# Understanding Yourself
# Loving Your Neighbor

## A Practical Guide

***for using DISC to value differences and serve one another humbly in love.***

"I believe that we are here for each other, not against each other. Everything comes from an understanding that you are a gift in my life – whoever you are, whatever our differences."

*—John Denver*

**Presented to**

## Daily Success 1

Put a check mark the statements that are important to your daily success in building relationships, valuing differences, and serving others humbly in love.

- ❑ Build immediate rapport with people you come in contact with at work, on the phone, in the community, etc.
- ❑ Know how to approach people and relate to them according to their needs.
- ❑ Work and/or cooperate with people who are different from you.
- ❑ Communicate YOUR message clearly to others.
- ❑ Convince, influence, lead, or direct others.
- ❑ Work collaboratively on a team.

"To effectively communicate, we must realize that we are all different in the way we perceive the world and use this understanding as a guide to our communication."

*—Tony Robbins*

Welcome to a tool that can help you understand yourself, relate to others, and put loving your neighbor into practice.

**DISC** stands for **Dominance, Influence, Steadiness, and Conscientiousness**. These four behavioral styles describe tendencies in how people communicate, make decisions, and respond to challenges.

You already know that people approach life differently. Some want to get to the point quickly. Others want time to talk and connect. Some prefer a steady pace and familiar routines. Others ask questions and examine the details before moving forward. You may recognize these differences in your family, among fellow believers, or in the people you encounter each day.

Those differences can enrich our relationships, but they can also create frustration. Someone's directness may feel insensitive. Their questions may sound critical. Their silence may leave you wondering what they think. Understanding their approach can help you pause, ask, and listen before deciding what their behavior means.

DISC gives you a way to explore those differences so you can connect with people and respond with greater understanding. It also helps you recognize how your own approach may affect someone whose needs differ from yours.

This conference focuses on reading and studying Scripture so we can live as disciples of Jesus. DISC supports one practical part of that journey. As we learn what it means to love our neighbor, we can consider how that love shows up in the way we listen, speak, and respond.

Through my years of working with leaders and teams, I have seen how understanding our behavioral tendencies can help us lead ourselves more effectively. We become more aware of what comes naturally and where we may need to adjust. That awareness gives us an opportunity to choose a response that better serves the person in front of us.

You cannot choose another person's response. You can choose to listen more closely, ask before assuming, and communicate in a way that considers their needs.

**That is where this begins. With how you choose to love the person in front of you.**

Becoming aware of your behavioral style is significant because it's your personal style that dictates the content of all verbal and nonverbal communications between people. Your message, whether it's to inform, explain, lead, manage, or convince, can only be communicated using your own chosen behavioral style.

Your style is a powerful medium through which your beliefs and values, attitudes, education, skills, and everything about you are conveyed to other people. Your behavioral style is also the source of connecting or disconnecting with other people.

## DISC Snapshot Reflection

Choose the answer that feels most natural most of the time.

This **IS NOT** a **TEST.** There are no right or wrong answers. This is about awareness, not accuracy.

Understanding your behavior and the behavior of others gives you a choice in how you respond.

**How to respond to the snapshot assessment**

Read each of the 10 statements on the following two pages.

Circle one option (A, B, C, or D) per question.

Tally your answers at the end.

**Example response**

**1. When our team takes on a new project, I usually...**

A. Set clear goals and move the team toward action
B. Bring energy and ideas to get people engaged
C. Make sure we have a plan, so I know how to support the team
D. Look at the details and think through the best approach

**Reminder,** read each of the 10 statements on the following two pages.
Circle one option (A, B, C, or D) per question that best describes you.
Tally your answers at the end.

