

YOUR DISC ASSESSMENT RESULTS





ABOUT THE DISC

WHY DISC MATTERS (AND WHY IT MATTERS HERE)

DISC isn't about putting you in a box. It's about giving us a shared language to understand how God uniquely designed each of us to think, communicate, lead, and respond under pressure.

Every team has differences. Healthy teams name them, honor them, and learn to work with them—instead of against them.

DISC helps us do exactly that.

When we understand our own wiring and the wiring of the people around us we communicate with greater clarity, reduce unnecessary conflict and misunderstanding, lead with empathy instead of assumption, build trust faster, and play to strengths instead of forcing sameness

In short, DISC helps us become more effective, more unified, and more human in how we work together.

We don't use DISC to say, "That's just how I am."
We use it to say, "Now I know, so I can grow."

At Sun City, you'll hear DISC referred to less by letters and more by colors. Why? Because colors are memorable, relational, and easy to talk about in real moments.

Colors help us move DISC from a one-time assessment to a daily language.



YOUR RESULTS

PRIMARY	SECONDARY

D	RED	Speak the language of power and control
I	YELLOW	Speak the language of people and fun
S	GREEN	Speak the language of calm and harmony
C	BLUE	Speak the language of order and perfection



PRIMARY TYPE DESCRIPTIONS

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

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

STEADY These people are steady and more reserved. They do not like change, and they thrive in secure, non-threatening environments. They are often friendly and understanding as well as good listeners and loyal workers who are happy doing the same job consistently. With an incredible ability to forgive, reliable and dependable 'S's tend to make the best friends. Their greatest fear, however, is loss of security, and their possible weaknesses naturally include not only resistance to change, but also difficulty adjusting to it. They can also be too sensitive to criticism and unable to establish priorities. To avoid being taken advantage of, 'S's need to be stronger and learn how to say 'no.' They also like to avoid the limelight, but when given an opportunity to genuinely help others, they will gladly rise to the occasion. They feel most valued when they have truly helped someone.

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



COMBINATIONS

DOMINANT / INFLUENTIAL These people are curious conclusers who place emphasis on the bottom line and work hard to reach their goals. They are more determined than they are inspirational, yet their high expectations and standards for themselves and those around them typically cause them to make quite an impact, motivating others to follow them. They have an array of interests and can become distracted by taking on too many projects. They often need to focus, prioritize, and simply slow down. Because 'D/I's thrive on activity and forward motion, they like to accomplish tasks through a large number of people. **Examples:** Joshua (Joshua 1), Noah (Genesis 6-9), Sarah (Genesis 16, 1 Peter 3:6)

DOMINANT / STEADY These are achievers with an ability to persevere. They are more active than passive, but they possess a kind of calm sensitivity and steadiness that makes them good leaders. They seem to be people-oriented but can easily be dominant and decisive when it comes to tasks and project planning. They strive to accomplish goals with great determination that comes from strong internal drive, but they could benefit from contemplative and conservative thinking, as well as spending more time focusing on relationships. **Examples:** Daniel (Daniel 1-6), Job (Job 1:5, James 5:11), Martha (Luke 10:38-42)

DOMINANT / COMPLIANT These people are challengers that can either be determined students or defiant critics. Being in charge is important to them, yet they care little about what others think as long as they get the job done. They have a great deal of foresight and examine every avenue to find the best solution. They prefer to work alone. Though they fear failure and the lack of influence, they are motivated by challenges and can often be excellent administrators. They can benefit from learning to relax and paying more attention to people. **Examples:** Malachi (Malachi 4), Nathan (2 Samuel 12:1-13), Nahum (Nahum 1-3)

INFLUENTIAL / DOMINANT These people are persuaders who are outgoing and energetic. They enjoy large groups and use their power of influence to attain respect and convince people to follow their lead. Sometimes they can be viewed as fidgety and nervous, but it comes from their need to be a part of challenges that have variety, freedom, and mobility. 'I/D's could benefit from learning to look before they leap and spending more time being studious and still. They make inspiring leaders and know how to get results from and through people. **Examples:** John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

INFLUENTIAL / STEADY These are influential counselors who love people, and it's no surprise that people love them. They live to please and serve, and they tend to be good listeners. Looking good and encouraging others is important to them, as is following through and being obedient. They often lack in the area of organization and can be more concerned with the people involved than they are with the task at hand. However, they can be center stage or behind the scenes with equal effectiveness, and they shine when it comes to influencing and helping others. **Examples:** Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-3), Nicodemus (John 3, 7, 19)



