

# **DISC**

## ***Personality***

## ***Gifts***



## Style of writing!

I love bullet points!

Don't talk me to death.

Give me your bottom line first and then make your explanation brief.  
That is why:

- My table of contents gives the main subjects!
- The Intro. briefly answers each question in the booklet.
- The chapters are brief studies, filling in each point.

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**Constantly Analyzing, Complicated** Gift
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1. How **DISC Changes your Life!**

It is Biblical, Simple, Easy to Remember, Practical & it Works!

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2. The High **D** / **Lion** / **Direct** Gift

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6. **Questions and Answers – Key Conclusions!**

What is next?

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## How **DISC** Changes your **Life**!

I first began to study the DISC Personality Gifts in the 1980s. I eventually became certified in this study through multiple different organizations as well as my own 4 plus decades of constant study on this subject. I use it daily in counseling.

There are many different personality gifts studies, but the difference with DISC is that it is **Biblical, Simple, Easy to Remember, & Practical**.

Other personality gifts studies can be effective, but they are so complex that people do NOT remember or apply them, even a few months later.

People understand the DISC gifts almost immediately and they are **Still Applying** them with **Great Effect** almost **Every Day, Decades** later. Simply put DISC works!

### How **DISC** - Doubles your **People Skills** & your **Income**!

If one person speaks Chinese, another speaks Swahili, another speaks Russian and another speaks Italian, those four people cannot have close relationship unless they learn the other languages.

DISC clarifies the deepest passions of each person. These passions are the **Language** that **Moves** their Soul.

People skills are the major factor in both job promotion & successful families. When you understand each person's DISC gifts, you can guide all instruction and communication toward their passions. They will now engage and move with you with great commitment and enthusiasm.

### DISC in the **Bible**

In the Bible, in Ezekiel 1:5-14, Ezekiel 10:9-22 and Revelation 4:6-8 these gifts are represented by the Lion, Man, Ox/Angel and the Eagle.

Three things happen when you see DISC through the scriptures.

#### 1. These gifts are for **Eternity**!

In heaven we will STILL have these same Passions for Eternity. This gives the gifts greater value.

#### 2. These gifts are a different parts of the **Heart of God**!

It is so much easier to value the other DISC gifts when you realize that they are put on the earth to help ALL of us become more like Jesus.

#### 3. These gifts give great **Clarity and Depth**

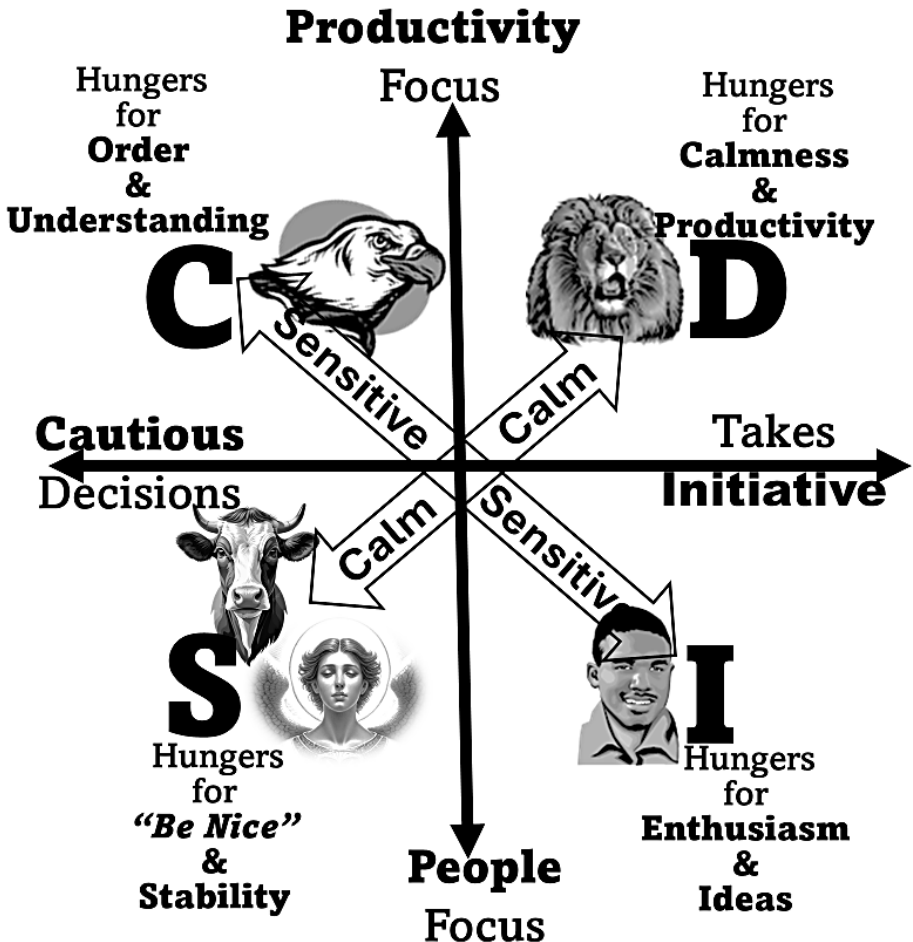
The scriptures and scientific facts on the Lion, Man, Ox/Angel and Eagle are a compass that gives great clarity on the nuances of the gifts.

