

DISC TEST

Don't ever let a test tell you what you are. This is An Evaluation Tool to help you confirm and personally analyze yourself. We all need a vision!

1- Mostly 2- always-

STRENGTHS

LION

MAN

OX

EAGLE

D

I

S

C

- | | | | |
|---|--|--|--|
| 01. ____ Strong-Willed | 01. ____ Popular | 01. ____ Gentle | 01. ____ Very Neat |
| 02. ____ Competitive | 02. ____ Charming | 02. ____ Sweet | 02. ____ Careful |
| 03. ____ Self-Reliant | 03. ____ Open-Minded | 03. ____ Consistent | 03. ____ Complex |
| 04. ____ Not Easily Discouraged | 04. ____ Life of the Party | 04. ____ Responds Well | 04. ____ Self- Sacrificing |
| 05. ____ Get Things Done | 05. ____ Loves a crowd | 05. ____ Loves time w/a friend | 05. ____ High Standards |
| 06. ____ Sure | 06. ____ Playful | 06. ____ Witty | 06. ____ Respectful |
| 07. ____ Forceful | 07. ____ Joyful | 07. ____ Dry Humor | 07. ____ Scheduled |
| 08. ____ Daring | 08. ____ Loud Funny | 08. ____ Satisfied | 08. ____ Orderly |
| 09. ____ Decisive | 09. ____ Talkative | 09. ____ Peaceful | 09. ____ Deep Thinker |
| 10. ____ Mover | 10. ____ Hopeful | 10. ____ Patient | 10. ____ Planner |
| 11. ____ Loves Challenges | 11. ____ Gets Others Involved | 11. ____ Pleasant listener | 11. ____ Intense Listener |
| 12. ____ Productive | 12. ____ Persuasive | 12. ____ Moderate | 12. ____ Idealistic |
| 13. ____ Bold | 13. ____ Inspiring | 13. ____ Easy Going | 13. ____ Thoughtful |
| 14. ____ Outspoken | 14. ____ Animated | 14. ____ Contented | 14. ____ God-Fearing |
| 15. ____ Unconquerable | 15. ____ Refreshing | 15. ____ Obliging | 15. ____ Precise |
| 16. ____ Loves Pressure | 16. ____ Encourages Others | 16. ____ Consistently cheerful | 16. ____ Finishes The Job |
| 17. ____ Loves Correcting unproductive situations | 17. ____ Discerning of What motivates others | 17. ____ Almost Never gives up on a person | 17. ____ Desires to Give Of themselves |
| 18. ____ Aggressive | 18. ____ High Energy | 18. ____ Diplomatic | 18. ____ Devout |
| 19. ____ Goal Oriented | 19. ____ Physically Touching | 19. ____ even tempered | 19. ____ Loves the Fine Arts |
| 20. ____ Independent | 20. ____ Sensitive to Others | 20. ____ Great 1 On 1 person | 20. ____ Great concentration |

- | | | | |
|----------------------------|-----------------------------|------------------------------------|----------------------------|
| 21. ____ Confrontive | 21. ____ Great Story Teller | 21. ____ Stays In relationships | 21. ____ never waste words |
| 22. ____ Dominant | 22. ____ Involved | 22. ____ almost never angry | 22. ____ Sees Details |
| 23. ____ Never Wastes Time | 23. ____ Dramatic | 23. ____ Loves 2-Way conversations | 23. ____ List Maker |
| 24. ____ Direct | 24. ____ Promoter | 24. ____ even tempered | 24. ____ specific |
| 25. ____ Doer | 25. ____ Spontaneous | 25. ____ accommodating | 25. ____ Accurate |
| 26. ____ Tenacious | 26. ____ Bubbly | 26. ____ Tolerant | 26. ____ Cautious |
| 27. ____ Good Organizer | 27. ____ Demonstrative | 27. ____ Steady | 27. ____ Reserved |
| 28. ____ Ambitious | 28. ____ Boisterous | 28. ____ Willing | 28. ____ Skilled |
| 29. ____ Purposeful | 29. ____ Sociable | 29. ____ Agreeable | 29. ____ Competent |
| 30. ____ Courage | 30. ____ Affectionate | 30. ____ Supportive | 30. ____ Alert |
| 31. ____ Takes Charge | 31. ____ Expressive | 31. ____ Kind | 31. ____ Zealous |
| 32. ____ Resourceful | 32. ____ Verbal | 32. ____ Neighborly | 32. ____ Servant |

In these last 18 rows there are the same words listed under 2 different Giftings. If you have this trait we ask you to discern which gifting this trait is birthed out of. You may check the phrase 2 times if you have both giftings.