COMBINATIONS

INFLUENTIAL / COMPLIANT These people are inspiring yet cautious assessors who are excellent communicators through the combination of concerned awareness and appreciation of people. They excel in determining ways to improve production. They tend to be impatient and critical, and they can also be overly persuasive and too consumed by the desire to win. 'I/C's like to work inside the box, and they could benefit from trying new things and caring less about what others think. This personality type often possesses a gift for teaching; they are generally dependable when it comes to paying attention to details and getting the job done. **Examples:** Miriam (Exodus 15-21), Ezra (Ezra 7-8), Shunammite Woman (2 Kings 4:8-37)

STEADY / DOMINANT These are quiet leaders who can be counted on to get the job done. They perform better in small groups and do not enjoy speaking in front of crowds. Though they can be soft- and hard-hearted at the same time, they enjoy close relationships with people, being careful not to dominate them. Challenges motivate them, especially ones that allow them to take a systematic approach. 'S/D's tend to be determined, persevering through time and struggles. They benefit from encouragement and positive relationships. **Examples:** John the Baptist (Luke 3), Peter (Matthew 16 and 26, Acts 3), Rebekah (Genesis 24)

STEADY / INFLUENTIAL These are the inspirational counselors who exhibit warmth and sensitivity. Tolerant and forgiving, they have many friends because they accept and represent others well. Their social nature and desire to be likable and flexible make them inclined to be overly tolerant and non-confrontational. 'S/I's will benefit from being more task-oriented and paying more attention to detail. Kind and considerate, they include others and inspire people to follow them. Words of affirmation go a long way with this personality type, and with the right motivation, they can be excellent team players. **Examples:** Mary Magdalene (Luke 7:36-47), Barnabas (Acts 4, 9, 11-15), Elisha (1 Kings 19, 2 Kings 2-13)

STEADY / COMPLIANT These people are diplomatic and steady, as well as detail-oriented. Stable and contemplative, they like to weigh the evidence and discover the facts to come to a logical conclusion. More deliberate, they prefer to take their time, especially when the decision involves others. Possible weaknesses include being highly sensitive and unable to handle criticism, and they also need to be aware of the way they treat others. Operating best in precise and cause-worthy projects, the 'S/C' can be a peacemaker; this makes them a loyal team member and friend. **Examples:** Moses (Exodus 3, 4, 20, 32), John (John 19:26-27), Eliezer (Genesis 24)

COMPLIANT / DOMINANT These are cautious and determined designers who are consistently task-oriented and very aware of problems. Sometimes viewed as insensitive, they do care about individual people but have a difficult time showing it. They often feel they are the only ones who can do the job the way it needs to be done, but because of their administrative skills, they are able to bring plans for change and improvements to fruition. 'C/D's tend to be serious and could benefit from being more optimistic and enthusiastic. Despite their natural drive to achieve, they should concentrate on developing healthy relationships and simply loving people. **Examples:** Bezalel (Exodus 35:30-36, 8, 37:1-9), Jochebed (Exodus 1:22-2:4), Jethro (Exodus 2,18)



COMBINATIONS

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

Examples: Miriam (Exodus 15-21, Numbers 12:1-15), Ezra (Ezra 7, 8)

COMPLIANT / STEADY These people are systematic and stable. They tend to do one thing at a time—and do it right. Reserved and cautious, they would rather work behind the scenes to stay on track; however, they seldom take risks or try new things and naturally dislike sudden changes in their environments. Precisionists to the letter, they painstakingly require accuracy and fear criticism, which they equate to failure. Diligent workers, their motivation comes from serving others.

Examples: Esther (Esther 4), Zechariah (Luke 1), Joseph (Matthew 1:1-23)



DEVELOPING YOUR PERSONALITY

Each personality has strengths, and it is important to understand how to balance your natural abilities with the natural abilities of other people. The following information will give you specific areas to focus on as you work with others.

“D” personalities are dominant, direct, task-oriented, decisive, organized, outgoing, and outspoken.

- Listen attentively to others.
- Support other team members.
- Invest in personal relationships.
- Balance controlling and domineering tendencies.
- Value the opinions, feelings, and desires of others.

“I” personalities are influential, witty, easygoing, outgoing, and people-oriented.

- Be aware of tasks that need to be accomplished.
- Balance your emotions, words, and actions.
- Remember to consider details and facts.
- Slow down your pace for others when necessary.
- Listen attentively to others instead of only talking.
- Choose thoughtful decision-making over impulsive decision-making.

“S” personalities are steady, stable, analytical, introverted, and people-oriented.

- Take initiative.
- Practice flexibility.
- Approach confrontation constructively.
- Be direct in your interactions when necessary.
- Understand change can be healthy, and be willing to adapt.
- Consider the overall goals of your family or group, not just specific procedures.

“C” personalities are compliant, competent, task-oriented, goal-oriented, and introverted.

- Be decisive when necessary.
- Cultivate personal relationships.
- Be open to others’ ideas and methods.
- Balance your focus between facts and people.
- Focus on doing the right things, not just doing things right.
- Respond to helping others accomplish their goals.