



Biblical DISC[®] Assessment

SAMPLE

Report for: Julie Sample
Provided by: LEAD LIKE JESUS
Date: 2/25/2017



LEAD LIKE JESUS

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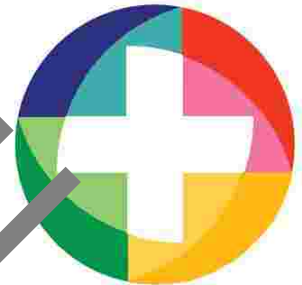
Introduction to the Biblical DISC® Assessment

Congratulations on taking the Biblical DISC® Assessment. This is a useful tool to gain new insights into your behavior and the behavior of others with whom you interact. Reading this report, working through some of the exercises, and applying the principles you learn will lead to enhanced relationships and results. You will discover how God used the behavioral style of people in Scripture to accomplish His purposes, and how Jesus modeled the perfect behavior to love, live and lead effectively. You will gain a unique perspective into how God created you and how He can use you to serve His kingdom.

DISC BEHAVIORAL STYLES

The DISC model of human behavior provides a common language to help people understand themselves and others. For many decades, research has shown that human behavior can be categorized into four basic categories, with multiple patterns emerging from these four styles. This report uses **DISC**:

Dominance, **I**nfluencing, **S**teadiness and **C**onscientious to describe these four categories of behavior. The Biblical DISC® Assessment focuses on patterns of external, observable behaviors that each style exhibits. The model is simple, practical, and easy to remember and use.



HOW TO USE THIS REPORT

This DISC report is divided into three parts and includes **application exercises** on many pages:

Part I focuses on understanding your DISC style characteristics. Each style has its own unique strengths as well as opportunities for continued improvement and growth. The behavioral descriptions mentioned in this report are tendencies for your style group. You may personalize the report by determining which statements apply specifically to you and which do not. Further insights into your behavior will be gained by checking in with others who know you well enough to determine areas that may be "blind spots" for you.

Part II focuses on the application of DISC to men and women in the Bible, highlighting the decisions they made and the human motivation for their behavior. You will learn how pride and fear affected their decisions and behavior, and the transformation that occurred when they submitted their lives to the Lord's will. You will also discover how Jesus was and is the perfect role model for loving, living and leading.

Part III focuses on the application of the model in your everyday life, both personally and professionally. You will discover how to "read" the style of others, and then how to modify your behavior to meet their needs or the needs of the situation, when appropriate. Strategies will be shared for developing better lines of communication and stronger relationships. In short, you will learn to love like Jesus loves.

KEY PRINCIPLES OF THE DISC MODEL

- There is no "best style" - all styles have value, and everyone is a blend of the four styles.
- Your behavioral style is influenced by other factors, including values, life experiences, and maturity.
- A first key to being more effective is understanding yourself and your behavioral style.
- A second key is understanding others' style and their motivations and priorities.
- A third key to being more effective with others is learning to flex or adapt your behavior.
- God's Word is always the final authority on all matters in dealing with people and their behavior.

Understanding the DISC Behavioral Model

BEHAVIORAL STYLES

Historical and contemporary research reveals more than a dozen various models of our behavioral differences, but many share one common thread: the grouping of behavior into **four basic categories**. The DISC styles are **Dominance, Influencing, Steadiness, and Conscientious**. There is no “best” style. Each style has its unique strengths and opportunities for continuing improvement and growth. The Biblical DISC Assessment examines external and easily observable behaviors and measures tendencies using scales of **directness, openness** that each style exhibits.

Listed Below are Behavioral Descriptors of Each Style

DOMINANCE	INFLUENCING	STEADINESS	CONSCIENTIOUS
Adventurous	Charming	Friendly	Accurate
Competitive	Confident	Good Listener	Analytical
Daring	Convincing	Patient	Compliant
Decisive	Enthusiastic	Relaxed	Courteous
Direct	Inspiring	Sincere	Diplomatic
Innovative	Optimistic	Stable	Fact Finder
Persistent	Persuasive	Steady	Logical
Problem Solver	Sociable	Team Player	Objective
Results Oriented	Trusting	Understanding	Precise