## The Overview

This overview gives a framework that makes DISC easy to understand.

We will refer back to this chart many times as we go through each of the four gifts.

Please notice that the **Passions** are summarized in the word: "**Hungers**". We **Identify** our Passions by a **Constant**, **Powerful** **Hunger** in our soul.



## The High D / Lion / Direct Gift



Direct in their **Goals**. Direct in their **Conversation**. Those with this gift are **NOT** complicated. They always draw a straight line to where they want to go.

### 1. **Confident** in almost **All Areas!**

Each gift has areas of confidence but a High D is recognized by the fact that they feel confident **Overall** and that they can do **Anything** and be **Good** at it. You can see this confidence in them at an **Early Age**.

*Prov. 30:30 A **Lion Mighty** among beasts who **Retreats** before **Nothing**  
Hosea 13:8 like a **Lion** I will **Devour**                      Prov. 28:1 **Bold** as a **Lion***

### 2. **Quiet & Brief** in their **Speaking**

Both the D and the C gifts can be brief. However, the **C** gift tends to be brief from the base of caution or nervousness.

The **D** gift is brief because they did **Not** feel there was **Anything Important** to **Say**. Please note that Lions are very quiet animals. They only roar when they are attacking.

*Amos 3:4 "Does a **Lion Roar** in the forest when he has **No Prey**?"*

### 3. **They are Calm** when they have to **Initiate** a **Confrontation!**

This trait is **UNIQUE** to the High D. The **other 3 gifts**, (I, S & C) all **HATE** conflicts and either tend to **Avoid** them or **Overreact** or both.

The more **Intense** the conflict the **Calmer & Clearer** is the High D.

A person can gauge **How Much D** gift they have by **How Much** of their soul is **Calm, Clear** and **Confident** in an **Extreme Conflict**.

### 4. **They are the Most Successful** Business Owners

Because they are so calm and production oriented, High D personalities tend to have great discernment and wisdom in their business goals. When chasing a business goal, they are **Very Determined** to reach their business **Goals**.

*Nu. 23:24 like a **Lion** that does **Not Rest** till it devours its prey*

Because they are so calm and clear headed in conflict, they build **Solid Long-term Teams** who enjoy the success of the business.

5. **They can Forget to Smile & are NOT Eager to Please.**

Smiles and warmth are a core foundation stone of every healthy relationship. Yet high D personalities can tend to “**Not Bother**” to smile.

They don’t see people as important or essential. It is not that they are grumpy. They simply don’t care to extend themselves for others.

*Ps. 17:12 Like a **Fierce Lion***

*Jer. 2:15 **Lions** have roared; they have **Growled** at him.*

This needs clarification.

There is often a **HUGE** difference between a High D who is **Under 40** years old vs. a High D who is **Well Past 40** years old.

For most of their young lives, High D personalities are driven to be **Productive in PROJECTS**. They see people as a “*Means to an End*”. They see **No Reason** to put effort into building relationships with warmth and smiles if that relationship does not help their Projects.

However, many times in mid-life, high D’s realize that People **ARE** the Goal. The high D person can **Change Dramatically** in mid-life.

Their motivation to be productive remains the same, but they have discovered that **People** are the **Highest Most Productive Life Goal**.

6. **They do Not Have** to give their **Opinion** but if **Asked** are **Very Blunt**.

Actual lions often sleep 20+ hours a day. They are very relaxed animals. They are only intense when hunting.