**1. When my team takes on a new project, I usually…**

A. Set clear goals and move the team toward action

B. Bring energy and ideas to get people engaged

C. Make sure we have a plan, so I know how to support the team

D. Look at the details and think through the best approach

**2. In team meetings, I…**

A. Keep the conversation focused and move toward decisions

B. Talk easily, share ideas, and keep people engaged

C. Listen carefully and support others as needed

D. Focus on facts and make sure the information is accurate

**3. When there's disagreement on the team, I usually…**

A. Step in quickly and push the group toward a decision

B. Keep the mood positive and try to reduce tension

C. Make sure everyone has a chance to share their perspective

D. Step back and think through the situation before responding

**4. On my own time, I prefer to…**

A. Set personal goals and work toward them

B. Spend time with people in social settings

C. Relax with a few close people or at home

D. Focus on something that requires thinking or concentration

**5. When I'm given a new assignment, I…**

A. Jump in and start organizing the work

B. Look for ways to make it interesting or engaging

C. Make sure the plan is realistic and understand the steps

D. Gather the information I need before getting started

**6. I feel most appreciated when people…**

A. Recognize the results I deliver

B. Notice my enthusiasm and how I connect with others

C. Acknowledge my reliability and support

D. Recognize the quality and accuracy of my work

**7. I get stressed when…**

A. I lose control of the situation or the outcome

B. I cannot connect with others or express myself

C. There is tension, conflict, or sudden change

D. Things feel disorganized or unclear

**8. People who know me well would describe me as…**

A. Driven and focused on results

B. Outgoing and easy to talk to

C. Steady and dependable

D. Thoughtful and detail-oriented

**9. When I'm learning something new, I prefer to…**

A. Set goals and track my progress

B. Learn with others and keep it interactive

C. Take it step by step at a steady pace

D. Understand the details before moving forward

**10. When I'm working with others, I…**

A. Push the team to deliver results

B. Build energy and keep morale high

C. Make sure people feel supported and work well together

D. Focus on getting the work done correctly

**Continue to the next page and tally your scores.**

## Score Your Response 6

Tally how many times you chose each letter and write the totals below.

| A | B | C | D |
|---|---|---|---|
| _____ | _____ | _____ | _____ |
| **Dominance** | **Influence** | **Steadiness** | **Conscientiousness** |

### Interpreting Your Results

Your highest total suggests tendencies to explore. Compare your responses with the style descriptions and consider what fits your everyday behavior.

This brief reflection is a starting point for learning about yourself.

### How You May See Yourself

| D<br>Dominance | I<br>Influence | S<br>Steadiness | C<br>Conscientiousness |
|---|---|---|---|
| Direct<br>Decisive<br>Doer | Impulsive<br>Interactive<br>Interesting | Stable<br>Sincere<br>Supportive | Calculating<br>Careful<br>Compliant |

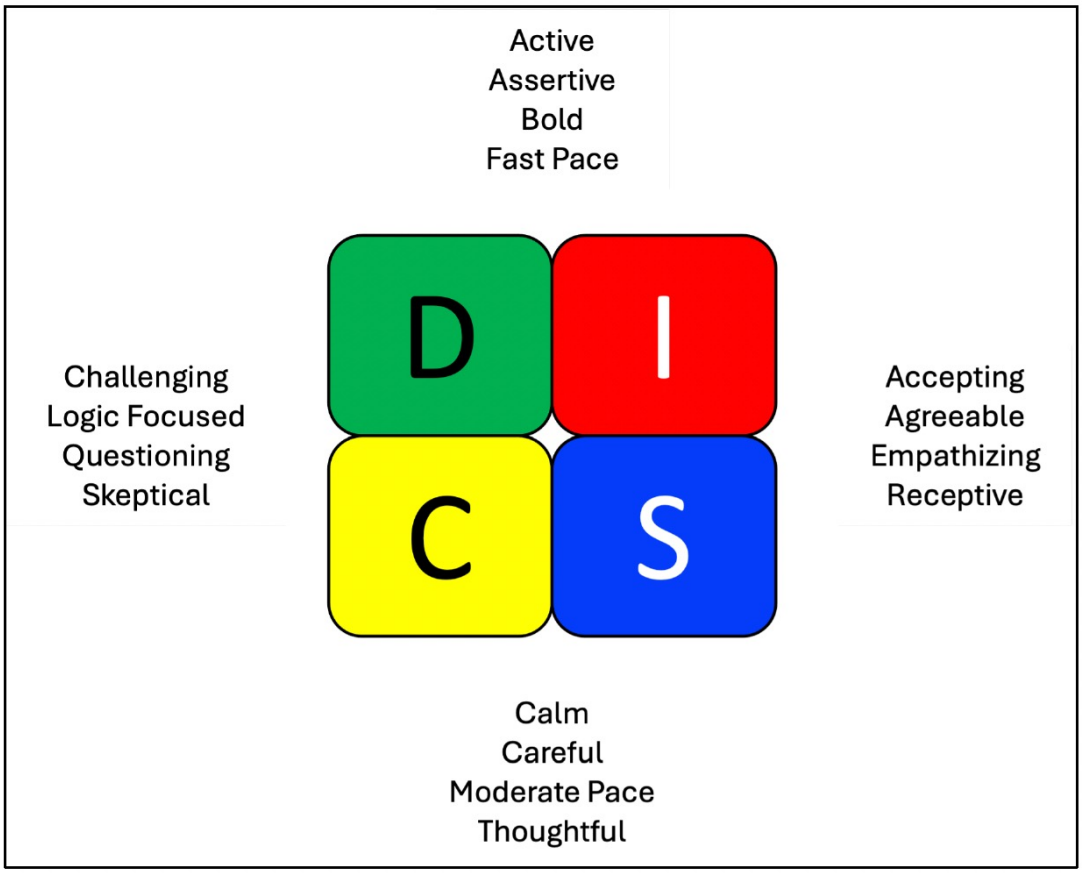
### Before You Read Your DISC Styles Characteristics