Recognizing the Directness, Openness, Pace and Priority of Each Style

DIRECTNESS AND OPENNESS OF EACH STYLE

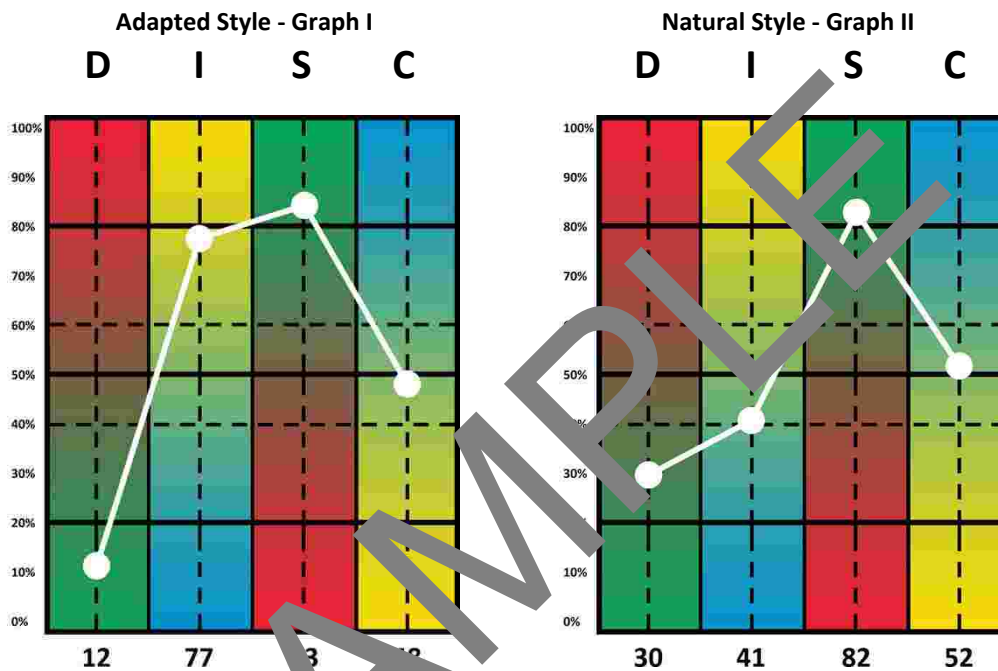
STYLE	TENDENCIES
DOMINANCE	Tends to be direct and guarded
INFLUENCE	Tends to be direct and open
STEADINESS	Tends to be indirect and open
CONSCIENTIOUS	Tends to be indirect and guarded

PACE AND PRIORITY OF EACH STYLE

STYLE	TENDENCIES
DOMINANCE	Fast-paced and task-oriented
INFLUENCE	Fast-paced and people-oriented
STEADINESS	Slow-paced and people-oriented
CONSCIENTIOUS	Slow-paced and task-oriented

Understanding Your Adapted and Natural Styles

Your **Adapted Style (Graph I)** is the graph shown on the left. This is your perception of the behavior that best fit your focus when you took the assessment. It can change when you refocus on a new role or relationship. The graph to the right is your **Natural Style (Graph II)** and measures your instinctive style. It tends to identify the most "true and accurate" you. This graph tends to describe how you respond when you are most comfortable and also tends to define how and why you predictably react to expectations, fear and confrontation. Graph II tends to be the more stable of the two.



If the plotting points in both graphs are similar, it suggests that you tend to use the same behaviors in your chosen role or situation as you use in your natural environment. If they are different, this may cause stress over time and result in you using greater degrees of energy to function in the specific role you focused on when taking this assessment. Differences can also cause greater degrees of fatigue.

The plotting points also can identify clusters of behavioral traits. On pages 18 and 19, these traits are color coded on the four D, I, S and C continuums. You are encouraged to validate the accuracy of the traits in describing what is happening in your Adapted Style and your Natural Style. Once you are aware of the differences between the graphs and the validity of the traits, you can better apply stress management strategies in coping with challenges. It can also help you in knowing who you might need on your team or in your life to function in roles that are your greatest stretches of behavior.

Application: Compare your two graphs, and look for discrepancies of 20% or more on your plotting points in any of your D-I-S-C dimensions. Consider what might be the cause of those discrepancies, and if this causes stress in your life. Determine ways to ease this stress. (Contact your DISC practitioner who gave you this assessment if you'd like to have a coach help you understand this information more fully.)

