



# MIKE PRAH

Style: Concluder

**DISC assessment w/SGI**

Friday, May 20, 2016

## understanding your style

### **MIKE's style is identified by the keyword "Concluder".**

MIKE, as a Concluder style, tends to be a strong individualist. MIKE is forward-looking, progressive and competitive. They can also be direct and even forceful at times. Concluders are curious and have a wide range of interests. They are logical, incisive and critical in their problem solving. Many times a Concluder will come up with the imaginative and unusual. MIKE has good leadership abilities. A Concluder may appear to be cold or blunt because their task-orientation tends to overtake their people-orientation. Concluders have high standards and can appear to be critical when these standards are not met. Concluders may also place high standards on surrounding people and expect perfection from them as well. MIKE seeks authority and challenging assignments.

Concluders can have a very strong impact on people and can motivate others to achieve goals. Because of these characteristics, they need to be sensitive to the people around them. Their high-risk, adventurous spirit moves them through life at a fast pace while making things happen in the lives of the people. Others may see concluders as opinionated and they will challenge others' opinions.

Concluders tend to be short tempered, especially when they feel someone is taking advantage of them. They thrive on activity and a consistently forward moving environment. Patience does not come easily. A Concluder may put themselves in the position of being affected by other peoples' actions because they want to be involved in everything going on around them. Concluders may want to take charge of problems that are out of their area of responsibility and may be irritated when others do not share their sense of urgency. MIKE is constantly thinking about what to move on to next that is new and exciting.

MIKE is motivated by the ability to lead groups and influence others such as associates, co-workers and friends. This is someone who takes the responsibility of leadership seriously, and is typically able to make important decisions without delay. MIKE exudes confidence and others respond to their natural ability to be a front runner.

MIKE is an optimistic individual. They are the type of person who loves exploring new places or things and a wide variety of experiences. A natural charisma is displayed that draws and charms others. MIKE is a very encouraging person; others find them inspirational and lively.

MIKE takes a flexible approach in dealings with others and is willing to pursue different avenues to maintain good relationships. While patient and will not usually rush, MIKE is not afraid to actively seek new solutions if previous methods do not fit the current situation.

MIKE is uninhibited in trying new things and prefers going by feelings rather than just the facts. This person is not afraid to try things and may even do things in unique or unproven ways. MIKE prefers to let others handle much of the detail work associated with various endeavors, preferring to focus on the creative and innovative aspect of the task.

**Natural leader and spokesperson**  
**High ego strength**  
**Influential and motivating**  
**High energy, extroverted, and optimistic**

#### *General Characteristics*

**Being able to direct and pioneer**  
**Power and authority to take risks and make decisions**  
**Freedom from routine and mundane tasks**  
**Changing environments in which to work**

#### *Motivated By*

**A competitive environment with rewards**  
**Being able to delegate details to others**  
**Freedom from controls, supervision, and details**  
**Evaluation based on results, not methods**

#### *My Ideal Environment*

These are areas where you may begin to immediately feel a calling to get plugged into your church's ministry. A brief description of each gift follows along with scriptural references. This inventory is designed to encourage each believer to fully utilize the gifting the Spirit makes available to every believer. Share these results with your pastor or church contact.

## Apostle (12)

### Scriptural References

1 Cor 12:27-31; Eph 4:11-12; 1 Cor 1:1; Romans 1:1-6; Acts 13:1-5; 1 Thes 2:6-7

Apostle Paul in Acts; Paul's New Testament writings

The Divine gift to establish and advance new churches or ministries.

*1 Corinthians 12:28* "And in the church God has appointed first of all apostles..."

*Ephesians 4: 11* "It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up"

Most of us probably think of the Apostle Paul when we think of "apostle" (meaning sent one). There are many things we can learn from studying the way Paul operated in the areas of his gifting. Paul was a missionary and a leader who forged new territories and ministries through the power of the Spirit. After developing new territories he also monitored the growth and provided written instruction to each of the ministries he developed, even sending workers to follow up on what he started.

Today, the apostolic gifting may be a missionary that works in planting churches. The apostle (in some denominations) oversees multiple churches or ministries. Still, in other churches the apostle may be the one who is gifted and sent out into the community to establish new outreaches, ministries, and/or partnerships. The apostle has a burden for the lost and a desire to reach the unchurched through new and sometimes untraditional means.

### Areas of Service

- Bishop
- Church Planting
- Missions
- International Min.
- Outreach Director
- Development
- Inner City
- Street Evangelism
- Consultant
- Steering Committee
- Deacon
- Elder
- Strategic Planning
- New Ministry Development
- Coaching

## Evangelist (12)

### Scriptural References

2 Timothy 4:5; Ephesians 4:11-12; Mark 16:15-20; Acts 1:8

Study of the early church in Acts; Jonah (good and bad)

The divine gift to proclaim the gospel of Jesus Christ to nonbelievers in a manner that moves them toward a life of faith and commitment to Christ.

*Ephesians 4:11-12* "It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the Body of Christ may be built up"

*2 Timothy 4:5-7* "But you, keep your head in all situations, endure hardship, do the work of an evangelist, discharge all the duties of your ministry. For I am already being poured out like a drink offering, and the time has come for my departure. I have fought the good fight, I have finished the race, I have kept the faith."

We have a great passage of scripture in 2 Timothy 4:5-7 where Paul is giving Timothy last minute instruction before Paul's fast approaching execution. Paul encourages young Timothy to do the work of an evangelist; fully carrying out the ministry God gave him.

Perhaps this gift or position has been criticized in recent years because of a few people who have missed the mark and have been subjected to public shame. Perhaps this is also why Paul admonishes Timothy to watch in all things and endure afflictions. The work of the evangelist is not an easy one, and often times those with the calling of an evangelist will be in the public spotlight for much of their ministry.

Many denominations make use of the evangelist to travel and hold revival or renewal services where the emphasis is inviting loved ones to attend the services. Someone operating in this gift is able to inspire the nonbeliever to open his or her heart to the life-changing message of Jesus Christ. Those with the gifting and heart of an evangelist have a special burden for the lost with courage and boldness to share the message of Jesus with those who seem hard to reach. The evangelist places great faith in God to do the work of softening someone's heart after they plant the seed.

#### Areas of Service

- Sermon/Speaking
- Outreach
- Internet Evangelism
- Visitation
- Missions
- Inner City
- Community Events
- Altar Worker
- Greeter
- Deacon
- Elder
- Sunday School
- Capital Campaign
- Musician
- Drama

## Faith (12)

#### Scriptural References

1 Corinthians 12:1-12; Acts 6:8; Hebrews 11; 1 Corinthians 12:7-9

Hebrews Chapter 11 and the heroes of faith; Noah

The Divine gift to act on God's promises with certainty and unwavering confidence that His purpose will be fulfilled.

*1 Corinthians 12:7-9* "Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit, to another faith by the same Spirit..."

*Hebrews 11:6* "And without faith it is impossible to please God, because anyone who comes to him must believe that He exists and that He rewards those who earnestly seek him."

