

# DISC

## Loving One Another Summary

By Pastor Scot Wall

“In Love...

Developing and Equipping Disciples of Christ  
...To the Glory of God”



# Understanding a High D

1. Be aware of your strengths and how others can complement them in achieving your goals.
2. Be willing to step back to reevaluate your goals to make sure they include God's perspective—then go for it!
3. Seeing your areas of weakness or “wrongness” is not easy and will require serious reflection with the H.S.
4. Admitting your fears is not necessarily a sign of weakness, but rather a sign of real strength of character and forces a dependence upon God.
5. As “right” as you may feel about your idea or plan, it just may not actually be the best or you may need to allow others control of the situation for their best and your growth.
6. “I’m sorry” or “I was wrong” does not come easily, but even when it does, it needs to be genuine and come with changed behavior.
7. Recognize that even though you may not feel you are intimidating, people's natural tendency is to respond out of fear. Pray that God would let you see how you have been hurting those you love and then set a goal to love them the way God would have you love them.
8. God has given you an amazing ability to stand up in the face of opposition— seek to lovingly do this for His glory as Paul did in his life!

# Loving a High D

1. Recognize the strengths of a High D and be thankful to God that He created them in this way.
2. When considering approaching (confronting) a High D, ask God first if this is something you need to undertake or not.
3. Ask God to give you the wisdom in not only what but how to approach the High D and to give you His perspective.
4. Develop specific plans of attack to present to the High D that will accomplish a goal you know is important to the them. Be direct, giving only pertinent details and the bottom line.
5. Don't be too easily offended. High D's respect strong backbone and will buck a bit if you confront them. Small confrontation is their style. Expect big pushback if you are possibly interfering with a small goal. Expect BIGGER pushback if interfering with big goals.
6. Recognize that the "idea" needs to be theirs. Show them how this will accomplish their goals and then let them decide if and how to proceed.
7. High D's can "dish it out" but don't always "take it" well. Unless you are ready for strong confrontation, be careful how far you go with the "give and take."
8. Either join in with the pursuit of the goal or get out of the way. If the High D is Spirit-led, you will be able to witness amazing accomplishments for God's Kingdom.

# Understanding a High I

1. Be aware of your strengths and how others can complement them in achieving a pleasant environment.
2. Your verbal skills allow you to effectively deflect responsibility. But know that even though you may not always be called on it, most people know when you are shifting blame or lying.
3. Work on your listening skills. If you truly want people to feel good about themselves, let them speak. Silence in a conversation is not all bad. You do not have to fill in those breaks with “something.” Try to think more before you talk.
4. Even though your tendency is to realize that people are more important than things or tasks, you can use this as an excuse for not accomplishing or following through
5. As you are making every effort you can to make someone feel comfortable, you can actually make them uncomfortable by your overt attempts. When someone feels sad, fearful, insecure or depressed, don't invalidate those feelings by communicating that you “just don't understand how someone could feel that way.”
6. It is easy for you to shrug off your irresponsible behavior or lack of follow through as “just the way you are” and not see it as sin that needs to be dealt with. Don't make commitments or promises that you cannot keep.
7. Try to be more realistic about life, especially when it comes to time.
8. God has given you an amazing ability to verbalize things usually in a fun and enjoyable way. Be sure to use this gift unwaveringly in the face of opposition and God will do amazing things through you as He did in Peter's Life!

# Loving a High I

1. Recognize the strengths of a High I and be thankful to God that He created them in this way.
2. Know that when a High I commits to something, he is sincere and intends to follow through. It is not because he plans on backing out or not completing the task at the outset.
3. It is not that the High I does not think that details are important. It is that thinking of the details is challenging and takes away from real action. They appreciate that you think of the details.
4. Provide environments that are fun and easy-going and a High I will flourish. Enjoy the ride and don't get uptight when every detail is not taken care of.
5. Don't expect thought-out ideas initially. Allow the High I to talk things out. Ideas will pop out that even they may be surprised at. If you truly want to "brainstorm" a High I can be an effective hurricane for you.
6. If you want to get something done through a High I, do not put too many parameters on the plan. Let them know how you want the end result to affect others (or you) and then let them have some leeway to accomplish it. Give them many incentives.
7. Know that a High I may be tentative about approaching you about something difficult (because it will create a negative environment). But if you want to grow in your relationship, you may have to regularly ask for them to share areas that need addressing and then provide a positive environment in which they can share.
8. Enjoy, admire (and offer encouragement) to the High I when he uses his skill of the verbal for God's glory.