In the same way, a High D personality does not feel any need to get involved in other people’s arguments or problems.

They do **Not** see any **Productive Results** in getting **Involved** in other people’s arguments or problems.

However, if **ASKED** they **Don’t Waste Words**. They usually see very clearly and will let you know where you are wrong.

They are usually very calm and don’t mind if you don’t take their advice.





## The D/I or I/D Gift Combination

### 1. **Both Take Initiative!**

Both the **D** and the **I** gift have a **Strong Desire** to **Initiate** a **New Direction** in their **Leadership** assignments.

The high **D** has a **MUCH HIGHER Success** rate because the High **D** usually has much better discernment. The High **D**'s goal is "**Success**", while the High **I**'s goal is often "**Excitement**"!

The High **I** tends to **Fantasize** and to **Assume** that everything will be **Positive** and **Wonderful**. They don't plan for negatives, so they often fail in their initiatives.

However, when you put the **D** & **I** gifts together, they tend to be **Doubly Successful** in their initiatives because they combine the **Wisdom** of the **D** with the **Charm** of the **I**.

### 2. **Respect vs. Being Liked!**

The High **D** gift is usually the **Most Respected** person in the room; however, they are rarely the most **Liked** person in the room.

The High **I** gift can tend to be the **Least Respected** person in the room. Besides being poor at planning for negatives, the High **I** is, **BY FAR**, the **Weakest** at **Perseverance** so they can dream high and quit quickly.

On the other hand, the High **I** gift tends to be the most **Well-Liked** person in the room. They are so warm, radiant and fun that they **Explode** into a room with great **Enthusiasm**.

When you put the **D** & **I** together they are a **POWERHOUSE of Influence**. They tend to be the most **Respected AND** the most **Liked** person.

This combination usually produces the **Strongest** and **Best** Leaders.



The **D/S** or **S/D** Gift Combination

Both the Ox and the Lion are Very **Calm** gifts. They are very **Similar**. It can be hard to tell how much **D** and how much **S** this person has. The **Best Indicator** of how much D or S you have depends upon 1 question.

When you are **Verbally Attacked** or **Criticized**:

- do you get **Rattled, Confused**, want to **Run Away** or try to **Appease**? (High **S** response)
- do you get **Calm** and **Clear Headed** become **Laser Focused** and immediately **Take Charge** and **Strategize** the best solution? (High **D** response)

Whatever your **Percentage** of each response is usually your percentage of that gift.



The **D/C** or **C/D** Gift Combination

Both the Lion and the Eagle are very **Production Focused** gifts and both are very **Blunt**!

The **D/C** or **C/D** Gift Combination can feel like a **Split Personality** in the following areas.

The <b>C</b> gift is ( <i>By Far</i> ) the most <b>Negative</b> .	The <b>D</b> gift is generally <b>Positive</b> .
The <b>C</b> gift is ( <i>By Far</i> ) the most <b>Insecure</b> .	The <b>D</b> gift is the most <b>Confident</b> .
The <b>C</b> gift is ( <i>By Far</i> ) the most <b>Overly Analytical</b> gift.	The <b>D</b> gift does <b>Not</b> feel the <b>Need to Over-Analyze</b> .
The <b>C</b> gift is ( <i>By Far</i> ) the Best at seeing <b>Details</b> .	The <b>D</b> gift is <b>Good at Details</b> but they are the <b>Best</b> at seeing the <b>Big Picture</b> .

The strength of this gift combination is that they **Get Things Done** more than any other gift combination. The **C** and **D** are **Doubly Great** at **Finishing** projects. The result is that this gift combination is doubly talented to be productive.

## The High I / People / Inspired Gift



**Inspired, Enthusiastic, Excited! The Best Smiles! High Energy!**  
This gift lights up the room and **Loves** people with **Energy**.

### 1. **God Loves Enthusiasm**

As already mentioned, the High I gift has great **Weaknesses**.

They tend to miss negatives when planning or dreaming. They tend to quit projects quickly. They are often the least respected of all the gifts.

One of the **Reasons** that the High I gift has so **Many Painful Limps** is because they may have the **MOST IMPORTANT** gift.

God is using this gift to teach all the other gifts that being **EXCITED** about **People** is God's **HIGHEST** Value. These precious High I people are **Born Cheerful!** They have radiant smiles and their goal is to bring **Energy** and **Joy** to each person whom they **Bless!**

When the **Other 3 Gifts Submit** to the **Enthusiasm** of **Jesus** as shown through the High I gift, then the entire Body of Christ becomes **More Attractive** to non-Christians.