Wouldn't it be great if someday in Heaven we could be counted with those listed in Hebrews 11 and the great "Faith Hall of Fame"? The list of names includes some of the all-time greats: Noah, Abraham, Isaac, Sara, Moses, and even some unlikely ones such as Rahab.

We need more faith in operation today within the Church body, as people often struggle with physical, emotional, and spiritual needs and require faith to help them overcome. It is believed that those who have faith in being healed often times get well faster than those who have a pessimistic attitude. Think how much more so this is true when we put our faith in the One who created us, and who is our Savior, Healer, and Shepherd.

Those with the gift of faith not only believe for God to do the impossible, they inspire those around them to put their faith in God when all natural circumstances would tell us to give up. If you are gifted in the area of faith, may we suggest reading about great people of faith such as Smith Wigglesworth to encourage you in your gifting.

## Areas of Service

- Prayer
- Counseling
- Consultant
- Overseer
- Pastor
- Planning
- Altar Worker
- Visitation
- Children/Youth
- Deacon
- Elder
- Career Counseling
- Capital Campaign
- Communications
- Small Group

## Healing (12)

### Scriptural References

1 Cor 12:1-12; 1 Cor 12:27-31; James 5:14-16

Elisha; Jesus

The Divine gift to act as a vessel for God's power to flow through, so He may bring wellness (spiritually or physically) to another person.

*1 Corinthians 12:7-9* "Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit,"

*James 5:14-15* "Is any one of you sick? He should call the elders of the church to pray over him and anoint him with oil in the name of the Lord. And the prayer offered in faith will make the sick person well; the Lord will raise him up. If he has sinned, he will be forgiven."

There are many gifts that work in combination, and the gift of healing certainly works in conjunction with the gift of faith, as James states. In a day and age where more is spent on health care than ever before (with skyrocketing costs), and people are willing to try more "new cures", we see the need for the power of God and for the Church to operate in this gift.

The gift of healing is not only for those seeking physical relief, but also for those individuals seeking emotional comfort. We see many hurt and wounded with scars that only God can remove. Many believers and Christian counselors operate in this gift today and pray for emotional healing of individuals, marriages, and family relationships.

It is important to note, that while "with God all things are possible", the Lord also uses many means to heal His children. This may include doctors, medicines, our own immune systems (a miracle in itself), and even wisdom in how to prevent avoidable disorders. Luke, the gospel writer, was a physician by trade who no doubt not only prayed for his patients for healing, but also used Divine wisdom in treating their ailments.

## Areas of Service

- Altar Worker
- Counseling
- Visitation
- Pastoral Staff
- Crisis Intervention
- Hospital
- Shut-Ins
- Teaching
- Assessment
- Evangelism
- Small Group
- Sunday School
- Worship
- Intercession

- Discipleship

## Intercession (12)

### Scriptural References

1 Tim 2:1-2; Romans 8:26-28; John 17:1-26; Col 1:9

### Esther

The Divine gift to ceaselessly plead to the Lord for and on the behalf of others, believing the Lord will answer those prayers.

*Romans 8:26-27* "In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us with groans that words cannot express. And he who searches our hearts knows the mind of the Spirit, because the Spirit intercedes for the saints in accordance with God's will."

*Colossians 4:12* "Epaphras, who is one of you and a servant of Christ Jesus, sends greetings. He is always wrestling in prayer for you, that you may stand firm in all the will of God, mature and fully assured."

Intercession is another gift that is not included on many of the traditional Spiritual gifts lists, but scripture reference would indicate that those who were Divinely inspired to "pray without ceasing" for various individuals and circumstances. In Romans 8:26-27, we see that the Spirit himself makes intercession through believers who are filled and empowered with His presence.

The power of prayer is perhaps the greatest resource the Church has available today. There are large churches that have initiated 24/7 prayer for needs within the Body of Christ, and have even established international centers of prayer to constantly intercede for leaders of nations and world population. We read in Ephesians the importance of putting on the whole armor of God (Eph. 6:11-18), and after we do so we must pray always with all prayer and supplication in the Spirit.

Intercessors today have a heartfelt need to pray for others going through difficult times, for the lost, for the Church and community, and even lifting the arms of their pastors through continual prayer and supplication.

### Areas of Service

- Altar Work
- Prayer Team
- Home Prayer
- Worship
- Support Staff
- Co-Facilitator
- Discipling
- Mentoring
- Evangelism
- Small Group
- Sunday School
- Deacon
- Elder
- Missions
- Senior Saints
- Counseling

## Teacher (12)

### Scriptural References

Romans 12:4-8; 1 Corinthians 12:27-31; Ephesians 4:11-12; Acts 13:1-5; Hebrews 5:11-14

Elisha; The miracles of Jesus

The Divine gift to clearly communicate the truths of the Bible in such a way that listeners understand and are able to apply the Word of God in their lives.

*Romans 12:6-7* "We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach"

*1 Corinthians 12:28* "and in the church God has appointed first of all apostles, second prophets, third teachers..."

*Ephesians 4:11* "It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers"

We see Jesus operating in the gift of teacher in John's Gospel. Nicodemus, a Pharisee and someone well educated, recognized that Jesus' teaching credentials were nothing short of Divine. "He (Nicodemus) came to Jesus at night and said, 'Rabbi, we know you are a teacher who has come from God.'" *John 3:2*

The person operating in the gift of teaching is not merely someone who may have adequate credentials to instruct others or facilitate a class or small group. They are individuals who use Divine inspiration to convey concepts and truths that would otherwise be difficult to assimilate. Quite often, senior pastors will operate in this gift, since the senior pastor is often the chief teacher within the church. However, this gift may be in operation in any area within the church where others are being mentored or taught.

Teachers are not only those who adequately convey truths in a manner that stimulate the learner, they also seek to find a greater understanding of the truth themselves.

#### Areas of Service

- Pastoral Staff
- Sunday School
- Men's/Women Min.
- Discipleship Class
- New Member Class
- Nursery
- Discipleship Class
- Mentoring
- VBS
- Tutoring
- Bookstore
- Missions
- Elder
- Deacon
- Media/Internet

## Administration (11)

#### Scriptural References

1 Corinthians 12:27-31; Acts 6:3; Exodus 18:13-27; 1 Chronicles 26:20

Solomon and his instructions for building the temple; Nehemiah and his organization of the rebuilding of the Jerusalem Wall

The Divine gift to coordinate and organize a particular ministry through plans and procedures to meet the goals of the ministry.

*1 Corinthians 12:28* "And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others, those with gifts of administration..."

*Acts 6:3* "Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them"

In Acts, we see a problem in the early church, the distribution of food to the widows. The solution was to find those of honest report, full of the Holy Spirit and wisdom to be the administrators over the process. They realized this was not just a gifting of the apostles, but of those specifically empowered by the Spirit in administration and business.

