



Relationships
Part I - Carl Brown

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*Relationships:
Understanding Different
Temperaments
The D.I.S.C. Study*

3

LEARNING OBJECTIVES

DISC Personality Types

- ✓ To identify personality types
- ✓ To understand personality types

4

Let's look at a Personality
Conflict in the Bible:



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Acts 15

36 And some days after Paul said unto Barnabas, Let us go again and visit our brethren in every city where we have preached the word of the Lord, and see how they do.

6

Acts 15

37 And Barnabas determined to take with them John, whose surname was Mark. 38 But Paul thought not good to take him with them, who departed from them from Pamphylia, and went not with them to the work.

7

Acts 15

39 And the contention was so sharp between them, that they departed asunder one from the other: and so Barnabas took Mark, and sailed unto Cyprus;

8

Acts 15

40 And Paul chose Silas, and departed, being recommended by the brethren unto the grace of God

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...and Paul, very close to this time, writes Galatians.
...and maybe bites his lip as he writes:

10

*Now the works of the flesh are obvious:
sexual immorality, impurity, depravity,
idolatry, sorcery, hostilities, strife,
jealousy, outbursts of anger, selfish
rivalries, dissensions, factions*

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**2 very different
temperaments had
CLASHED!
Let's talk about it!**

12

REASON /LOGIC

- You will work with differing personalities/temperaments throughout life - learn them now, know how to deal with them, and you will be miles ahead!

13

REASON /LOGIC

- Think of how much easier it will be to choose a career when you understand your temperament and which jobs will fit you better!
- And what about learning to get along with people of different temperaments?

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Disclaimer

When we use the term "personality" in this presentation, we are **not** talking about the total spectrum of personality, but rather, temperament and visible behavior.

And we are certainly NOT discussing intelligence, abilities, and values/beliefs.

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Disclaimer

Your total personality is MUCH MORE than DISC

DISC helps us understand **THE WAY WE ACT AND COMMUNICATE**

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A little history on personality studies

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Empodocles 444BC believed human personality was impacted by 4 external components:



Fire			Earth
Air			Water



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- Hippocrates 400 BC believed there were 4 styles, but that they were internal fluids — he stressed the importance of balance among the 4 fluids.



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Carl Gustav Jung 1921 believed the 4 types were more cerebral



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William Marsten 1926 *Published Emotions of Normal People* and introduced DISC



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Things to Remember

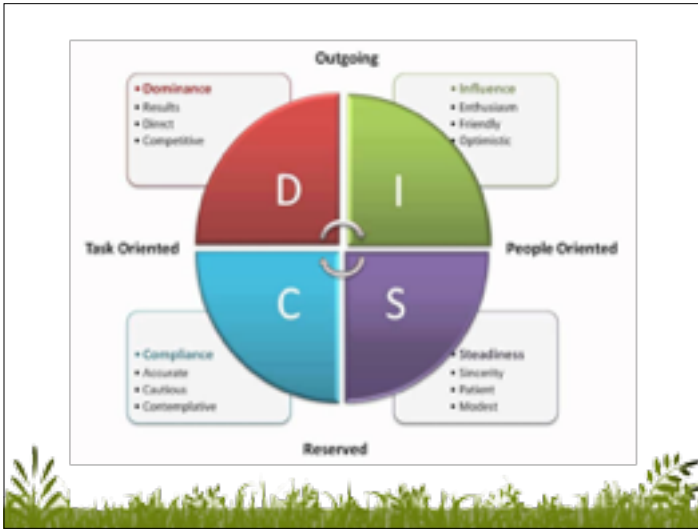
- There are no "Right" or "Wrong" temperaments
- There is no "Best" temperament
- This is not a scientific study, but general observations
- Information learned here should be used to understand and edify, not judge or criticize.
- Everyone at some time will display each personality/temperament style.
- A temperament weakness is only a strength carried to an excess.



