail Loses focus on tasks Impulsive Does not listen well Overuses gestures Unrealistic 	<ul style="list-style-type: none"> Dislikes conflict Resistant to change Holds grudges Difficulty establishing priorities Indecisive Over-accommodating Too passive 	<ul style="list-style-type: none"> Too critical Perfectionist Overly sensitive Rigid Resistant to change Bound by procedures/methods Analysis paralysis Prefers to hide feelings Give in rather than argue

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Effective Communication With This Type of Person	Be brief, direct, to the point	DO NOT interrupt	Minimize perceived risk	Show the pros and cons
	DO NOT: ramble; repeat yourself or be too social	Recognize and DO NOT ignore their ideas	Patiently draw out their goal	DO NOT "Fly by the seat of your pants"
	Focus on results, NOT problems;	Provide details but DO NOT dwell on details	Define goals, roles and procedures	Use accurate data and able to explain details
	Highlight logical benefits	Create incentives for follow through	Assure personal follow-up or they will feel abandoned	DO NOT answer questions vaguely
	DO NOT make statements without support	DO NOT do all of the talking	DO NOT be pushy, aggressive, controversial	Disagree with facts, NEVER disagree with the person
	DO NOT use generalized statements	DO NOT tell them what to do	Make sure you include them in decision making processes	Be factual, not speculative, with time frame for resolution
	Be direct, clear, concise	Chit-chat before tackling the subject	Ask a lot of questions and allow time to process	Focus on what needs to improve with expected results
	Discuss problems in light of how they impact outcome	Establish a positive social environment	Show genuine interest in them	Prepare your case in advance
Gospel Focus	Mark - Direct and right to the point; Shortest Gospel	John - Freedom; Love; Led by the Holy Spirit, not laws	Matthew - Focus on tradition; References old scriptures	Luke - All about the details being completely researched and accurate

Source: "Communication Skills" from Our Community Listens

Source: Gary Smalley and Dr. John Trent's Personality Inventory

Source: "DISC Cheat Sheet" from Entreladership