# Understanding a High S

1. Be aware of your strengths and how others can complement them in achieving a stable environment.
2. Recognize that not all conflict is bad. How one deals with conflict can be. Prayerfully consider what is the best action before the Lord and then ask for His power and direction to accomplish it regardless of the consequences.
3. Although change for change's sake may not always be good, there are many times that change can be good. Your tendency to take a long time to accept change can sometimes be damaging to a situation or relationships.
4. You may feel that you are handling a situation well by not letting your emotions get out of hand when you are angry, but you may tend to covertly take it out on others through passive-aggressive behavior. This is just as bad. Also, "stuffing it" usually leads to big explosions later and may lead to physical problems of your own.
5. Being in control of your emotions is good. However, you can come across as dispassionate and uncaring. Ask God to give you His heart for people and also ask Him to help you express it well to them.
6. Because you desire peace at almost all costs, you are prone to stretch the truth (lie) in order to keep things from becoming too difficult. Know that lying lips are an abomination to the Lord and ask for more sensitivity in your heart.
7. Steadiness and thoroughness are wonderful. However, you must evaluate whether the investment of time is worth the consequences of taking too long to fulfill an accomplishment.
8. God has given you an amazing ability to loyally and steadily follow through with tasks and provide stable, cool-headed environments. Make sure that loyalty is ultimately focused upon God and not others and God will do accomplish great things through you and your faith in Him as He did in Abraham's life!

# Loving a High S

1. Recognize the strengths of a High S and be thankful to God that He created them in this way.
2. Even though sometimes a High S needs some nudging to move, confrontation is not going to produce many results. And even more confrontation will be even more detrimental. Address concerns with friendly tones and sincerity.
3. In order to get things done through a High S, provide clear expectations and a friendly, relaxed environment. Give deadlines but make them reasonable if you want the job done well.
4. Provide a lot of reassurances...about relationships, about job performance, about how the High S's actions have affected you positively. Only make sure these assurances are sincere!
5. Be patient with a High S. Allow time to process if you want there to be change. Give information regarding the change and then allow time to mull. You may have to provide the same information several times in different ways in order for a High S to feel comfortable with the change.
6. High S's are not comfortable with sharing their feelings. However, sometimes they really want to. You may have to ask several times how a High S is feeling or what is wrong (enduring a lot of "Nothing" answers) in order to pull out a substantial answer.
7. If you acknowledge and encourage a High S's affection for family and provide sincere compliments and appreciation, you will gain a loyal and dependable follower.
8. A High S's loyalty and steadfastness are the traits of incredible unwavering faith. When this faith is focused upon God, a High S is an example to us all. God will use a High S to keep us staying the course.

# Understanding a High C

1. Be aware of your strengths and how others can complement them in achieving an ordered environment.
2. Spend time studying and meditating on grace. Because of your awareness of your short-comings (sin), you are in a position to either 1) not fully experience grace or 2) more deeply understand the heights of grace poured out on you. Go for number 2!
3. Although it may go against your natural bent to put yourself out on a limb, give people the benefit of the doubt. Expect that people are good-willed in their intentions until proven otherwise.
4. Your attention to detail, strict adherence to guidelines, and focus on responsibility can come across to others as pettiness and a critical spirit. This may come as a shock to you but there may be more than one good/right way to do something. What you call "Giving God your best" is translated by others as "I know what is best/right and you don't; so let's do this my way or not at all." This can damage relationships. Regularly ask God to show you the right balance.
5. Lighten up! Smile more! Try to let your first response be "yes" rather than "no"; or at least "That is a good suggestion. Let's think through that."
6. Although it may be hard to turn off, let your mind take a vacation every now and then from evaluating and scrutinizing everything and everyone. Use your powers of detection to find the positives in things and people.
7. Just because you do not want the limelight does not mean that you are not acting like everything is about you. A lot fewer people are thinking about you than you may think...much less thinking anything bad about you.
8. God has given you an amazing ability to evaluate, discern, create and pay attention to detail. As you allow the Holy Spirit to reign these in from becoming critical, you are in a position to lovingly and graciously keep the Body of Christ focused on being good stewards through using God's resources responsibly and effectively for His Kingdom as Moses did in his life!

# Loving a High C

1. Recognize the strengths of High C's and be thankful to God that He created them in this way.
2. Know that a High C's initial response will probably be "no" to whatever you first propose. This is not necessarily his final answer. He means, "I can see all the problems right away so this doesn't look good initially. But if you can give me good reasons backed up with fact, then I am willing to change my mind." Be sure to have your facts straight and verified.
3. Because of a High C's drive for perfection and ability to see detail, he is many times very talented in the arts. Take time to enjoy and admire his ability and what he produces rather than work so hard at making him more outgoing.
4. A High C needs time to process and validate. Please be patient and let a High C think things out (in conflict, when considering change, when making a decision, etc.) You will be rewarded with a very thought-out conclusion.
5. If you are giving a High C a task, give him all the details that you can. Let him know exactly what you expect of him. Then give him reassurance after reassurance that he is doing what you desire.
6. Recognize that High C's feel deep emotions. As a result of that, they want to avoid the deep pain and hurt that they have felt in the past. Thus, they are very cautious. Please do not dismiss this.
7. A High C gets depressed when he doesn't see hope of how to get out of a bad situation. Without invalidating his feelings, help him see a step by step approach to moving towards a realistic solution. "Realistic" may mean moving towards a clearer understanding of God's approval of him and his actions.
8. High C's are invaluable to the Kingdom of God. They offer the check's needed to confirm we are heading in the right direction. If they are tempered with the grace of the Holy Spirit when dealing with others, they can very sensitively and effectively guide us toward doing what is right in the sight of God.

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