Today in the Church body, there are many logistical demands that the pastor or ministerial staff will need help in fulfilling. These duties may range from front office assistance, to business planners, to those who are gifted in working with bankers or other community leaders. Do not overlook the smallest of tasks (the administrators in Acts would at times wait on tables) and their impact in ministry (the administrators in Acts literally saved lives and allowed the apostles to go and spread the gospel)!

#### Areas of Service

- Executive Pastor
- Program Director
- S.S. Superintendant
- Office Staffing
- Accounting
- VBS Director

- Christian Ed. Director
- Camp Director
- Consultant
- Deacon
- Elder
- Strategic Planning
- Office Manager
- Bulletin/Print
- Capital Campaign

## Encouragement (11)

### Scriptural References

Romans 12:4-8; Acts 11:22-24; Acts 20:1-2; 1 Thessalonians 2:1-8; Acts 9:27; Acts 15:37-39

Barnabus; Paul's writings to the early churches

The Divine gift to encourage, strengthen, comfort, or urge to action members of the Body of Christ.

*Romans 12:6-8* "We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging (exhortation), let him encourage (exhort)..."

*Acts 9:27* "But Barnabas took him and brought him to the apostles. He told them how Saul on his journey had seen the Lord and that the Lord had spoken to him, and how in Damascus he had preached fearlessly in the name of Jesus."

*Acts 15:37-39* "Barnabas wanted to take John, also called Mark, with them, but Paul did not think it wise to take him, because he had deserted them in Pamphylia and had not continued with them in the work. They had such a sharp disagreement that they parted company. Barnabas took Mark and sailed for Cyprus,"

Exhort means to urge strongly or make urgent appeals for. Synonyms of the word exhort include: to call upon, insist, encourage, or stimulate. We often times substitute the word encourager for exhorter, such is the case in the NIV translation of the Bible.

A great example of a New Testament exhorter is Barnabas. When the early church would not use Paul in ministry because of their fear of him, Barnabas was the one who encouraged Paul to continue and simultaneously appealed to the church leadership to accept Paul. Ironically, years later when Paul was upset with John Mark and refused to use the young man on a mission trip, Barnabas took John Mark under his wing and went to Cyprus with him. This was a pivotal time in John Mark's life and Barnabas knew it, and later even Paul saw the value of John Mark's ministry.

Exhorters today encourage and motivate others to fully utilize their gifts in a God given service. Often times, those with the gift of exhortation are able to divinely see what God is doing in someone's life even before that person or others can see it. Exhorters help all of us run the good race that Paul speaks of, and encourage us to finish the marathon strong.

### Areas of Service

- Counselor
- Greeters
- Visitation
- Support Group
- Small Group
- Pastoral Care
- Crisis/Intervention
- Hot Line Counselor
- Sermon/Speaking
- Prayer Leader
- Worship
- Sunday School
- Choir
- Coaching
- Tutoring

## Giving (11)



## Scriptural References

Romans 12:4-8; Malachi 3:10-11; 2 Samuel 24:22-25; Acts 4:34-37; 1 Chronicles 29:1-5; Luke 21:1-3

David in 2 Samuel 24; The widow's mite

The Divine gift to provide resources willingly, cheerfully, and generously for the work of the Lord.

*Romans 12:6-8* "We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously..."

*Luke 21:1-3* "As He looked up, Jesus saw the rich putting their gifts into the temple treasury. He also saw a poor widow put in two very small copper coins (2 mites). 'I tell you the truth,' He said, 'this poor widow has put in more than all the others.'"

Isn't it wonderful to know that God does not look at how much we give, but in our willingness to cheerfully give our best to Him? The day Jesus saw the widow put two mites into the treasury He announced her giving was greater than the greatest sum of money contributed that day. Why? Everyone else gave from his or her excess, while she gave out of her very necessity. She gave everything, and while no one else noticed, Jesus saw exactly what she did.

Giving can take on many forms of personal sacrifice including financial, time, possessions, and even love for others. Those who possess this gift of giving receive great joy from being able to devote a large percentage of those things they have unto the Lord. They do so not for worldly praise or adoration, but out of the knowledge that their reward will be great in Heaven.

## Areas of Service

- Financing
- Budgeting
- Capital Campaign
- Missions
- Meals
- Child Care
- Special Needs
- Transportation
- Visitation
- Bookstore
- Deacon
- Elder
- Floral Arrangements
- Maintenance
- Curriculum
- Clerical

## Helps (11)

### Scriptural References

Luke 8:2-3; 1 Corinthians 12:27-31; Acts 13:5; Acts 20:35

Mary and Martha; The good Samaritan

The Divine gift to provide for the needs of others including: giving of resources, time, and efforts to aid and assist other individuals to fully exercise their spiritual gifts.

*1 Corinthians 12:27-28* "Now you are the body of Christ, and each one of you is a part of it. And in the church God has appointed first of all apostles, second prophets, third teachers, then workers of miracles, also those having gifts of healing, those able to help others..."

The Greek word antilepsis (help) used in 1 Corinthians 12:28 literally meaning "to bring relief or help to." The verb form of this word means to take a burden upon oneself. It can also mean to support, to take your turn, or to participate in. While this gift is very similar in nature to the gift of serving, there are some subtle differences.

One anonymous writer once penned, "Those with the gift of helps should be highly esteemed by the Church body. They help others in a way that is Divinely inspired, and those who are on the receiving end of this help feel that they have been touched by God himself."

Helps can take on many forms within the body of believers today. Since "helps" means to take on another's burdens, we have an indication that those with this gift see others in need and come to their assistance, not only providing support but going the distance with that friend in need. Perhaps the Holy Spirit came upon the Good Samaritan in Luke 10. While others passed the helpless man, the Good

Samaritan saw a person in need of medical attention, transportation, food, and lodging. He gladly provided for each of these necessities and promised more if necessary.

#### Areas of Service

- Social
- Hospitality
- Greeter
- Children's Worker
- Nursery
- VBS
- Sound/Media
- Clerical
- Special Assistant
- Usher
- Special Needs
- Staffing Positions
- Counseling
- Deacon
- Elder

## Leadership (11)

#### Scriptural References

Romans 12:4-8; Titus 1:7-10; Exodus 18:13-16

David - both his shortcomings and triumphs, how he led his mighty men of valor; Paul's instructions to Timothy and Titus

The Divine gift to give vision, direction, and guidance to others in the Body of Christ in such a way they will follow. The gift relates to helping individuals and groups develop and grow.

*Romans 12:6-8* "We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently..."

If you were to look back at the assessment questions pertaining to leadership (#'s 23,39, and 43), you would notice that this gift is not focused on being in charge, but rather on helping others move forward. Jesus was the role model for the term servant leader. That is what this gift and the accompanying empowerment of the Holy Spirit is all about.

In Titus 1:5-9, we are given the description of what an elder or bishop must adhere to. This is no different from the one who is empowered in the gift of leadership. We think of the senior pastor operating in this gift, but every person in a leadership role should earnestly pray for and seek this gift. While we all know that the Spirit gives gifts as He wills (1 Corinthians 12:11), we also see by Paul's writing it is not wrong to earnestly seek those gifts that will help us in fulfilling the call of God upon our lives (1 Corinthians 12:31).