Part I: Understanding Self through the DISC Behavioral Model

General Characteristics

The narration below serves as a general overview of your behavioral tendencies. It sets the stage for the report which follows, and provides a framework for understanding and reflecting on your results. Coaching ideas are occasionally provided so that you can leverage your strengths whenever possible to maximize your personal success.

Your response pattern shows that you are an excellent team player. This is a great strength to the organization as a whole. Others on the team know that you are ready, willing, and able to assist on any part of a project that requires your expertise and mindshare. Sometimes, those who score like you worry that they've said "Yes" to too many things, and may have overcommitted themselves. However, they work extra hard in order to meet the commitments they've made.

Julie, your pattern of responses to the instrument indicates that you tend to resist impulses toward "fad" solutions, and prefer to establish your own processes. Newer doesn't always mean better, and you've learned that from past experience. You score like people who remember those experiences and have learned to avoid making hasty decisions regarding new procedures.

You probably wouldn't consider yourself a risk-taker or immediate innovator, as you prefer a more thoughtful and deliberate process toward such goals. You have the ability to push the gas pedal on a project and expedite certain aspects of it, but also to put your foot on the brake in order to slow the project down and avoid a disaster.

On the personal side, you score like those who prefer deeper connections with fewer people, rather than shallow relationships with a wide number of people. This is a testament to your loyalty and sincerity. Meaningful relationships, both on and off the job, are important to people who score like you. Such people tend not to foster shallow relationships just for the purpose of networking.

You score like some who prefer to maintain the status quo, rather than make changes just for the sake of change. This is a recurring theme in the report due to its importance. Though change is a given, it is important to realize that some changes will be positive and appropriate, while some will prove unnecessary. In serving as a coach to some of the change agents, you may be able to help determine the necessity of such changes.

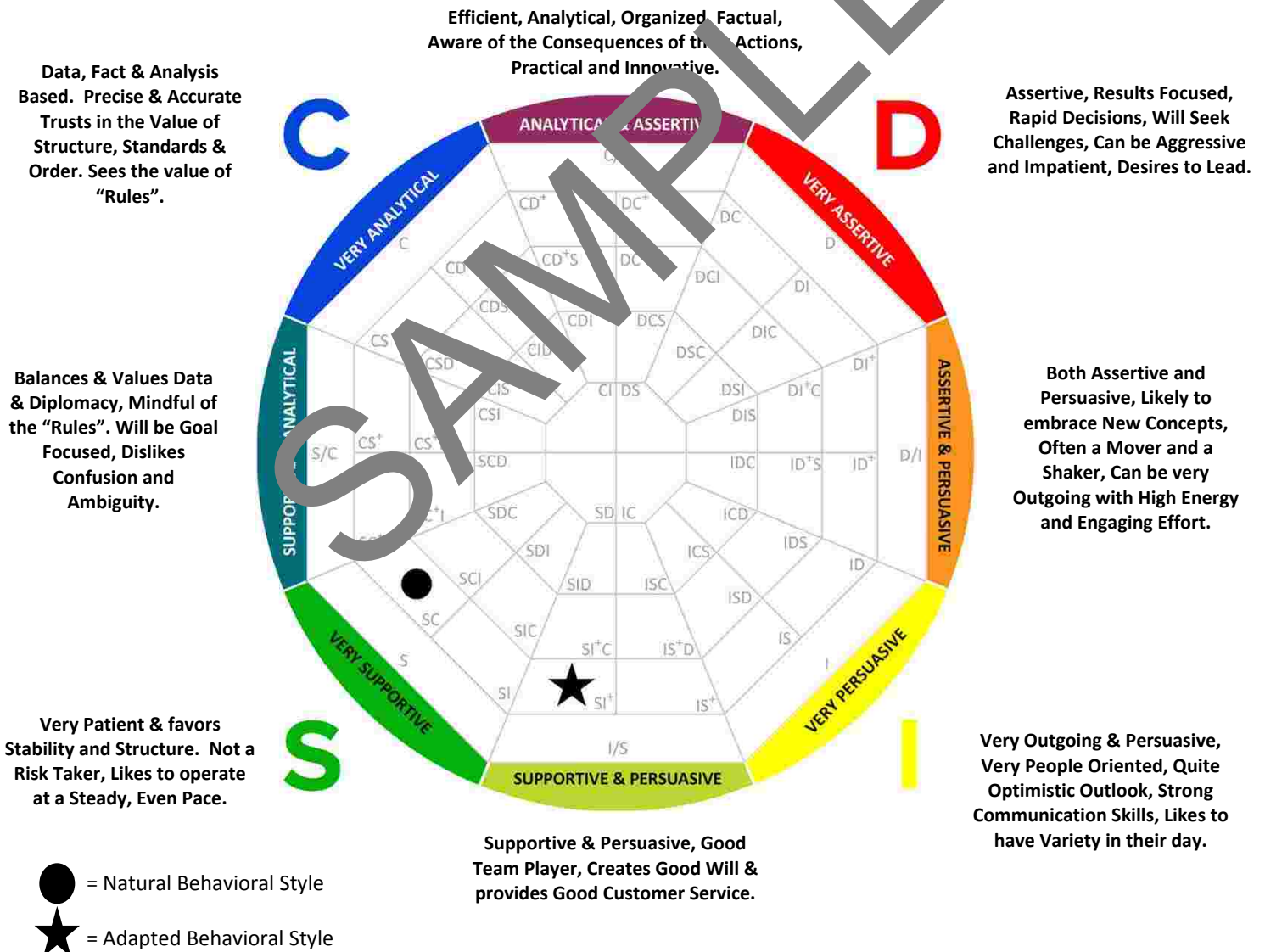
Julie, your responses indicate that you tend to be friendly and easygoing in both work and social environments. This allows you to get along well with a wide variety of people, and for people to feel very much at ease when they meet you. Newer people on the team might seek you out with questions, because they perceive that you will be polite and thorough with your answers and explanations. They're correct in their perceptions.