Over the next few pages, you will read descriptions of the four DISC styles. These are patterns of behavior, not labels or definitions. Each style reflects tendencies you may recognize, but no one is only one style. Every person is a blend of styles, and these tendencies show up at home, at work, among fellow believers, and in everyday interactions.

As you read, focus on the behavior. Look for what feels familiar in how people think, communicate, and respond. The goal is not to put people into categories. The goal is to better understand yourself and others so you can adjust when it matters.

When you understand your tendencies, you lead yourself more intentionally. When you understand others, you serve them more effectively.

The overview outlines the unique traits of the four DISC styles, their interactions, and their respective emphasis and responses within their environment.




Someone high in the **Dominance** style emphasizes shaping the environment to achieve results by overcoming opposition to challenges.

Someone high in the **Influence** style emphasizes shaping the environment by influencing and persuading others.

Someone high in the **Steadiness** style emphasizes stability and seeks to accomplish tasks by cooperating with others within existing circumstances.

Someone high in the **Conscientious** style emphasizes precision and quality while working within existing circumstances

# Dominance (D) Style Characteristics 8

**Traits:** Confident, goal-oriented, assertive. Takes charge and makes decisions quickly.

**Non-verbal cues:** May include a firm handshake, direct eye contact, and confident posture.

**Motivators:** Driven by challenges and results. **Fears:** Loss of control. Being taken advantage of.

**Interaction with others:** Values direct communication, a clear purpose, and opportunities to take responsibility.

People with a Dominance style tend to move toward challenges and take control of situations. They are driven by results, motivated by achievement, and focused on getting things done. Where others may pause to consider, they are often ready to act. They value forward movement and are energized by solving problems and overcoming obstacles.

Their decisiveness is one of their most visible strengths. They are comfortable making quick calls, even when information is incomplete. This helps maintain momentum and provides direction when others feel uncertain. They are often seen as confident and direct, willing to take responsibility and pursue an outcome.

They tend to prioritize efficiency and results over extended discussion. They listen for what matters and move toward action. This can help a group avoid getting stuck. At the same time, they may interrupt, dismiss input too quickly, or overlook perspectives that could improve the outcome.

Because they focus on results, they often set high expectations for themselves and others. They are comfortable challenging people and addressing difficult issues. This can encourage accountability, but it may also come across as impatience or bluntness.

Their confidence allows them to take risks and pursue ambitious goals. Yet that same confidence can lead them to move too quickly, underestimate complexity, or bypass important details. They may focus so closely on the task that they miss how their approach affects others.

At their best, people with a Dominance style bring courage, clarity, and a willingness to act. They help others move forward and accomplish things that might otherwise stall. When these tendencies become excessive, they can become controlling, dismissive, or overly focused on winning.

**Biblical Illustrations**

**Paul** boldly spread the gospel and pressed forward despite opposition. His determination and focus on his mission illustrate courage and a drive to act. Acts 20:22–24

**Rahab** hid the spies and negotiated protection for her family despite the danger. Her initiative and willingness to take risks illustrate taking action to achieve a clear result. Joshua 2:4–16

**Loving My Neighbor**

Growth for this style includes slowing down long enough to listen, involving others, and considering their needs. Their willingness to act can become a powerful way to serve when they also make room for another person's voice. Before offering a solution, they can ask, "What would be most helpful to you?"