Today there are leaders in every area of the Church that need empowered by the Spirit in order to go beyond their own capabilities in guiding and directing others. Jesus gave us the model of how we are to act and respond to the challenges we face. Jesus had the Spirit without measure and acted with authority and confidence, while humbly washing His own disciples' feet at a time when they should have been ministering to Him. Jesus spent much of the last six months of His ministry on earth guarding Himself from the large crowds so He could pour into His apostles who would carry on His work. The one with the gift of leadership has the ability to mold and develop other leaders from the midst of those they were sent to lead.

#### Areas of Service

- Sr. Pastor
- Executive Pastor
- Youth Director
- Office Manager
- Pastoral Staff
- Campaign Leader
- Consultant
- Worship
- Personnel
- College/Career Assist.
- Community Involve.

- Deacon
- Elder
- Evangelism
- Prayer

## Mercy (11)

### Scriptural References

Romans 12:4-8; Titus 1:7-10

David offering mercy to Saul, Absolom; Jesus

The Divine gift to give compassion, empathize, and cheerfully assist those who are in need physically, emotionally, or spiritually.

*Romans 12:4-8* "Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others. We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve; if it is teaching, let him teach; if it is encouraging, let him encourage; if it is contributing to the needs of others, let him give generously; if it is leadership, let him govern diligently; if it is showing mercy, let him do it cheerfully."

This gift is also referred to at times as the gift of compassion, for this person is compelled to help those who are in misery, unable to care for themselves, unable to make amends for personal commitments, or lacking in knowledge.

Jesus exhibited the gift of Mercy as He ministered. In Mark, we read about a leper coming to Jesus for healing. "A man with leprosy came to him and begged him on his knees, 'If you are willing, you can make me clean.' Filled with compassion, Jesus reached out his hand and touched the man. 'I am willing,' he said. 'Be clean!'" *Mark 1:40-41* Jesus reached out and touched the man first even before he was healed. It was not Jesus' touch that healed the leper; it was the words Jesus spoke. Jesus touched the man because in His day no one would come close to, let alone touch, a man in this condition. The man had not known a human touch, a smile, or a kind word for many years. Jesus was filled with compassion (mercy) and touched this man. This expression of compassion and understanding no doubt healed many emotional wounds even before the physical healing took place.

Those with the gift of mercy have a way of affecting those that others would ignore or disregard. Our prayer should be that every caregiver, medical worker, counselor, pastor, teacher, or leader should have the gift of mercy.

### Areas of Service

- Visitation
- Small Group
- Counselor
- Office
- Nursery
- VBS
- Greeter
- Usher
- Prayer
- Evangelism
- Children/Youth
- Communion
- Prison Ministry
- Inner City
- Discipleship

## Pastor (11)

### Scriptural References

1 Peter 5:2-4; 1 Timothy 3:1-7; Ephesians 4:11-12

Psalm 23 - Shepherding; Jesus as The Good Shepherd

The divine gift to care for a group of believers and lead them toward a deeper relationship with Christ. Pastors have the gifting of a shepherd who cares for, corrects, leads, and loves those they are placed over.

*Ephesians 4:11-12* "It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and

teachers, to prepare God's people for works of service, so that the body of Christ may be built up"

*1 Peter 5:2-3* "Be shepherds of God's flock that is under your care, serving as overseers--not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock"

The term pastor in Ephesians 4:11-12 is literally translated from the Greek word meaning "shepherd". As a pastor, or a believer with a pastor's heart or gifting, we receive our model of leadership from Jesus himself. He was the good Shepherd (or pastor), the one whom David recognized as his Shepherd.

When the Holy Spirit gives the gift of a pastor, it is usually someone who will lead others into the pastures of His goodness and away from dangerous pitfalls in their lives. He will protect, correct, and help to bind up the wounds of the sheep under their care. The one with the gifting of pastor will surely operate in other gifts that complement the needs of someone who must have big shoulders to sometimes carry the hurt or lost sheep back into the fold.

Today, we see the gifting of pastor not only in use by those who are on ministerial staff, but also in many lay leaders who work with other members of the congregation and community. It is a special gift for the church to find one who has the pastor's or shepherd's heart.

#### Areas of Service

- Sr. Pastor
- Pastoral Staff
- Sunday School
- Discipleship
- Mentoring
- Prayer
- Worship
- Visitation
- Altar Work
- Leadership
- Evangelism
- Missions
- Curriculum
- Administration
- Counseling

## Prophet (11)

#### Scriptural References

Romans 12:4-8; 1 Cor 12:1-12; 1 Cor 12:27-31; Eph 4:11-12; Acts 13:1-5

Old Testament Prophets; John the Baptist; Jesus fulfilling the prophetic Old Testament Word

The Divine gift to receive and communicate a message from God that encourages, corrects, or instructs the Body of believers.

*Ephesians 4:11-12* "It was He who gave some to be apostles, some to be prophets..."

*Romans 12:6* "We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith."

*Luke 7:28* KJV "For I say unto you, among those that are born of women there is not a greater prophet than John the Baptist: but he that is least in the kingdom of God is greater than he."

The gift of the prophet or of prophecy is a topic of much discussion within the Church today. As with any gift, there is a chance of misuse or misunderstanding, but this should not hinder any of the wonderful gifts of God from being in operation today if a sound and balanced teaching is presented.

The word prophet means "a spokesperson for". If one is used as a prophet for God, that person should operate as a spokesperson for the message that God would want conveyed. We see Aaron being called the prophet of Moses because Aaron was the spokesperson for Moses when they went before Pharaoh. "And the LORD said unto Moses...Aaron thy brother shall be thy prophet. Thou shalt speak all that I command thee: and Aaron thy brother shall speak unto Pharaoh..." Exodus 7:1-2

What words or thoughts do a spokesperson or prophet of God receive? In the New Testament Jesus spoke "there is not a greater prophet than John the Baptist" *Luke 7:28* KJV What was John's prophetic message? Mark 1:3 tells us John was, "...a voice of one calling in the desert, 'Prepare the way for the Lord, make straight paths for him.'" In other words, John's message was used to prepare people's hearts and minds to accept Jesus Christ as Lord and Savior and to walk away from things which would hinder their way to Him. Someone operating in this gift today should have Divinely inspired words that would lead others to Christ and "to prepare God's people for works of

service, so that the body of Christ may be built up." *Ephesians 4:12*

#### Areas of Service

- Consultant
- Sermon
- Pastoral Staff
- Prayer
- Evangelism
- Coaching
- Deacon
- Elder
- Discipling
- Mentoring
- Group Leader
- Worship
- Teaching
- Career Guidance
- Media

## Wisdom (11)

#### Scriptural References

1 Cor 12:1-12; Chron 1:7-12

Solomon; Proverbs

The Divine gift of understanding and applying knowledge of Biblical truth in a situation, resulting in edification or encouragement to the Body of Christ.