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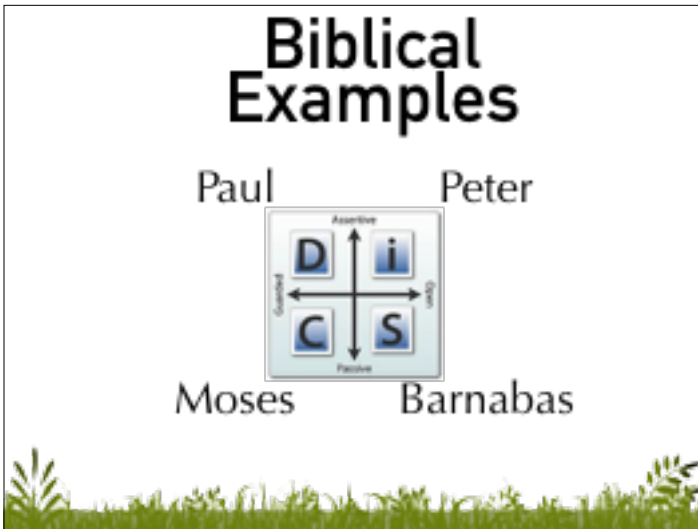
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Guide to Effectively Reading People

Observation/ DISC Style	D	I	S	C
Likes to do things	The FAST one	The FUN one	The TRADITIONAL one	The PROBLEM one
Personal Style	Large desk, awards, useful memorabilia	Playful, friendly, with fun artifacts	Neatly ordered, personal memorabilia	Neatly ordered, personal, organized
Body Language	Big gestures, lots of hand/arm activity	Expressive, change posture, arm/leg activity	Stable posture, listening	Controlled posture, listening
Speech Patterns	Direct, lots of "what", "when", "how", "why" questions	Subjective, casual, personal, "story" oriented	Conventional, well-learned, precise, perfect listening	Clarifying, methodical, logical, focused, questioning
Processes by asking	What?	What?	How?	Why?
Personal Strength	Flow	Fun	Priority	Detail

www.dissociation.com | www.personality Insights.com | www.dishd.com | 800-699-5472

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27



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D

- THE "D"
- Assertive, guarded
- Doer, direct, decisive, director, demanding

29

D

D -


- Fast-paced, likes to stay busy
- Is NOT a team player by nature
- Stubborn, high expectations
- Tells rather than asks
- Forceful, bottom line
- Doesn't appreciate wasting time
- THEY WANT ANSWERS TO THEIR "WHAT" QUESTIONS

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- THE "I"
- Assertive, open
- Inspiring, intuitive, impulsive, interactive, inclusive

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I-Influential person that is fast-paced with a lot of energy, and usually very busy.


Networks, likes people, likes to talk
Idea promoter
NOT antagonistic, doesn't embarrass
People rather than tasks
Expression, praise, sees the best, imaginative
"WHO" QUESTIONS IMPORTANT

32



- THE "S"
- Open, passive
- Sweet, silent, sensitive, sympathetic, supportive


33



S-Steady people desire to keep their environment from changing.
Consistent, accommodating, flexible, moderate, controlled, modest, helpers, intellectual, small groups, predictable patterns, ask rather than tell, need appreciation.


They want answers to their "HOW" and "WHEN" questions.

34



- THE "C"
- Guarded, passive
- Careful, caustic, cautious, critical, conservative

35



C-Cautious — a critical thinker
Bases actions on facts, rules. Slow paced, effective, intuition plus facts, doesn't show feelings, private, upset by aggressive people, perfection is important, critical of himself and others, think in outline form.
"Why" or "How" Questions...

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Resources



- The DISC Personality System - Enhance Communications & Relationships - Sanford Kulkin
- Free DISC assessment: <http://discpersonalitytesting.com/free-disc-test/>



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Review



- Explain the "D" personality and give an example
- Explain the "I" personality and give an example
- Explain the "S" personality and give an example
- Explain the "C" personality and give an example

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HOME WORK

- Take an online DISC personality test <http://discpersonalitytesting.com/free-disc-test/>

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Thanks for joining our



DISCIPLE Class today!



D.I.S.C.I.P.L.E.

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NEXT SESSION

Lesson 23,
Relationships, Part 2
Pastor Carl Brown
Wed 2.24.16 @ 6:00pm

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