A Deeper Look at Your Behavior: The Behavioral Pattern View

The Behavioral Pattern View (BPV) has eight behavioral zones. Each zone identifies a different combination of behavioral traits. The peripheral descriptors describe how others typically see individuals with your style. Plots on the outer edges of the diamond identify that one factor (DISC) of your style will dominate the other three. As you move towards the center of the diamond, two and eventually three traits combine to moderate the intensity of your style descriptors within a specific behavioral zone. +The plus sign indicates that the preceding style score is higher, moving you closer to that style zone (i.e. CD+S: The D score is stronger than in CDS so it plots closer to the D behavioral zone).

THE SCORING LEGEND

- D = Dominance:** How you deal with Problems and Challenges
- I = Influencing:** How you deal with People and Contacts
- S = Steadiness:** How you deal with Pace and Consistency
- C = Conscientious:** How you deal with Procedures and Constraints



Part II: Understanding Biblical Characters with DISC Behavior: Your Combined DISC Style Pattern

Up to this point, you have examined your DISC behavior largely by isolating your high and low plotting points. While these descriptions are often quite accurate, they do not give you the full picture of your behavior. These next five pages will show you how your D, I, S, and C plotting points combine to make you the unique person you are in terms of behavioral characteristics. Listed below are your DISC combinations for both Graphs I and II. Included are a pattern name, a paragraph of descriptive information about your combined pattern, and additional behavioral tendencies in eight categories.

Your Adapted Behavioral Style: Harmonizer

Harmonizers balance both interpersonal connections and goals/objectives. They are supportive, make others feel included, and extend a hand of friendship. They tend to be well organized and deliver effective results. Being service oriented, the Harmonizer style is quite good at taking on/helping with tasks that others may struggle with themselves. They do not like conflict and may avoid connections with assertive individuals.

- **Emotional characteristic:** Responds to affection and praise, rejects aggressive behaviors by others.
- **Goals:** Being accepted and appreciated by others.
- **How others are valued:** By other's willingness to include the Harmonizer in activities and processes.
- **Influences group:** Offering friendship and a willingness to listen.
- **Value to the organization:** Blends well with others; supportive and team oriented.
- **"Watch-out-for":** Overuse of kindness and accommodation.
- **When under pressure:** Will rely on influencing with information and calling upon personal relationships to address the current issue.
- **Fears:** This style seeks to avoid conflict, anger and disharmony.