*1 Corinthians 12: 7-8* "Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit the message of wisdom..."

*2 Chronicles 1:11-12* "God said to Solomon, 'Since this is your heart's desire and you have not asked for wealth, riches or honor, nor for the death of your enemies, and since you have not asked for a long life but for wisdom and knowledge to govern my people over whom I have made you king, therefore wisdom and knowledge will be given you'"

As with the message or word of knowledge, having the gift of wisdom (actually, the word or message of wisdom) is different than being naturally wise or visionary. This gift refers to a Divine impartation of the wisdom necessary to guide and direct others, or determine the God-given path to reach our full potential in ministerial endeavors.

Solomon achieved a Divine impartation of wisdom because he put the price of wisdom above that of material possessions. "For wisdom is more precious than rubies, and nothing you desire can compare with her." *Proverbs 8:11*

Solomon used this gift of wisdom to build a temple unto God, to govern and judge people beyond his own natural gifting, to make peace within and without his borders, and to give us the Divinely inspired book of Proverbs. Proverbs translated means "comparison". Solomon is Divinely inspired in his writings to compare the wisdom and truth of God to the natural tendencies of man. "For understanding proverbs and parables, the sayings and riddles of the wise. The fear of the Lord is the beginning of knowledge, but fools despise wisdom and discipline." *Proverbs 1:6-7*

#### Areas of Service

- Sr. Pastor
- Executive Pastor
- Consultant
- Administration
- Tutoring
- Discipleship
- Deacon
- Elder
- Mentoring
- Intercession
- Curriculum

- Capital Campaign
- Steering Committee
- Overseer
- Community Outreach

## Craftsmanship (10)

### Scriptural References

Exodus 31:3; Exodus 35:31-35; Acts 9:36-43; 2 Chronicles 2:7-9; 1 Kings 7:14

Solomon and his instructions for building the temple

The Divine gift to create or develop items needed to perform ministry or help a person in need. Abilities often include artistic and technical competency.

*Exodus 31: 3* "and I have filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts..."

*1 Kings 7:14* "Hiram was highly skilled and experienced in all kinds of bronze work. He came to King Solomon and did all the work assigned to him (for the temple of God)"

It could be said that craftsmanship is not a Spiritual gift, but instead the expression of other gifts including knowledge and wisdom. However, there is no doubt craftsmanship is as necessary today as it was in the days of Moses and of Solomon. These great leaders sought out the metal workers, the woodcarvers, the sculptors, and artists of all types skillful in working with their hands to make things for the House of God.

Today, churches need those skilled as craftsmen to help in maintenance, building, making of banners, costume design for productions, and even Internet design. This gift or expression can take a God-inspired idea and bring it into reality through the use of specialized talents and arts. There are many who use their professional trades and skills as a way to witness to nonbelievers outside the church walls. Perhaps the greatest mission field many of us will ever be sent to is our own workplace.

### Areas of Service

- Special Projects
- Building Projects
- Maintenance
- Stage Design
- Costume Creation
- Internet Development
- Songwriting
- Clerical
- Media/Sound
- Bulletin/Print
- Elder
- Decorating
- Carpentry
- Security
- Banners/Posters

## Knowledge (10)

### Scriptural References

1 Cor 12: 1-12

Proverbs; Ecclesiastes

The Divine gift to bring truth from revelation in a specific circumstance, as well as the ability to clarify Biblical passages with remarkable insight.

*1 Corinthians 12:8* "To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit,"

*Acts 10:28* "He said to them: 'You are well aware that it is against our law for a Jew to associate with a Gentile or visit him. But God has shown me that I should not call any man impure or unclean.'"

Having the gift of knowledge (actually, the word or message of knowledge) is different than being highly intelligent or bright. This gift refers to the giving of certain pieces of truth that could not be known unless God had supernaturally enlightened us in that area.

This gift is in operation in Peter's life when God reveals to him that it is not only all right to go and minister to a Gentile (Cornelius), but that God was going to pour out His Spirit to the Gentiles in the same way He did to His own followers on the day of Pentecost. Peter was no doubt prejudiced against the Gentiles and perhaps it took this special revelation from God in order for him to effectively spread the message of Jesus Christ to the Gentile population.

The gift of the word or message of knowledge is in operation in many believers today without their realization. Through this gift, teachers, pastors, or lay leaders suddenly know "just what to say" in a situation to enable a point to be clearly understood by their audience or classroom. This special gift can also bring understanding of difficult passages of the Bible, or an understanding in how to respond to a specific challenge or situation. How great it is to receive just one God thought, for as the psalmist states, "**How precious also are thy thoughts unto me, O God! how great is the sum of them!**" *Psalms 139:17*

#### Areas of Service

- Executive Pastor
- Administration
- Director
- Office
- Elder
- Deacon
- Teaching
- Study Group
- Small Group
- Sunday School
- Capital Campaign
- Curriculum
- Tutoring
- Media/Print
- Technology

## Discernment (9)

#### Scriptural References

1 Cor 12:1-12; Hebrews 5:11-14; Acts 5:1-5; 1 John 4:1

Acts Chapter 5; Jeremiah; The Old Testament prophets

The divine gift to distinguish the truth from fallacy, and to distinguish between activity and teachings originating from God, Satan, or man.

*1 Corinthians 12:8-10* "To one there is given through the Spirit the message of wisdom, to another the message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing (discernment) between spirits..."

*1 John 4:1* "Dear friends, do not believe every spirit, but test the spirits to see whether they are from God, because many false prophets have gone out into the world."

Oh that we would all have this gift, to be able to discern the true inspirational force behind many of the works we see today. In the New Testament, Peter was able to discern that Ananias and Sapphira were lying to the Holy Spirit and withholding money they owed to God. Today it appears the gift is also used to discern between false doctrines and those which are Biblical and Godly in nature.

It would benefit every pastor, teacher, elder, deacon, and church leader to be used in this gift to determine if an idea or work was God-inspired or just a good human thought. Today there are many counterfeits. One does not need to look far to see there are many psychics, fortune tellers, and cults that claim to be true paths to enlightenment and future happiness. Yet we know that Jesus alone is the Way, the Truth, and the Life. Not every false doctrine is so evident to the new believer, and those with the gift of discernment should help clarify the right path for those who are struggling to make the correct, final determination.

#### Areas of Service

- Consultation
- Prayer Ministry
- Needs Assessment
- Interviewing
- Child Care

- Clerical
- Staff Support
- Overseer
- Outreach
- Deacon
- Elder
- Co-Facilitator
- Altar Work
- Visitation
- Tutoring

## Music (9)

### Scriptural References

1 Corinthians 14:26; 1 Chronicles 15:16; 1 Chronicles 16:41-42; 2 Kings 3:15

Book of Psalms; How worship played a part in Old Testament warfare (Judah marched first)

The Divine gift to play a musical instrument, to sing, or to lead others into the presence of God for the purpose of Worship.