**Reflection:** How can I adjust my approach to better love the person in front of me?

## Influence (I) Style Characteristics 9

**Traits:** Enthusiastic, expressive, sociable. Brings energy to conversations and connects readily with others.

**Non-verbal cues:** May include open gestures, frequent smiles, and animated expressions.

**Motivators:** Recognition, connection, and approval. **Fears:** Rejection and being shut out.

**Interaction with others:** Enjoys sharing ideas, encouraging participation, and building relationships.

People with an Influence style tend to move toward others. They are energized by interaction, conversation, and opportunities to connect. They seek to shape their surroundings by influencing and persuading people. Their enthusiasm can help others become interested in an idea and willing to participate.

Their warmth is one of their most visible strengths. They bring energy to conversations, optimism to challenges, and a sense of possibility that can lift a group. They often help people feel included, noticed, and valued.

They also tend to think out loud. Ideas develop as they speak, which can encourage creativity and lively discussion. At the same time, they may move between topics, interrupt, or leave little room for someone who needs more time to respond.

Because they value relationships, they often build rapport quickly. They enjoy personal conversation and finding common ground. However, their desire to connect may lead them to speak more than they listen or assume others share their enthusiasm.

Their optimism helps them see possibilities and encourage others to move forward. Yet they may overlook difficulties or promise more than they can deliver. Saying yes can come easily, especially when they want to help or avoid disappointing someone.

Structure and routine may require more effort. They can become excited about a new idea before completing an earlier commitment. Simple reminders and realistic plans can help them turn good intentions into dependable action.

At their best, people with an Influence style help others feel engaged and encouraged. When these tendencies become excessive, they may dominate conversations, lose focus, or become overly concerned with approval.

**Biblical Illustrations**

**Peter** addressed the crowd at Pentecost, explained the gospel, and urged people to respond. His public appeal illustrates influencing others through spoken communication. Acts 2:14–41

**Abigail** persuaded David to reconsider his plans and turn away from bloodshed. Her thoughtful appeal illustrates influencing another person's decisions through words and personal connection. *1 Samuel 25:23–35*

**Loving My Neighbor**

Growth for this style includes making room for others to speak, listening without rushing to respond, and following through on promises. Their warmth can help people feel welcome when they also give attention to what those people need. Before sharing their own experience, they can ask, "Would you tell me more?"

**Reflection:** How can I adjust my approach to better love the person in front of me?

## Steadiness (S) Style Characteristics 10

**Traits:** Reliable, calm, supportive. Prefers stability and consistency.

**Non-verbal cues:** May include gentle expressions, steady eye contact, and a calm, approachable manner.

**Motivators:** Security, harmony, and dependable relationships. **Fears:** Sudden change and conflict.

**Interaction with others:** Values cooperation, patient listening, and opportunities to help.

People with a Steadiness style tend to seek stability, consistency, and supportive relationships. They accomplish tasks by cooperating with others within existing circumstances. Where others may push for rapid change, they look for a steady approach that allows people to move forward together.

Their patience is one of their most visible strengths. They are willing to listen, give others time to think, and create space for people to feel heard. Others often turn to them for support or a calm perspective.

They also tend to be reliable and methodical. They take commitments seriously and value following through. Clear expectations and familiar routines help them feel comfortable and contribute consistently. Their steady approach can help a group that feels rushed or scattered.

Because they value harmony, they may avoid conflict or tension. They sometimes hold back their opinions to prevent discomfort or disagreement. While this may preserve peace temporarily, it can leave important concerns unspoken and problems unresolved.

Change can require more time for this style. They often prefer what is known and proven. When expectations shift suddenly, they may hesitate until they understand what will happen and how people will be affected.

They are attentive to others' needs and often willing to help. This strengthens relationships and builds trust over time. However, they may take on too much or agree to requests they cannot reasonably fulfill. Saying no can feel uncomfortable when someone is counting on them.

At their best, people with a Steadiness style help others feel supported, valued, and secure. When these tendencies become excessive, they may become overly accommodating, reluctant to change, or hesitant to speak honestly.

