Please complete the first two pages before the Webinar
(Both Husband and Wife - takes about 10 minutes each)

Enter a score of 4,3,2,1 across each line for the personality descriptions given. Place a 4 for your first choice, 3 for your second, 2 for third and 1 for fourth. The choices should be the best description of you, not what you desire or hope to be. The first line is an example of how to score.

<table>
<thead>
<tr>
<th>D</th>
<th>I</th>
<th>S</th>
<th>C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ex.</td>
<td>-&gt; Delights in control 3</td>
<td>Gregarious 4</td>
<td>Compassionate 2</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>D</th>
<th>I</th>
<th>S</th>
<th>C</th>
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</thead>
<tbody>
<tr>
<td>1. Decision-maker</td>
<td>Unstructured</td>
<td>Nurturing</td>
<td>Detail-oriented</td>
</tr>
<tr>
<td>2. Productive</td>
<td>Fun-loving</td>
<td>Avoids confrontation</td>
<td>Thorough</td>
</tr>
<tr>
<td>3. Determined</td>
<td>Inspirational</td>
<td>Peacemaker</td>
<td>Analytical</td>
</tr>
<tr>
<td>4. Daring</td>
<td>Likes variety</td>
<td>Kind/Understanding</td>
<td>Meticulous</td>
</tr>
<tr>
<td>5. Unwavering</td>
<td>Visionary</td>
<td>Calm, even keel</td>
<td>Steady</td>
</tr>
<tr>
<td>6. Problem solver</td>
<td>Enjoys esteem</td>
<td>Gives in to others</td>
<td>Factual</td>
</tr>
<tr>
<td>7. Takes charge</td>
<td>Takes risks</td>
<td>Devoted</td>
<td>Precise</td>
</tr>
<tr>
<td>8. Competitive</td>
<td>Promoter</td>
<td>Dislikes modifications</td>
<td>Realistic</td>
</tr>
<tr>
<td>9. Likes having</td>
<td>Passionate</td>
<td>Sensitive Feelings</td>
<td>Likes directions</td>
</tr>
<tr>
<td>authority</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>10. Innovative</td>
<td>Enjoys conversations</td>
<td>Enjoys routine</td>
<td>Predictable</td>
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</table>

<table>
<thead>
<tr>
<th>Total D</th>
<th>Total I</th>
<th>Total S</th>
<th>Total C</th>
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<tbody>
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**TOTAL:**

After completing this test, total each of the four vertical columns. To make sure you added correctly, add the four totals together. The sum should be 100. If it is not, you have mis-calculated one or more of the four columns.
Now, for each of your four scores (D,I,S,C) plot them on the graph below. The column with the highest score will be your dominant personality type and the column with the next highest score will be your sub-dominant personality type. The closer you are in score for all the four types, the closer to an even temperament person you should be. Often, however, there is a significant difference in the four scores with your dominant and sub-dominant personality traits standing out from the other two. When this is the case then partnering, or teaming up, with someone who is strong in those two weakest traits is very desirable.

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<tbody>
<tr>
<td>D</td>
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<td>S</td>
<td>C</td>
</tr>
<tr>
<td>40</td>
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</table>
Working with Different Personalities
Relating to Couples Using DISC

PURPOSE

FOLLOWER

C

S

D

I

LEADER

PEOPLE
C Competent
Cautious
Calculation
Complex
Critical

Hungers for:
_____________ & ____________

Reaction Phrase:
__________________________
__________________________

S Steady
Supportive
Servants
Stable
Sucker

Hungers for:
_____________ & ____________

Reaction Phrase:
__________________________
__________________________

D Dominator
Direct
Decisive
Doer
Driver

Hungers for:
_____________ & ____________

Reaction Phrase:
__________________________
__________________________

I Influencer
Inspired
Involved
Interested
Impulsive

Hungers for:
_____________ & ____________

Reaction Phrase:
__________________________
__________________________
1. Outwardly Recognized As:
   1) ________________ – (Goal-Oriented)
   2) Direct (Get to the point)
   3) Not ________________
   4) Not easily intimidated
   5) Don’t ______ if you like it or not

2. Things Others Don't Realize About The High "D":
   1) ________________ (“There’s nothing I can’t do”)
   2) What I want most is ________________