*1 Corinthians 14:26* "What then shall we say, brothers? When you come together, everyone has a hymn (psalm or song), or a word of instruction, a revelation, a tongue or an interpretation. All of these must be done for the strengthening of the church."

*2 Kings 3:15* "(Elisha said) 'But now bring me a harpist.' While the harpist was playing, the hand of the LORD came upon Elisha"

Music is a gift that is perhaps more correctly defined as an expression of other gifts, although in certain passages such as 1 Corinthians 14:26, it is listed alongside other gifts commonly accepted as Divinely inspired or given. Whether music is a gift unto itself or the expression of other gifts (knowledge, wisdom, prophecy, etc.), there is no doubt that Spirit-inspired worship and music is essential in fulfilling the Great Commission.

We have many instances in scripture where inspired worship brought on great victory to God's people. In 2 Chronicles 20, Jehoshaphat is instructed to go into battle with worshippers leading the way. The Scripture tells us, "As they began to sing and praise, the LORD set ambushes against the men of Ammon and Moab and Mount Seir who were invading Judah, and they were defeated." *2 Chronicles 20:22*

Elisha called for the Spirit led musician or harpist when he needed to hear from God. The gift of music was used in conjunction with the gift of prophecy given to Elisha. *2 Kings 3:15* David was the one man in the Old Testament that the Spirit remained constantly on, "...and the Spirit of the LORD came upon David from that day forward." *1 Samuel 16:13* David was Spirit-inspired to write, compose, and sing many of the Psalms we still gain comfort from today.

Those with the gift or expression of music are not just composers, musicians, singers, or performers. This gift will give Divine inspiration to the way music is used as part of a lifestyle of worship, drawing others nearer to the One who inspired the book of music (Psalms), God Himself.

### Areas of Service

- Choir
- Soloist
- Musician
- Choir Director
- Drama
- Children's Music
- Youth Assistant
- Teaching
- Mentoring
- Evangelism
- Songwriting
- Drama/Human Video
- Sunday School
- Small Group

## Serving (9)



## Scriptural References

Romans 12:4-8; John 13:4-5; Galatians 6:1-2

Jesus as the servant leader, how he taught his disciples to serve

The Divine gift to perform tasks, however menial, to practically meet the needs of the Body of Christ.

*Romans 12:6-7* "We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve..."

*John 13:4-5* "so He (Jesus) got up from the meal, took off His outer clothing, and wrapped a towel around His waist. After that, He poured water into a basin and began to wash His disciples' feet, drying them with the towel that was wrapped around Him."

Someone operating in the gift of serving has an extraordinary ability to recognize tasks that need to be done, even those that are often overlooked by others. The person serving does not seek recognition or reward for these acts of service, but recognizes the Divine calling on their life to give in such a manner unto God.

Churches today are blessed by those operating in this gift as the unseen needs of any ministry are great, and the workers are often few. The person who serves will joyfully complete tasks that often seem mundane, or even beneath their level of stature or ability. Jesus operated in this gift and no doubt saw a need for His own disciples to embrace this work of the Holy Spirit. In John 13, we read where the disciples overlooked the need to serve Jesus and wash His feet at the Last Supper. This was most certainly because a lowly class of house servant usually performed this duty, and the disciples believed themselves to be far above this role. That night, Jesus picked up the towel and washed the feet of those who claimed they would do anything for their Lord. Peter claimed he would die for Jesus, yet he overlooked the need to do the simplest of things. Jesus, operating in the gift of serving, demonstrated the beauty of this gift as a model for all to follow.

## Areas of Service

- Greeter
- Usher
- Deacon
- Communion
- Nursery
- Social Functions
- Visitation
- Choir
- Staffing
- Floral Arrangements
- Dinners
- Maintenance
- Drama
- Construction
- Clerical

## Famous people who share your personality

### **Benjamin Franklin**

1706-1790

U.S. Statesman, Publisher and Inventor

Born the fifteenth child in his family, he went to work at age ten. The drive and determination of the Concluder are seen in his early success in business. At age seventeen Franklin left his Boston home for Philadelphia. Within 10 years he had a successful printing and publishing business and was the sole owner of the Pennsylvania Gazette. The wide range of interests of the Concluder are easily observed in any of his biographies. During his lifetime Franklin compiled almanacs, formed philosophical discussion groups, established the nations first lending library, established a university, served in the Pennsylvania Assembly, was a postmaster, conducted scientific experiments, developed a fuel-efficient stove and served as a diplomat.

"Content makes poor men rich; discontentment makes rich men poor. If passion drives you, let reason hold the reins."

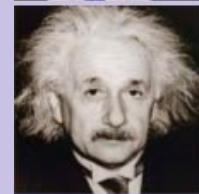
### **Napoleon Bonaparte**

1769-1821

French Emperor (1799-1815)

Called a titanic figure in European history, Napoleon personified the visionary nature and forceful drive of the Concluder. He became a successful army officer as a young man, and lost only one battle during ten years of war as he led the French revolutionaries against the Austrians and the British in the 1790s. Concluders like to lead, and they can have a strong impact on others. Napoleons goal was to make France the center of a huge European empire modeled after ancient Rome and to see himself lead it as emperor. As an army commander, Napoleons genius was incredible. He conquered the Austrian empire, and ruled Italy, Germany and Switzerland. However, he was unable to hold on to his command. He finished his last days in exile.

"Nothing is more difficult, and therefore more precious, than to be able to decide."



# Communicating

## with the Concluder style

MIKE PRAH

### Remember, a Concluder may want:

- Authority, varied activities, prestige, freedom, assignments promoting growth, opportunity for advancement

### Greatest fear:

- Being taken advantage of, being talked about

### When communicating with MIKE, a Concluder, DO:

- Talk about results, not processes
- Talk about solutions, not problems
- Focus on business; remember they desire results
- Suggest ways for him/her to achieve results, be in charge, and solve problems
- Let them in on the "big picture" because they are visionary
- Agree with facts and ideas rather than the person when in agreement

### When communicating with MIKE, a Concluder, DO NOT:

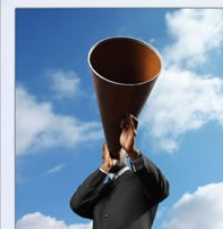
- Ramble, repeat yourself, or do all the talking
- Focus on problems
- Be pessimistic or challenge them directly
- Focus on the process and details

### While analyzing information, MIKE, a Concluder may:

- Ignore potential risks
- Not weigh the pros and cons
- Not consider others' opinions
- Offer innovative and progressive systems and ideas

### Motivational Characteristics

- **Motivating Goals:** Dominance and independence
- **Evaluates Others by:** Ability to complete a task quickly
- **Influences Others by:** Force of character, persistence
- **Value to Team:** Determination; striving to overcome obstacles
- **Overuses:** Impatience, competition
- **Reaction to Pressure:** Analytical, belligerent, logical
- **Greatest Fears:** Slowness or being seen as too jovial
- **Areas for Improvement:** Increase patience, concern for people, humility



**Communicating**  
with the Concluder style

Knowledge comes, but  
wisdom lingers.