### 2. **Read the Room! Perceptive about People's Emotions!**

The High I gift is (*By Far*) the **Most Perceptive** and the **Most Caring**. When they enter a room, their goal is to **Bring Joy** to every person in that room. They are very **Sensitive** and **Perceptive** to people's emotions. They **Care Deeply!** They **Try Very Hard** to **Encourage** people, to help others to **Smile** and have a **Great Day!**

### 3. **When in the Flesh, this Gift can be Suffocatingly Selfish.**

Every gift is beautiful when led by the Holy Spirit and damaging when controlled by the flesh nature of an unredeemed Heart.

When in the **Flesh**, the High I can be worse than just a fantasizing failure. They can be extremely **Long Winded, Demanding Attention, Hot Tempered** and **Emotionally Unstable**.

The positives and negatives of this gift are much **Wider Apart** than any other gift.

## The **D/I** or **I/D** Gift Combination

Already covered on page 6



## The **I/S** of **S/I** Gift Combination

This is a **Double People** Gift. The **S** gift Greatly **Stabilizes** the weaknesses of the **I** gift.

This gift mix is easy to recognize because they have a Unique Combination to their soul!

This person has a very **RARE** combination of both:

- a **Gentle Warm Kindness**
- and **High Energy Enthusiasm**.

They do **Not** have the negatives of **Temper** and they don't **Quit Easily**. They may **Not** be the most **Productive** person but they are almost always the **Most LIKED** person.

## The **I/C** or **C/I** Gift Combination

These two gifts are also **Double Sensitive** which causes them to be **Double Fragile Emotionally**.



- The High **I** wants to **Please** everyone
- and the High **C** **Hates** to do **Wrong!**

These two gifts also have **Large Differences** that can **War** against each other.

The <b>I</b> gift always wants to find the <b>Positives</b> .	The <b>C</b> gift wants to find the <b>Negatives</b> .
The <b>I</b> gift wants to <b>Charge Forward</b> .	The <b>C</b> gift wants to <b>Move Slow</b> and <b>Research</b> .
The <b>I</b> gift wants to <b>Quit Quickly</b> .	The <b>C</b> gift <b>Never</b> wants to <b>Quit</b> .
The <b>I</b> gift craves <b>Enthusiasm</b> .	The <b>C</b> gift craves <b>Significance</b> .

The **Blessing** of the **I/C** or **C/I** gift combination is that they are **Doubly Creative**. If they can find **Emotional stability**, they are often **Fascinating** in their **Initiatives**.

As someone who has both of these gifts, I have learned to **Research Super Aggressively** and to **Make Decisions Very Slowly**.



## The High S / Ox Angel / Steady Gift



The **Nicest** people you know! **Patient, Calm & Steady** but they do **NOT** feel **Responsible** for others. **Not Loud** in a crowd.

### 1. **Be Nice!**

Those two words summarize everything in life for this gift. In Ez. 1 & Rev. 4, this gift is represented by an Ox. An Ox is as strong as a Lion but an Ox is the **Gentlest** of all creatures. For centuries an Ox has been known as a faithful, kind creature who works slowly and steadily but keeps working.

In Ez. 10, this gift is pictured by an Angel. That is because these high S people are so nice that it is hard to believe that they are human.

I am married to a high S. She is so kind and nice that I constantly accuse her of not really being human. 😊

### 2. **Not Perceptive or Aggressive**

The High S gift lives in a **Bubble** of **Niceness**. They don't particularly feel responsible to help others. They are not overly perceptive or aggressive. Their main goal in life is to be steady and nice.

### 3. **Career Direction**

If a high S has a steady job working for someone else, they tend to succeed in every area of life.

However, if a high S does not develop a steady career, their passivity can cause great problems in all of their relationships.

### 4. **Not Leaders** but the **Most Faithful, Cheerful & Loyal People**

A high S gift can become very **Overwhelmed** if they have to make too many hard decisions. They **HATE** conflict and will **Quickly Leave** the **Room** if there is conflict.

However, they are the **MOST Faithful, Cheerful** and **Loyal Servants** if you provide them a **Safe** Environment.