**Biblical Illustrations**

**Abraham** welcomed visitors with generous hospitality and pleaded for the righteous people in Sodom. His attentive care and concern for others illustrate a supportive, people-centered approach. Genesis 18:1–33

**Hannah** cared for Samuel until he was weaned, then fulfilled her promise to dedicate him to the Lord. Her patient care and faithful follow-through illustrate commitment and dependability. 1 Samuel 1:21–28

**Loving My Neighbor**

Growth for this style includes sharing concerns honestly, setting reasonable limits, and being willing to face necessary change. Their patience can help people feel safe enough to have difficult conversations. When something needs attention, they can begin, "I care about our relationship, and there is something we need to discuss."

**Reflection:** How can I adjust my approach to better love the person in front of me?

## Conscientiousness (C) Style Characteristics 11

**Traits:** Precise, analytical, detail-oriented. Plans carefully and values doing things well.

**Non-verbal cues:** May include controlled gestures, a reserved manner, and focused expressions.

**Motivators:** Accuracy, quality, and clear expectations. **Fears:** Being wrong or unprepared.

**Interaction with others:** Values thoughtful discussion, relevant details, and time to consider decisions.

People with a Conscientiousness style tend to seek accuracy, quality, and thoughtful analysis. They emphasize precision while working within existing circumstances. Where others may act quickly, they are more likely to pause, examine the details, and consider what could go wrong.

Their attention to detail is one of their most visible strengths. They notice what others might miss, ask careful questions, and look for clarity before moving forward. Their thoroughness helps others avoid mistakes and make informed decisions.

They also tend to be systematic in their approach. They prefer clear expectations, structure, and a reliable process. Given time to prepare, they can organize information and work through a problem carefully. Unclear instructions or shifting standards can create frustration.

Because they value accuracy, they may hesitate when information feels incomplete. They want to be confident in their understanding before making a decision. This can prevent errors, but it may also delay action when a reasonable next step is already possible.

Their communication is often reserved and focused on facts. They choose words carefully and value clear explanations. However, their questions or corrections may sound critical when someone is looking for encouragement or understanding.

They often hold high standards for themselves and others. This can lead to dependable, thoughtful work. Yet they may dwell on small mistakes, overanalyze decisions, or find it difficult to accept a different approach that could also work.

At their best, people with a Conscientiousness style bring careful thinking and a commitment to quality. When these tendencies become excessive, they may become overly cautious, critical, or focused on getting everything right before moving forward.

**Biblical Illustrations**

**Moses** asked God for clarity about his calling and later recorded all God's instructions for the people. His questions and thoroughness illustrate a desire for understanding and accuracy. Exodus 3:11–14; 24:3–4

**Esther** considered the danger of approaching the king, called for a fast, and prepared a banquet before presenting her appeal. Her measured approach illustrates careful preparation and consideration of risk. Esther 4:11–17; 5:1–6

**Loving My Neighbor**

Growth for this style includes listening to another person's concerns, offering correction with care, and allowing room for different approaches. Their careful thinking can serve others well when it is paired with patience and encouragement. Before explaining what needs to change, they can ask, "Help me understand how you see this."

**Reflection:** How can I adjust my approach to better love the person in front of me?

**How you communicate matters as much as what you communicate.**
Each style has **preferences.** When you **adjust to those preferences,** you **reduce friction** and **build trust more quickly.**

### Dominance (D)

Be direct and concise. Lead with the outcome and focus on results. Respect their time by getting to the point. They tend to prefer efficiency over extended discussion, so keep it relevant and forward-moving.

### Influence (I)

Be warm and engaging. Acknowledge their ideas and allow space for them to express themselves. They tend to value connection, so taking a moment to engage personally can strengthen the interaction and build trust.

### Steadiness (S)

Be calm and sincere. Give them time to process and avoid creating unnecessary pressure. They tend to value stability and relationships, so consistency and a steady approach help them feel comfortable and engaged.

### Conscientiousness (C)

Be clear and well-organized. Provide relevant details and allow time for thoughtful consideration. They tend to value accuracy and logic, so preparation and clarity increase confidence in the message.

### Putting Love Into Practice

To better love the person I chose, I will

_____

_____

**How will this improve our relationship?**

_____

_____