- Alfred Lord Tennyson

# Communicating

## with the Concluder style

### Value to the group:

- Bottom-line organizer
- High energy, spurs activity
- Can multi-task easily
- Decisive and great in a crisis

### Concluders possess these positive characteristics in groups:

- Instinctive leaders
- Direct and decisive
- Innovative in getting results
- Maintain focus on goals
- Great communicators, willing to give opinions
- Overcome obstacles, they see silver lining
- Provide direction and leadership
- Push group toward their goals
- Generally optimistic
- Welcome challenges without fear
- Accept risks
- Sees the big picture
- Can handle multiple projects
- Function well with heavy workloads

### Personal growth areas for Concluders:

- Strive to be an "active" listener
- Be attentive to other team members' ideas until everyone reaches a consensus
- Be less controlling, be more patient
- Develop a greater appreciation for the opinions, feelings and desires of others
- Put more energy into the details and process
- Take time to explain the "whys" of your statements and proposals



**Communicating**  
with the Concluder style

You can have brilliant ideas, but if you can't get them across, your ideas won't get you anywhere.

- Lee Iacocca

## relating to others

**Your D and I plotted above the midline, your style is identified by the keyword "Concluder".**

This next section uses adjectives to describe where your DISC styles are approximately plotted on your graph. These descriptive words correlate as a rough approximation to the values of your graph.

**D -- Measures how decisive, authoritative and direct you typically are. Words that may describe the intensity of your "D" are:**

- **FORCEFUL** Full of force; powerful; vigorous
- **RISK TAKER** Willing to take chances
- **ADVENTURESOME** Exciting or dangerous undertaking
- **DECISIVE** Settles a dispute, question, etc
- **INQUISITIVE** Inclined to ask many questions; curious

**I - Measures how talkative, persuasive, and interactive you typically are. Words that may describe the intensity of your "I" are:**

- **GENEROUS** Willing to give or share; unselfish; bountiful
- **POISED** Balanced; stable; having ease and dignity of manner
- **CHARMING** Attractive; fascinating; delightful
- **CONFIDENT** Sure of oneself; feeling certain; bold

**S -- Measures your desire for security, peace and your ability to be a team player. Words that may describe the intensity of your "S" are:**

- **RESTLESS** Inability to rest or relax; uneasy; not quiet
- **CHANGE-ORIENTED** Desire to alter; likes variety
- **SPONTANEOUS** Acting in accordance with a natural feeling without constraint
- **ACTIVE** Characterized by much action or emotion; busy; quick

**C -- Measures your desire for structure, organization and details. Words that may describe the intensity of your "C" are:**

- **OWN PERSON** Not easily affected by the opinions of others
- **PERSISTENT** Continuing, especially in the face of opposition; persevere
- **INDEPENDENT** Free from the influence or control of others; self-confident



The only way to change is by changing your understanding.

- Anthony De Mello

## how you communicate with others

### How You Communicate with Others

Please return to the "Communicating" section of this report and review the communicating "DO" and "DO NOT" sections for your specific style. Reviewing your own communication preferences can be an eye-opening experience or simply confirmation for what you already know to be true. Either way, you have your communication characteristics in writing. This information is powerful when shared between colleagues, friends, and family. Others may now realize that some approaches do not work for your style, while other ones are received well by you. Equally important is that you now see that THE WAY YOU SAY SOMETHING can be as important as WHAT IS SAID. Unfortunately, we all have a tendency to communicate in the manner that we like to hear something, instead of the method another person prefers.

**Your style is predominately a "D" style**, which means that you prefer receiving information telling you RESULTS. But, when transferring that same information to a client or co-worker, you may need to translate that into giving them precise facts, or just the end result, or how they are a part of the solution and we need to work as a team.

This next section of the report deals with how your style communicates with the other three dominant styles. Certain styles have a natural tendency to communicate well, while certain other styles seem to be speaking different languages all together. Since you are already adept at speaking your "native" language, we will examine how to best communicate and relate to the other three dominant languages people will be using.

This next section is particularly useful for a dominant "D" style as you may have the tendency to be more aggressive in your communication than what others would like.

### The Compatibility of Your Behavioral Style

Two "D" styles will get along well only if they respect each other and desire to work as a team to accomplish a set goal. Care must be taken not to become overly competitive or overly domineering with each other.

A "D" likes the "I" style, because an "I" is a natural encourager to the "D". Sometimes an "I" will not be task oriented enough for the "D" in a work situation, unless the "D" sees the value of how the "I" can be influential to achieve ultimate results.

A "D" and an "S" normally work well together because the "S" does not threaten the "D", and will normally work hard to achieve the desired goal. Sometimes personal relations can be strained because the "D" sometimes comes across as too task oriented and driven.

A "D" and a "C" must be careful not to become too pushy and too detail oriented, respectively. However, a "D" needs the detail attention of the "C" style, but sometimes has a hard time of effectively communicating this need.



Speech is the mirror  
of the soul; as a man  
speaks, so is he.

- Publilius Syros

# Communication Tips

## compatibility of your behavioral style

MIKE PRAH

### How the "D" Can Enhance Interaction with Each Style

#### D with D

If there is mutual respect, you will tend to see each other as driving, visionary, aggressive, competitive and optimistic. So long as they agree on the goal to be accomplished, they can focus on the task at hand and be extremely efficient. If mutual respect does not exist, you will tend to see the other D as argumentative, dictatorial, arrogant, domineering, nervous and hasty.

Relationship Tip: Each of you must strive to achieve mutual respect, and communication, setting this as a goal to be accomplished will help immensely. You must also work to understand the realms and boundaries of each other's authority, and to respect those boundaries.

#### D with I

You will tend to view I's as egocentric, superficial, overly optimistic, showing little thought, too self-assured and inattentive. You'll dislike being "sold" by the I. Your task orientation will tend to lead you to become upset by the high I's noncommittal generalizations.

Relationship Tip: You should try to be friendly, since the I appreciates personal relationships. Be complimentary, when possible. Listen to their ideas and recognize their accomplishments.

#### D with S

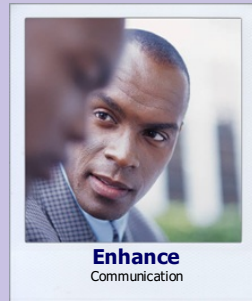
You will tend to view the S as passive, nonchalant, apathetic, possessive, complacent and non-demonstrative. D's tend to perceive S's as slow moving. They will tend to see your approach as confrontational, and it may tend to be overwhelming to the high S. Your quick pace of action and thinking may cause a passive-aggressive response.

Relationship Tip: Avoid pushing; recognize the sincerity of the high S's good work. Be friendly to them, they appreciate relationships. Make every effort to be more easy going when possible, adapting a steady pace will reduce unnecessary friction in the relationship.