Your Natural Behavioral Style: Planner

Planners blend well with most others. Moderate behaviors with unobtrusive behavior defines this pattern. Will likely be considerate, helpful and patient. Will build a solid relationship with a limited number of associates. Most effective in specialized areas of expertise. Will be well planned and consistent in performance. Does not like "fire drills." Will be good at contributing to projects and activities.

- **Emotional characteristic:** Will often bring balance, temperance and composure to interactions.
- **Goals:** Consistency and retention of the status quo with a minimum of disruptive change.
- **How others are valued:** Through quality of relationships and demonstrated competency.
- **Influences group:** Reliable and consistent performance that can be counted on.
- **Value to the organization:** Reliable and consistent efforts that can be counted on.
- **"Watch-out-for":** Unlikely to take risks; will quietly resist change.
- **When under pressure:** Likely to adapt to a power figure or group direction; avoid "first to try" actions.
- **Fears:** Rapid changes; chaotic and haphazard activities.

Note that your Graph I and Graph II patterns may be identical, or they may be unique. Different patterns indicate that you are currently flexing your behavior in your adapted style (Graph I).

Application

Read the descriptive information about your pattern(s) shown above. Personalize the information with a plus (+) sign, minus sign (-), and a question mark (?). Discuss this with a trusted friend or colleague. Next, circle the one or two graphs on pages 26-29 that correspond with the pattern name shown above. Then identify the biblical character(s) that are associated with your behavioral pattern(s) for each graph. Look up the scripture passages listed with your behavioral pattern(s) and note how the Biblical characters exhibited congruent behaviors associated with that pattern. What did you learn about that character(s)? How do you see that behavior exhibited in your own life? What can you learn?

DISC Blends and Biblical Characters

Your blended pattern above the midline on the Biblical DISC® Assessment graph on page 6 is _____ . Review the lists below and **circle** the blended pattern and biblical character that best represent your style.

DISC Blended Profiles

Biblical Characters ¹

Primary D -	SOLOMON, RAHAB
D/I -	JOSHUA, SARAH
D=I -	APOLLOS, STEPHEN, LAMMAN, LYDIA
D/C or C/D -	PAUL, RACHEL, MICHAEL
Primary I -	AARON, REBEKAH
I/D -	PETER, REBEKAH
I/S -	BARNABAS, ABIGAIL
I/C -	DAVID, MIRIAM
Primary S or S/C -	ISAAC, ANNA
S/D -	NATHAN, HEMIAH, JOSEPH, MARTHA
S/I -	ABRAHAM, HANNAH
S/C/D -	JACOB, JAMES, DORCAS
Primary C or C/S -	LUKE, ESTHER
C/S/d -	MOSES, THOMAS, NAOMI
C/S/I -	ELIJAH, DEBORAH, RUTH
C/S -	APOSTLE JOHN, MARY (Mother of Jesus)

Application: Read about the Biblical character that most closely corresponds with your DISC style (see verses on previous pages). Identify the DISC fears or points of pride that caused that character to edge God out? Study the Scriptures to determine what that person did to submit to the Holy Spirit and exalt God only. Write action ideas here about how God might use you as you submit to Him in expanding His Kingdom and fulfilling your life's purpose. How will you exalt God only?

Who Was Jesus?

“... He [Jesus] existed in the form of God, did not regard equality with God a thing to be grasped; but emptied Himself, taking the form of a bond-servant and being made in the likeness of men. And being found in appearance as a man, He humbled Himself by becoming obedient to the point of death, even death on a cross.

Therefore, also God highly exalted Him, and bestowed on Him the name which is above every name that at the name of Jesus EVERY KNEE SHOULD BOW, of those who are in heaven, and on earth, and under the earth.

*And that every tongue should confess that Jesus Christ is Lord, to the glory of God the Father.”
Philippians 2:6-11 (NAS)*

What the Passage Suggests

1. Jesus was 100% God.
2. For the 30+ years while on earth, Jesus was also 100% man, and He remained sinless.
3. Therefore, Jesus experienced all the attributes of human behavior.
4. Jesus totally understands us and how to meet our needs through agape love (unconditional love).

