



Drue Warner

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D.I.S.C.overing Your Personality



FRONT / LEFT

D

EXTRO / TASK

FRONT / RIGHT

I

EXTRO / PEOPLE

BACK / LEFT

C

INTRO / TASK

BACK / RIGHT

S

INTRO / PEOPLE



D – Dominant / Driver



Characteristics



- Born to lead and be in charge of something
- Bullet points – give me the facts and keep it brief
- Characteristics: direct, decisive, demanding, confident, problem-solver, risk-taker, self-starter
- Motivation: getting results
- Communication: Prefers an answer to the question, “What?”
- Greatest Fear: Being taken advantage of
- Leadership Style: likes to delegate, no nonsense
- Expectations of Leader: freedom to get it done, doesn't like to be told what to do, variety, challenges, opportunities to advance,



I – Influencer / Inspiring



Characteristics



- Loves people and loves to make things fun
- Stories (over bullet points)
- Characteristics: enthusiastic, trusting, optimistic, persuasive, impulsive, talkative, thinks out loud, emotional
- Motivation: recognition and approval
- Communication: Prefers an answer to the question, “Who?”
- Greatest Fear: rejection
- Leadership Style: inspiring, enthusiastic, great presenter, relational
- Expectations of Leader: fair, friendly, social opportunities, recognition, rewards for risk taking



S – Stable / Steady



Characteristics



- Even keeled, calm, harmonious, peaceful
- Most people in the world are the S personality
- Characteristics: kind, steady, faithful, good listener, team player, predictable, understanding, friendly, reserved, loyal
- Motivation: stability and support
- Communication: Prefers an answer to the question, “How?”
- Greatest Fear: loss of security
- Leadership Style: kind, steady, stable, not demanding, passive, cautious, avoids changes, reliable, relaxed, reserved
- Expectations of Leader: relaxed, friendly, allows time to adjust to changes, allows work at own pace, gives personal support



C – Careful / Cautious



Characteristics



- Smartest people in the room
- Makes sure things are done right
- Characteristics: detail-oriented, perfectionistic, rule follower, accurate, systematic, contemplative, internal processor, analytical
- Motivation: quality and correctness
- Communication: Prefers an answer to the question, “Why?”
- Greatest Fear: doing it wrong
- Leadership Style: competent, by the book, according to policy, thorough, detail-oriented, informative, serious about exactness
- Expectations of Leader: provides reassurance, spells out detailed operating procedures, provides resources to do tasks correctly, listens to suggestions

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