3. The Results
   1) Generational Curses
      (1) ________________
      (2) Not caring about people’s feelings
   2) Other Results
      (1) Loves ________________ and ________________
      (2) Can be tenacious if they are focused on a goal
      (3) Don't ________________ or explain themselves
      (4) Like to be in charge
      (5) Only way to disagree with a “D”: ______ on a ______ then choose a method to reach it

4. The Battle – true long-term productivity including people and ________________

5. Career – ________________ and authority
1. Outwardly recognized by
   1) __________________
   2) Standing out in a crowd

2. Things Others Don't Realize About The “I”
   1) How desperately they have to have a ______________ response
   2) How __________ they are

3. The Results
   1) Generational Curses
      (1) ______________ too easily
      (2) ______________ of anger, then forgetting their anger
      (3) Quickly ____________ to conclusions
   2) Other Results
      (1) Get ___________ at your ideas or theirs
      (2) Reach out to strangers
      (3) ______________ to help
      (4) Find humor in a catastrophe
      (5) Are ______________
      (6) Find a creative compromise
      (7) ____________ how you are feeling

4. The Battle for the “I” – To __________ what they start

5. Career – __________, leadership
THE OX - HIGH "S"

1. Outwardly Recognized as
   1) ______-_______ (easy-going)
   2) Pleasant
   3) ____________

2. Things Others Don't Realize About The "S"
   1) Strength to be _________________
   2) Hate _______________
   3) Not as ________________ as "C"
   4) Not as __________ & _______ __________ as the “D” & “I”
   5) Not as ______________ as an “I”
   6) Not as overly _________________ as “C” or “I”

3. Results - Generational Curses
   1) Following others into __________/addictions
   2) ______________
   3) Stubborn

4. The Battle for the “S” is for ___________ and _______________
   (for a male s” it is important for his marriage & self-esteem to get a solid __________)

5. How to Relate To An “S”

   Don’t                                      Do
   1) Expect them to take _________________    1) Give them a structure
   2) Expect them to be creative              2) Give them _____________
   3) Expect them to _______ ___________      3) Give them appreciation
   4) Expect them to be ambitious             4) _______ them – don’t push

6. Career – Preferably ____ ________________
1. Outwardly Recognized By – ______________ and inflexibility

2. Things Others Don't Realize About The “C” - the ______________ ______________. They constantly feel that ...
   1) I’ve Got to Try ______________
   2) It's my responsibility to make sure everything is just right

3. Results – Generational Curses:
   1) ______________ - A tendency to be obsessive about everything being “right.”
   2) Easily frustrated
   3) Taking everything ______________

4. The Battle
   1) For the "C" is for __________

   *Isa. 40:31 (KJV) They that wait upon the Lord shall renew their strength they shall mount up with wings as EAGLES they will run and not grow weary, they will walk and not faint.

   *Psalm 103:5 Who satisfies your desires with good things, so that your youth is renewed like the EAGLES.

   2) To believe & be assured that God accepts and is ______________ with you.
   Psa. 147:11

   3) To cast their __________ upon the Lord. (1 Peter 5:7)

5. How to Relate to a "C"

<table>
<thead>
<tr>
<th>Don't</th>
<th>Give Them</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) __________ them</td>
<td>1) Individual assignments</td>
</tr>
<tr>
<td>2) Rush them</td>
<td>2) Specific ______________ (set by them)</td>
</tr>
<tr>
<td>3) Make sudden ____________</td>
<td>3) Warning before changes</td>
</tr>
<tr>
<td>4) Be ____________ around them</td>
<td>4) Reasons why changes will improve ____________</td>
</tr>
</tbody>
</table>

6. Career - ______________

- Combinations
  - C with S    Doubly analyzers    Doubly__________
  - C with D    Doubly productive  Doubly__________
  - C with I    Doubly Deep Feelings Doubly__________
➢ Conclusion

Knowing these things about yourself and your mate, how will you ____________ to relate to them ______________?

➢ Couple Sharing

1. Each of you take the 5 Minute DISC test and chart your results. (if not done previously)
2. Copy your mate’s graph onto your sheet in a different color.
3. Ask each other “What can I do to show you that I respect/understand your unique personality?”

➢ Questions and Comments Please email your questions/comments to GTOCentral@marriages.net

➢ Monthly Email Newsletter Signup and Donation Button located at www.marriages.net