The **S/D** or **D/S** Gift Combination - Already covered on page 5

The **S/I** or **I/S** Gift Combination - Already covered on page 8

### The **S/C** or **C/S** Gift Combination

These two gifts are **Double Loyal**.

Because this person tends to be quiet, it can be harder to discern their gifts.



To sort out **How Much S** you have and **How Much C** you have, it helps to **Assess** which **Responses** below **Apply** to **You** at what **Percentages** of the time.

When making decisions, a <b>C</b> gift tends to <b>Over-Analyze</b> .	When making decisions, an <b>S</b> gift tends to be <b>Relaxed</b> with their decisions.
In making decisions, a <b>C</b> gift wants badly to <b>Understand</b> and to <b>Do Right</b> .	In making decisions, an <b>S</b> gift wants <b>Peace</b> and <b>Stability</b> .
With tasks, a <b>C</b> gift loves <b>Organizing &amp; Analyzing</b> ways to <b>Better Organize</b> .	With tasks, an <b>S</b> gift loves for the tasks to <b>Stay</b> the <b>Same</b> .
With tasks, a <b>C</b> gift loves <b>Details</b> and <b>“To Do” Lists</b> .	With tasks, an <b>S</b> gift sees tasks as something to be done as <b>Easily as Possible</b> with <b>Little Thought</b> .
A <b>C</b> gift constantly <b>Overly Analyzes</b> their <b>Past Actions</b> and <b>Motives</b> .	An <b>S</b> gift does <b>Not Ever</b> over analyze their past actions and motives.

## Chap. 5

## The High C / Eagle Constantly Analyzing, Complicated Gift



I am a very **High C**. We are easy to recognize! Our **Minds** never **Rest**. We constantly **Analyze** everything **Past, Present** and **Future**.

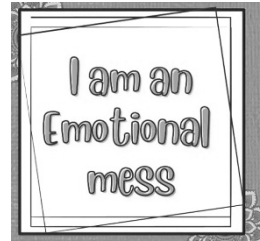
- At **5** years old, I remember **Craving Order** and **Understanding**.
- **All** of my life, my **Constant Cry** has been to **Understand**.
- In every aspect of my life, I **Love** to have **LISTS** and I **seek Order**.

An eagles' vision is 4-8 times better than humans. When I look at any situation, I see **Every Detail** with great **Clarity**.

### Eagles Need the Holy Spirit More than Any Other Gift!

We are so **Fragile**, **Crave Order** and **Understanding**, **Feel** things so **Deeply**, **Over Analyze Everything**, are so **Intense** about **Negative** things and want so **Badly** to **Do Right**.

No wonder we can feel like a mess.



### The Best Part of Being a High C

The Great News is that those of us who have the high C gift are **Constantly** aware of **How Much** we **Need** the **Lift** of the **Holy Spirit** to survive.

*Is. 40:31 But they that **Wait** upon the Lord shall renew their strength; they shall **Mount Up** with **Wings** as **Eagles**.*

When an Eagle **Seeks** the **Updraft**, the Eagle exerts great effort to fly on a **Parallel Path** until it finds an **Updraft**. The Eagle then **Arches** his wings and lets the **Updraft** raise him **HIGH** above the earth.

When we have the high C gift, life tends to be **Hard Until** we find the **Lift** of the **Holy Spirit**. Then we are able to **Stop** our **Own Effort** and let the Holy Spirit **Lift** us **Above** our **Obsessions** and **Cares** to the heights of God's Blessings.

It is **Very Hard** for a High C to **Relax**. However, **Worshipping** in God's presence is the **One Place** where we completely **Rest**, **Let Go** and find the **Uplift** of the Holy Spirit.

## When in the **Flesh**, we are **REALLY Ugly**.

When a high C gift is **NOT** Submitted to Jesus, we can be extreme in:

- i. holding **Grudges**,
- ii. being **Negative**,
- iii. permitting **Dark, Horrible Thoughts** to **Dominate** our minds.

## The **Most Creative Gift**

I have found that most musicians, artists, programmers and inventors have a lot of high C gift.

## We **Humble** Ourselves **Quickly**

We have so many flaws and we so hunger for significance that it is easy for us to regularly repent and seek to learn and grow.

## Our **High C Gift Takes Over** in **Stress**

When people are wounded or in high stress situations, the C gift **Dominates** our souls.

