

**D's**




Competitive	Efficient
Confident	Opinionated
Decisive	Persistent
Determined	Results-oriented
Direct	Risk-taker
Doer	Self-starter
Driver	Strong-willed

**D's**



<b>Orientation:</b> Goal/ Purpose	<b>Under Pressure:</b> Aggressive
<b>Pacing:</b> Fast	<b>Would benefit by:</b> Listening
<b>Motivation:</b> Challenge	<b>Response to Change:</b> Change Agent
<b>Environment:</b> Challenge & Opportunity Freedom from Control Innovative & Visionary	

**D's**



<b>Major Strengths</b>	<b>Major Weaknesses</b>
<ul style="list-style-type: none"> <li>Producer</li> <li>Decisive</li> <li>Persistent</li> </ul>	<ul style="list-style-type: none"> <li>Too Busy, Insensitive</li> <li>Impatient, Demanding</li> <li>Inflexible, Stubborn</li> </ul>

**I's**



Encouraging	Loud
Enthusiastic	Motivating
Expressive	Optimistic
Friendly	Outgoing
Fun-loving	Popular
Influencer	Persuasive
Inspiring	Talkative

**Orientation:**  
People/  
Relationships

**Pacing:**  
Fast

**Motivation:**  
Recognition

**Environment:**  
Friendly & Fun-loving  
Freedom from Control  
Opportunities to Inspire






**Under Pressure:**  
Attacks

**Would benefit by:**  
Finishing

**Response to Change:**  
Change Agent

**Major Strengths**

Optimistic  
Personable  
Enthusiastic

**Major Weaknesses**

Exaggerates  
Manipulative  
Impulsive, Obnoxious

Compassionate

Dependable



Easygoing

Friendly

Kindhearted

Likable

Loyal

Understanding

Submissive

Steady

Sincere

Relational

Quiet

Patient

**Orientation:**  
People/  
Relationships

**Pacing:**  
Slow

**Motivation:**  
Relationships/  
Security

**Environment:**  
Consistent & Stable  
Long-term Relations  
Little Conflict




**Under Pressure:**  
Gives In

**Would benefit by:**  
Initiating

**Response to Change:**  
Slow

**S's**

**Major Strengths**

- Agreeable
- Loyal
- Supportive




**Major Weaknesses**

- Nonconfrontive
- Misses Opportunities
- Conforming

**C's**

**Major Strengths**

- Accurate
- Analytical
- Compliant
- Conscientious
- Detailed
- Disciplined
- Factual



**Major Weaknesses**

- Logical
- Reserved
- Responsible
- Serious
- Scheduled
- Skeptical
- Thorough

**C's**

**Orientation:**  
Goal/  
Purpose

**Pacing:**  
Slow

**Motivation:**  
Accuracy/  
Quality

**Environment:**  
Planned & Predictable  
Private & Low Risk  
Policies & Procedures



**Under Pressure:**  
Withdraws

**Would benefit by:**  
Communi-  
cating

**Response to Change:**  
Resistant

**C's**

**Major Strengths**

- Accurate
- Thorough
- Sincere



**Major Weaknesses**

- Fussy
- Perfectionistic
- Stuffy

	D	I	S	C
Evangelism				
Leadership				
Administration				
Pastor				
Giving				
Helps				

	Excellent		Good		Fair		Poor	
	1	2	3	4	5	6	7	8
D-D			S		W			
D-I			S			W		
D-S	W					S		
D-C						W		S
I-I	S						W	
I-S	W				S			
I-C			W				S	
S-S	S		W					
S-C	S	W						
C-C	S		W					

S = social interaction    W = work tasks

**EXTRAVERSION/INTROVERSION**

Where do you prefer to focus your attention that energizes you?

<b>E</b>	<b>I</b>
FOCUS	
Outer world: People and things. Explore the world to understand it.	Inner world: Ideas and concepts. Understand the world to explore it.

**EXTRAVERSION/INTROVERSION**

<b>E</b>	<b>I</b>
ORIENTATION	
After-thinkers: Act first and then think.	Fore-thinkers: Think first and then act.
MINISTRY ENVIRONMENT	
To be with others. Seeks verbal interaction. Communicate: Talkers. Communicate:	To be alone. Seeks quiet.  Writers. Prefers depth.
Prefers breadth.	

**SENSING/INTUITION**

How do you acquire information?

**S** **N**

**FOCUS**

Five senses.	Sixth sense.
What is there.	What could be there.
The facts.	The possibilities.

**ORIENTATION**

Life as it is.	Life as it could be.
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**SENSING/INTUITION**

How do you acquire information?

**S** **N**

**MINISTRY ENVIRONMENT**

The details.	The big picture.
Use current skills.	Develop new skills.

**THINKING/FEELING**

How do you make decisions?

**T** **F**

**FOCUS**

Based on thinking.	Based on feeling (values).
Use logic (head).	Use values/needs (heart)

Decides objectively based on analysis.	Decides subjectively based on person-centered values
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**THINKING/FEELING**

**T** **F**

**ORIENTATION**

Objective: facts-oriented.	Subjective: people-oriented.
Seeks objective truth.	Seeks harmony.
Justice-based.	Grace-based.

**MINISTRY ENVIRONMENT**

Deal with facts.	Deal with people.
Impersonal data.	Personal values.
Analyze.	Sympathize.

**JUDGMENT/PERCEPTION**

How do you relate to the outer world?

**J**

**P**

**FOCUS**

Planned, organized world.

Flexible, spontaneous world.

Regulate, control world.

Understand, respond to world.

Make decisions and Reach closure.

Keep options open and gather information.

**ORIENTATION**

Planful.

Adaptable.

**JUDGMENT/PERCEPTION**

How do you relate to the outer world?

**J**

**P**

**MINISTRY ENVIRONMENT**

Complete tasks.

Explore tasks.

Quick decision-makers.

Slow decision-makers.

Prefer deadlines.

Make discoveries.