What Makes the Ideal Behavioral Style?

“The DISC research evidence supports the conclusion that the most effective people are those who know themselves, recognize the demands of the situation and adjust or change their behavior so as to have the best chance to meet the needs of any given opportunity.”

Jesus did this perfectly!

PART III: Applying the DISC Model to Love and Lead Like Jesus

Understanding your own behavioral style is just the first step to enhancing relationships. The next step is to apply it in real life situations. Jesus' command to **"love one another as I have loved you" (John 13:34)** compels us to modify our behavior when appropriate to meet others' needs. The power of behavioral styles lies in its application to people and situations. People want to be treated according to **their** behavioral style, not yours. And Jesus invites us to treat others as He would treat them.

THIS APPLICATION SECTION INCLUDES:

- How to Identify Another Person's Behavioral Style
- How to Modify Directness, Openness, Pace and Priority
- How to Adapt to the Different Behavioral Styles
- Communication Plan with Different Styles
- DISC Action Plan

This section will help you understand how to be more effective in relationships and situations. Good relationships can get better and challenging relationships may become good. After reviewing the information, select a relationship in which things have not gone as smoothly as you would like. Make a commitment to understand the other person's behavioral style and take a few steps to adapt your behavior to meet his/her needs.

What is Behavioral Adaptability? How Can I Do It?

Adaptability is your willingness and ability to adjust your approach or strategy based on the particular needs of the situation or relationship. Your adaptability level influences how others judge their relationship with you. Raise your adaptability level and trust and credibility go up; lower your adaptability level and trust and credibility go down. With adaptability you can treat other people the way THEY want to be treated.

No one style is naturally more adaptable than another. Adaptability concerns the way you manage your own behaviors. You practice adaptability each time you slow down for a **C** or **S** style; or when you move a bit faster for the **D** or **I** style. It occurs when the **D** or **C** styles take the time to build the relationship with an **S** or **I** style; or when the **I** or **S** styles focus on facts or get right to the point with **D** or **C** styles. It means adjusting your behavior to make other people feel more at ease with you. Adaptability means adjusting your openness, directness, pace, and priority in the direction of another's preference, while maintaining your own identity.

Adaptability is important to all successful relationships. People often adopt a different style in their professional lives than they do in their social and personal lives. We tend to be more adaptable at work and less adaptable at home and with people we know better. Not adapting would cause others to view us as rigid and uncompromising, because we insist on behaving according to our own natural pace and priority.

Effectively adaptable people – those who lead and love like Jesus - meet other people's needs as well as their own. Through practice, they are able to achieve a balance: strategically managing their adaptability by recognizing when a modest compromise is appropriate, or, when the nature of the situation calls for them to totally adapt. Adaptable people know how to negotiate relationships in a way that allows everyone to win. They are tactful, reasonable, understanding, and non-judgmental.

Communication Plan with the **DOMINANCE** Style

CHARACTERISTICS:	SO YOU...
Concerned with being #1	Show them how to win, new opportunities
Think logically	Display reasoning
Want facts and highlights	Provide concise data
Strive for results	Agree on goal and boundaries, the support or get out of their way
Like personal choices	Allow them to “do their thing,” within limits
Like changes	Vary routine
Prefer to delegate	Look for opportunities to modify their workload focus
Want others to notice accomplishments	Compliment them on what they’ve done
Need to be in charge	Let them take the lead, when appropriate, but give them parameters
Tendency towards conflict	If necessary, argue with conviction on points of disagreement, backed up with facts; don’t argue on a “personality” basis

Communication Plan with the **INFLUENCING** Style

CHARACTERISTICS	SO YOU...
Concerned with approval and appearances	Show them what you admire and like them
Seek enthusiastic people and situations	Have optimistically and provide upbeat setting
Think emotionally	Support their feelings when possible
Want to know the general expectations	Avoid involved details, focus on the “big picture”
Need involvement and people contact	Interact and participate with them
Like changes and innovations	Vary the routine; avoid requiring long-term repetition by them
Want others to notice their work	Compliment them personally and often
Often need help getting organized	Do it together
Look for action and stimulation	Keep up a fast, lively, pace
Surround themselves with optimism	Support their ideas and don’t poke holes in their dreams; show them your positive side
Want feedback that they “look good”	Mention their accomplishments, progress and your other genuine appreciation

