

Temperament Style DISC Type	<u>Choleric Dominant</u>	<u>Sanguine Influencing</u>	<u>Phlegmatic Steady</u>	<u>Melancholy Conscientious</u>
Goal	In Control	Have fun	Keep the peace	Be "right"
Basic Tendencies	Fast-Paced Task Oriented	Fast-Paced People Oriented	Slower-Paced People Oriented	Slower-Paced Task Oriented
Greatest Strengths	Decisive Action Takes Charge Gets Results Self-Confident Independent Risk-Taker	Fun-Loving Involved with Others Enthusiastic Emotional Optimistic Good Communicator	Patient Easygoing Team Player Calming Influence Steady, Stable Good Follow-Through	Accurate Analytical Attentive to Key Details High Standards Intuitive Controlled
Natural Limitations	Impatient Stubborn Harsh or Blunt	Disorganized Not Detail-Oriented Unrealistic	Indecisive Over Accomodating Too Passive Sensitive	Too Critical Perfectionistic Overly Sarcastic
Communication	One Way Direct "Bottom Line"	Positive Inspiring Persuasive	Two Way Best Listener Empathetic Feedback	Diplomatic Keen Observer Provides Details
Emotion	Anger (under pressure)	Optimism	No visible emotion	Fear
Fears	Being Taken Advantage of Losing Control	Loss of Social Approval	Loss of Stability Loss of Security	Irrational Acts, Criticism of Their Work Making Mistakes
Love Language	Admiration	Acceptance and Approval	Appreciation	Affirmation
Under Pressure	Autocratic Aggressive Demanding	Emotional Attack (but may avoid public confrontation)	Acquiesces Tolerates Complies	Avoids, Withdraws, Plans Strategy to Get Even
Money Viewed as Means Of	Power	Freedom	Showing love	Insuring Security
Decision Making	Quick: Result-Focused Very few facts	Impulsive Whether it "Feels Right"	Relational: Trusts in Others	Reluctant Needs a Lot of Information
Greatest Needs	Challenges Change Choices Direct Answers	Fun Activities Social Recognition Freedom from Details	Status Quo/Stability Time to Adjust to Changes, Sincere Appreciation	Time to Do Quality Work Facts Time to Analyze
Recharge	Physical Activity	Social Time	"Nothing" Time	Private Time
Biblical Example	Paul	Peter	Abraham	Moses
Detailed Tendencies	getting immediate results accepting challenges making quick decisions questioning status quo taking authority	spending time with people seeking social acceptance generating enthusiasm being talkative & open about feelings view things optimistically	consistent, predictable demonstrating patience wanting to help others being a good listener creating stable home environment	key details weighing pros and cons subtle or indirect approaches to conflict checking for accuracy systematic approach to situations
What you like	power and authority prestige and challenge immediate accomplishments immediate results direct answers opp. for advancement freedom from controls new & varied activities	popularity, social recognition public recognition of ability freedom of expression Fun Activities being involved in decision making activities involving contact w/ people freedom from handling details opp to verbalize thought/feelings	keep status quo unless given reason for change keep relaxed, friendly atmosphere predictable routines sincere appreciation for efforts working with others genuine relationships opp to contribute to well-being of your relationship	time to think things through having a reserved environment careful planning opp to demonstrate expertise control over factors affecting how you do things precise information and logic freedom from pressures recognition for skills and accomplishments getting things done "right"