#### D with C

Your tendency will be to view the C as overly dependent, evasive, defensive, too focused on details and too cautious and worrisome. D's often feel that high C's over analyze and get bogged down in details.

Relationship Tip: Slow down the pace; give them information in a clear and detailed form, providing as many facts as you can. In discussions, expect the C to voice doubts, concerns and questions about the details. Remove potential threats. Whenever possible, allow time for the C to consider issues and details before asking them to make any decisions.



Communication works  
for those who work at  
it.

- John Powell

## Communication Tips Worksheet

Changes in your graphs indicate your coping methods. The human personality is profoundly influenced by changes in our environment. Typically, people change significantly from graph one to graph two as a result of stressors or environmental changes. Recognizing the differences or changes between these two graphs helps us understand our instinctive coping mechanism, and indicates how to better adapt in the future.

Instructions: Each of your graphs illuminates different aspects of your personality. A closer look at those changes reveals valuable insights. Please refer to both graphs (if necessary, reference data throughout your profile). Compare the D, I, S, and C points on graphs one and two. Finally, read the analysis of your answers, and consider how your environment affects your decisions, motivations, actions and verbal messages.

### D Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "D" higher or lower than the "D" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more control in stressful situations. If the D goes up considerably, you can become very controlling when you become stressed. A lower value indicates someone who desires less control in stressful situations. If the D goes down considerably, you may want someone else to lead you and you will follow.

### I Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "I" higher or lower than the "I" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more social influence in stressful situations. If the I goes up considerably, you may try to use your communication skills to smooth things out. A lower value indicates someone who desires less social influence in stressful situations. If the I goes down considerably, you rely less on verbal means to come to a resolution.

### S Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "S" higher or lower than the "S" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires a more secure environment in stressful situations. If the S goes up considerably, you may tend to avoid any conflict and wait until a more favorable environment is available before making any changes. A lower value indicates someone who desires a less secure environment in stressful situations. If the S goes down considerably, you become more impulsive in your decision-making.

### C Changes:

Compare graphs 1 and 2. When you look at graph 2, is your "C" higher or lower than the "C" in graph 1? Consider how high or low the letter moves. A higher value indicates someone who desires more information before making a decision in stressful situations. If the C goes up considerably, you will probably not want to make a decision until you have significantly more information. A lower value indicates someone who desires less information before making decisions in stressful situations. If the C goes down considerably, you may make decisions based more on gut feelings.

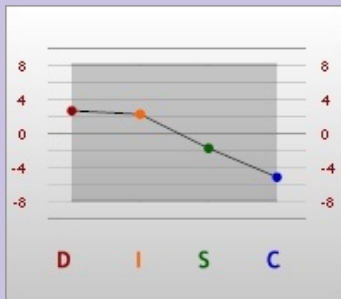
***Which one of your points makes the most dramatic move up or down? What does that tell you about how you react to pressure?***

***How could your coping method help or hinder you in making decisions? How can you use this information to help you see possible blind spots in your reaction to pressure?***



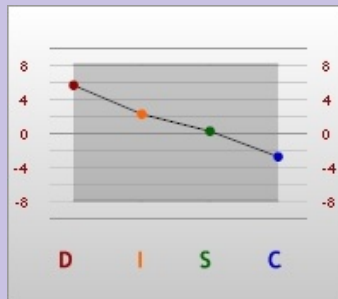
## Personality Style Graphs

### Public Perception



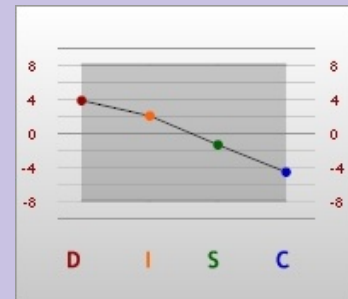
D=2.59, I=2.17, S=-1.9, C=-5.19

### Stress Perception



D=5.66, I=2.18, S=0.27, C=-2.83

### Mirror



D=3.84, I=2, S=-1.33, C=-4.5

Each of the three graphs reveals a different snapshot of behavior, depending on the conditions of the environment. Within a given environment, Graph 1 reveals the "Public Self;" Graph 2 displays the "Private Self;" and Graph 3 portrays the "Perceived Self."

**These three graphs or snapshots are defined in detail below.**

## Graph 1 - Mask, Public Self

### *Behavior Expected By Others*

Everyone acts according to how they think other people expect them to act. This behavior is the public self, the person projected to others. Sometimes, there is no difference between the true person and their public self. However, the public self can be very different from the "real" person; it is a mask. Graph 1 is generated by the "Most" choices on The Personality System, and has the greatest potential for change.



## Graph 2 - Core, Private Self

### *Instinctive Response To Pressure*

Everyone has learned responses from the past: consequently, these are behaviors which the person accepts about him/herself. Under pressure or tension, these learned behaviors become prominent. This is the graph which is the least likely to change because these are natural and ingrained responses. A person's behavior under pressure may be drastically different than his/her behavior in Graphs 1 and 3. Graph 2 is generated by the "Least" choices on The Personality System, and has the lowest potential for change.



## Graph 3 - Mirror, Perceived Self

### *Self Image, Self Identity*

Everyone envisions him/her self in a particular way. Graph 3 displays the mental picture that one has of him/her self, the self image or self identity. Graph 3 combines the learned responses from one's past with the current expected behavior from the environment. Change in one's perception can occur, but it is usually gradual and based on the changing demands of one's environment. Graph 3 is generated by the difference between Graph 1 and Graph 2.



## Continued

### Different Graphs Indicate Change or Transition

- If Graph 1 is different than Graph 2, the demands of the environment are forcing behavior that is not congruent with the core, or instinctive behavior. In such a situation, a person trying to modify his/her behavior to meet the demands of the environment will most likely experience stress.
- If Graph 1 is different than Graph 2, but similar to Graph 3, the individual has been able to successfully alter his/her behavior to meet the demands of the environment without altering his/her core. This individual is probably fairly comfortable with the behavior shown in Graph 3 (Perceived Self), and is probably not experiencing stress.
- If Graph 1 is different than Graph 3, an individual may be in a period of growth (and some discomfort) while he/she attempts to alter behavior to meet the demands of a new environment. A person's behavior may fluctuate during this period of adjustment.

### Similar Graphs Indicate Few Demands For Change

***An individual who perceives the current demands of the environment (Graph 1) to be similar to his/her past (Graph 2) will have little need to change his/her self-perception (Graph 3). This may be due to any of the following factors:***

- The behavior demanded by the present environment is similar to demands in the past.
- This individual controls what others demand of him/her.
- The behavior demanded by the present environment is different than demands in the past. However, instead of altering behavior, this person has chosen to augment style. To accomplish augmentation, this individual has surrounded him/herself with people of complimentary styles, thus creating a team with combined strengths.

**Your keyword style of Concluder(DI) and the contents of this report are derived from Graph 3.**