Application: List the name of someone with whom you’d like to better communicate, either personally or professionally: _____

Based on their behavioral style, list several strategies from the “So You ...” section above that would create better communication:

Communication Plan with the **STEADINESS** Style

CHARACTERISTICS	SO YOU...
Concerned with stability	Show how your idea minimizes risk
Think logically	Show reasoning
Want documentation and facts	Provide data and proof
Like personal involvement	Demonstrate your interest in them
Need to know step-by-step sequence	Provide outline and/or one-two-three instructions as you personally “walk them through”
Want others to notice their patient perseverance	Compliment them for their steady follow-through
Avoid risks and changes	Give them personal assurances
Dislike conflict	Act non-aggressively, focus on common interest or needed support
Accommodate others	Allow them to provide services or support for others
Look for calmness and peace	Provide a relaxing, friendly atmosphere
Enjoy teamwork	Provide them with a cooperative group
Want sincere feedback that they’re appreciated	Acknowledge their ongoing manner and helpful efforts, when appropriate

Communication Plan with the **CONSCIENTIOUS** Style

CHARACTERISTICS	SO YOU...
Concerned with aggressive approaches	Approach them in an indirect, nonthreatening way
Think logically	Show your reasoning
Seek data	Give data to them in writing
Need to know the process	Provide explanations and rationale
Utilize caution	Allow them to think, inquire and check before making decisions
Prefer to do things themselves	When delegating, let them check procedures, and other progress and performance before they make decisions
Want others to notice their accuracy	Compliment them on their thoroughness and correctness when appropriate
Gravitate toward quality control	Let them assess and be involved in the process when possible
Avoid conflict	Tactfully ask for clarification and assistance you may need
Need to be right	Allow them time to find the best or “correct” answer, within available limits
Like to contemplate	Tell them “why” and “how”

Application: List the name of someone with whom you’d like to better communicate, either personally or professionally: _____

Based on their behavioral style, list several strategies from the “So You ...” section above that would create better communication:

Looking for your next steps?

CEO or teacher, pastor or parent, shopkeeper or student—if you desire to impact the lives of others by leading like Jesus, we invite you to join the LLJ movement and expand your leadership abilities. Lead Like Jesus offers leadership-building resources for teens and young adults as well as for seasoned executives, all with the goal of demonstrating God's love for people while helping them change the way they live, love and lead. Continue your journey with us by checking out these resources!

Contact your Lead Like Jesus DISC Practitioner for more information, or visit LeadLikeJesus.com

LEADERSHIP BLOGS

Lead Like Jesus' blog is full of practical and biblically based wisdom. It's applicable to both the corporate leader, those serving in nonprofits and faith-based organizations, as well as men and women who influence their families and communities.

LEADERSHIP PODCASTS

Lead Like Jesus' podcasts bring listeners incredible subject matter experts who provide a unique perspective on issues that affect everyday leaders. From success, setting right priorities, to leading millennials and overcoming fear and pride, our podcasts help leaders maximize their influence.

LEADERSHIP DEVOTIONALS

You can receive a new Lead Like Jesus devotional three times a week in your inbox. These brief, insightful and challenging reflections will help you lead more like Jesus. Sign up at LeadLikeJesus.com today! Also available in a weekly digest format.

LEADERSHIP ENCOUNTER WORKSHOP

Packed with action-oriented learning followed by weekly online E-Lessons, Encounter is a highly interactive, participant-driven leadership development workshop that exposes common leadership misconceptions and offers a practical model based on the greatest leader role model of all time, Jesus.

DISC STYLES COACHING-COUNSELING

Qualified therapists, counselors and coaches can help individuals unlock their God-given behavioral strengths to create healthy relationships in families, marriages and at work.

DISC STYLES WORKSHOPS

The DISC style information lends itself well to a variety of spiritual and secular workshops/seminars on topics such as: Coaching, Communications, Conflict Management, Leadership, Management and Team Building.

DISC STYLES CERTIFICATION

Become certified to use the DISC styles assessments and additional resources in your own coaching, consulting, counseling or training applications.