

SELF-ASSESSMENT

Circle the traits that most characterize you. Feel free to circle as many (or as few) as you'd like.

<p>Likes Authority – L Enjoys instructions - B Enthusiastic - O Sensitive Feelings - R Confident - L Consistent - B Visionary - O Calm - R Enjoys Challenges - L Reserved - B Energetic - O Non-demanding - R Problem Solver - L Practical - B Promoter - O Avoids - R Bold - L Factual - B Mixes Easily - O Confrontations - R Goal Driven - L Detailed - B Fun-loving - O Enjoys Routine - R Strong willed - L Inquisitive – B</p>	<p>Spontaneous - O Warm and relational - R Self reliant - L Persistent - B Creative new ideas - O Adaptable - R Persistent - L Sensitive - B Optimistic - O Thoughtful - R Takes Charge - L Accurate - B Infectious Laughter-O Patient - R Determined - L Controlled - B Takes risk - O Good Listener - R Enterprising - L Predictable - B Peacemaker - R Motivator - O Loyal - R Competitive - L Orderly - B Very Verbal - O</p>	<p>Even-Keeled – R Productive - L Conscientious - B Friendly - O Gives in - R Purposeful - L Discerning - B Tolerant - R Enjoys popularity - O Indecisive - R Adventurous - L Analytical - B Group oriented - O Dislikes change - R Independent - L Precise - B Initiator - O Dry Humor - R Controlling - L Scheduled - B Inspirational - O Sympathetic - R Action Oriented - L Deliberate - B Inspirational - O Nurturing - R</p>
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L _____

B _____

O _____

R _____

OVERVIEW OF THE PERSONALITY TYPES

The Lion- This personality likes to lead. The lion is good at making decisions and is very goal oriented. They enjoy challenges, difficult assignments, and opportunities for advancement. Because lions are thinking of the goal, they can step on people to reach it. Lions can be very aggressive and competitive. Lions must learn not to be too bossy or take charge in others' affairs.

The Otter-This personality is very social. Otters love people. They enjoy being popular and influencing and motivating others. Otters can sometimes be hurt when people do not like them. Otters usually have lots of friends but not deep relationships. They love to goof-off and are notorious for messy rooms. Otters like to hurry and finish jobs—and jobs may not be done well. The otter personality is like Tigger in Winnie the Pooh.

The Golden Retriever-This personality is good at making friends and is very loyal. Golden retrievers do not like big changes. They look for security and can be very sensitive and caring. They have deep relationships, but usually only a couple of friends. They want to be loved by everyone and look for appreciation. They work best in a limited situation with a steady work pattern.

The Beaver-This personality is very organized and thinks that there is a right way to do everything—and they want to be the ones to do it. Beavers are very creative and desire to solve problems. Beavers take their time and do the job right. They do not like sudden changes and need consistent reassurance.

	LION	OTTER	GOLDEN RETRIEVER	BEAVER
RELATIONAL STRENGTHS	Takes charge, Problem solver, Competitive, Enjoys Change, Confrontational, Direct, Goal-oriented, Strong	Optimistic, Energetic, Motivators, Future-oriented, People person	Warm, Relational, Loyal, Peacemaker, Sensitive, Accommodating, Calm, Affirming	Accurate, Discerning, Analytical, High Standards, Desires order, Precise, Values Quality
LIMITATIONS	Impatient, Bossy, Impulsive, Takes big risks, Insensitive, Argumentative	Daydreamer, Unrealistic, Overbearing, Manipulator, Avoids details, Lacks follow-through, Talks too much, Too permissive	Easily hurt, Indecisive, Holds a grudge, Indifferent, Stays in a rut, Sacrifice own feelings for harmony	Critical, Strict, Controlling, Perfectionist, Unrealistic expectations of self and others
COMMUNICATION STYLE (PROS/CONS)	Visionary, Direct or blunt, One-way, Not a good listener	Can inspire others, Enthusiastic, One-way, High energy can manipulate others	Indirect, Two-way, Great listener, Uses too many words or too many details	Factual, Two-way, Great listener, Desire for detail and precision can frustrate others
RELATIONAL NEEDS	Personal	Approval	Emotional Security	Quality, Exact expectations
RELATIONAL BALANCE	Attention and recognition, areas where he/she can be in charge, opportunity to solve problems, freedom to change, challenges, add softness and become a better listener	Opportunity to verbalize, visibility, social recognition, be attentive to mate's needs, not so overly optimistic	Agreeable environment, learn to have emotional boundaries, confront when feelings are hurt	Total support is not always possible, thorough explanation is not always necessary
BIBLICAL EXAMPLE	Paul Acts 9: 3-19	Peter John 21: 1-2	Abraham Genesis 12-22	Moses Exodus 3-4

*Dr. Gary Smalley and Dr. John Trent

DISC TEST

D

Dominant

Task Oriented
Concerned about problems

I

Influencing

People Oriented
Concerned about people

C

Compliant

Task Oriented
Concerned about details

S

Stable

People Oriented
Concerned about pace

D	I	S	C
Lion	Otter	Golden Retriever	Beaver
"Do it now!"	"Trust me, it will work out!"	"Let's keep things the way they are."	"How was it done in the past?"
Attorneys, Managers, Stay-at-home Moms, Politicians	Networkers, Salesmen, Actors, Public Speakers	Counselors, School Teachers, Diplomats	Math, Artists, Musicians, Designers, Accountants
10%	25%	40%	25%

"Know thyself, and to thine own self be true."

– Shakespeare

"The unexamined life is not worth living."

-- Socrates