- If we **Evaluate** ourselves in a **High Stress** situation, we may **Feel** that we are **100%** High C.
- It is only when things calm down and we feel **SAFE** for an **Extended** period of time, that the High C gift calms down enough for us to find our other gifts.

I thought that I was **95%** high C for many **Decades**. As my life eventually became calm and safe, I discovered that I am only about **75%** C gift and have about **25%** I gift.

## We are Very **Affectionate** and **Loyal** to our Family

In nature, eagles are among the most **Protective** and **Loyal** animals toward their family.

## We are **Learners**

We **Never Stop** wanting to **Understand**.

**People** and **Reactions** can be **Confusing** to us, but the **Older** we get, the more the Lord helps us to keep learning and understanding.

Combinations of the C gift with other gifts  
can be found on previous pages.



## Question and Answers – Key Conclusions!

### 1. What is the Goal of Learning DISC?

If you apply DISC properly, you will find yourself much **More ACCEPTING** of **Yourself** and **Others**.

I have seen many thousands of situations where two people learned their DISC gifts and treated each other with so much more understanding and acceptance.

You recognize that **Your Passions** are from **God AND** that **Their** passions are **Also** from **God**.

### 2. Why do you Not Provide a DISC Gifts Test?

Each organization with which I was certified used a personality gifts test. I tried all of them. In addition, I created my own test.

After 30 years and many hundreds of individuals whom I have counseled in DISC gifts, I found that every test **Moved** them **BACKWARDS** in **Every** case.

Rather than **listening** to their **Passions**, they relied on a **Test**.

### 3. How do I learn More about my DISC Gifts?

**Focus on Passions.** The more you understand your passion in every reaction, the more you will understand your Gifts.

It is usually very **Easy** to **Quickly** know your primary gift.

It often takes a **Year** or more to know what **Percentage** of your **Personality** is through your **Secondary** gift.

A very few may find that they have a third gift.

The goal is to **Recognize** the **Passions** that Jesus has placed inside you.

The more you do that, the more it will help you understand how **God Uniquely Shaped You** and how you can become **More** like **Jesus**.

#### 4. What about the **Gifts** that I do **NOT** have?

##### **Realistic Expectations plus Continual Growth**

I don't remember **Ever** having reactions of **Calmness**, **Kindness** or **Confidence** in any stress situation, any time in my life, for the first 2-3 decades of my life.

I have **zero** High **D** gift and **zero** High **S** gift. However, I have watched and studied those gifts for decades.

By Jesus grace, I have much more **Calmness**, **Kindness** and **Confidence** than I used to.

Those gifts have taught me much about Jesus.

I may **Never** be **Great** in those areas, but I have become **Pretty Good** at being **Calm**, **Kind** and **Confident**.

I may not have those gifts naturally but **Jesus** is inside me and **Jesus** has **All** the **gifts**.

##### **Another Example!**

I have seen people with a **Double Intense D/C** gift mix. They almost **Never Smiled** or **Praised** others.

When these people humbled themselves before Jesus and recognized that the **I** gift is from Jesus they become "**Fair**" to "**Good**" at **Smiling** and **Encouraging** Others.

These actions were **Not Natural** for them but **Jesus** was **Inside** them and **Jesus** can do these things **Through** them.

Those changes brought much more **Amazing Fruit** into their lives. Everyone recognized and appreciated the changes in them.

#### 5. Conclusion!

**PLEASE** go back and re-read chapter 1. You will now find the points much more **Profound**.

**Those** are our **Conclusions**.

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Here is a sample list of 10 of our booklets.

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**3. Bosses - What They Wish You Knew**

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**4. Christianity – the ONLY Logical Religion**

This study compares Christianity to all other religions and shows why only Christianity answers the hard questions.

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The Bible teaches that truth is a belt, and our perspective is a belt loop.

**6. The Cross – The Story of the Last 24 Hours**

This study combines all four gospels to examine the last 24 hours and what happened on the cross.

**7. Grace – the Power to WANT to do Right!**

This study teaches us to release God's Grace constantly so that God can change our hearts and give us HIS desires.

**8. Marriage – 3 Bottom Lines!**

Six times the Bible says that the purpose of Marriage is for the two to become one.

**9. Science & the Bible – How They Agree**

Many modern scientific breakthroughs were predicted and practiced in the Bible thousands of years ago.

**10. Test Yourself:**

**Do your Life Goals bring you LIFE?**

Finish the sentence “*I Want ...*” and see what you get.

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