- | D | I | S | C |
|----------------------------------|----------------------------------|---|--|
| 33. ____ adversity excites them | 33. ____ Many Friends | 33. ____ Deep Friendships | 33. ____ very deep friendships w/a few |
| 34. ____ can see the big picture | 34. ____ can see the big picture | 34. ____ Low Key Pleasant | 34. ____ avoids the limelight |
| 35. ____ Adventurous | 35. ____ Adventurous | 35. ____ Long Lasting | 35. ____ Researcher |
| 36. ____ Admired | 36. ____ Admired | 36. ____ Good Natured | 36. ____ Reflective |
| 37. ____ Quick Thinker | 37. ____ Quick Thinker | 37. ____ Analyzes because they love knowledge | 37. ____ Analyzes to improve themselves |
| 38. ____ Confident | 38. ____ Confident | 38. ____ Analyzes for the fun of it | 38. ____ analyzes to avoid making mistakes |
| 39. ____ Leader | 39. ____ Leader | 39. ____ Loyal | 39. ____ fiercely loyal to a few |
| 40. ____ Assertive | 40. ____ Assertive | 40. ____ Soft Spoken | 40. ____ Soft Spoken |
| 41. ____ Pioneering | 41. ____ Pioneering | 41. ____ Obedient | 41. ____ Obedient |
| 42. ____ Loudly Intense | 42. ____ Light Hearted | 42. ____ Light Hearted | 42. ____ Quietly Intense |

43. _____ Practical	43. _____ Accepting of Others	43. _____ Accepting of Others	43. _____ Practical
44. _____ Efficient	44. _____ Trusting	44. _____ Trusting	44. _____ Efficient
45. _____ Determined	45. _____ Generous	45. _____ Generous	45. _____ Determined
46. _____ Persistent	46. _____ Appreciative	46. _____ Appreciative	46. _____ Persistent
47. _____ Strong	47. _____ sensitive to others	47. _____ Stable	47. _____ sensitive to others
48. _____ Brave	48. _____ Seeks Input	48. _____ Relaxed	48. _____ Seeks Input
49. _____ Objective	49. _____ apologizes easily	49. _____ Objective	49. _____ apologizes easily
50. _____ doesn't get shook up	50. _____ feels things deeply	50. _____ doesn't get shook up	50. _____ feels things deeply
total strengths ____	total strengths ____	total strengths ____	total strengths ____

1- Mostly 2- Always

WEAKNESSES

D	I	S	C
01. _____ Nervy	01. _____ Sloppy	01. _____ Not Creative	01. _____ Picky
02. _____ Argumentative	02. _____ Unorganized	02. _____ Avoids Conflict	02. _____ Fussy
03. _____ Bossy	03. _____ Forgetful	03. _____ Resigned	03. _____ Insecure
04. _____ Unsympathetic	04. _____ Interrupts	04. _____ Reluctant	04. _____ Mood Swings
05. _____ Impatient	05. _____ Unpredictable	05. _____ Sluggish	05. _____ Unforgiving
06. _____ Headstrong	06. _____ Haphazard	06. _____ Lazy	06. _____ Resentful
07. _____ Proud	07. _____ Permissive	07. _____ Mumbles	07. _____ Unpopular
08. _____ Workaholic	08. _____ Seems Phony	08. _____ Timid	08. _____ Hard to Please
09. _____ Tactless	09. _____ Wants Credit	09. _____ Aimless	09. _____ Pessimistic
10. _____ Domineering	10. _____ Disorganized	10. _____ Sucker	10. _____ Withdrawn
11. _____ Intolerant	11. _____ Long Winded	11. _____ Resists Change	11. _____ Too Sensitive
12. _____ Manipulative	12. _____ Inconsistent	12. _____ Bland	12. _____ Negative
13. _____ Short Tempered	13. _____ Messy	13. _____ Lenient	13. _____ Introvert
14. _____ Crafty	14. _____ Show Off	14. _____ Indecisive	14. _____ Moody
15. _____ Rash	15. _____ Loud	15. _____ Slow	15. _____ Skeptical
16. _____ Defensive	16. _____ Scatterbrained	16. _____ Easy Mark	16. _____ Loner
17. _____ Always Right	17. _____ Changeable	17. _____ Lacks Ambition	17. _____ Suspicious

- | | | | |
|--|---|---------------------------------------|--|
| 18. ____ Controlling | 18. ____ Wordy | 18. ____ Indifferent | 18. ____ Worries |
| 19. ____ Can't Relax | 19. ____ Late | 19. ____ Permissive | 19. ____ Unsure |
| 20. ____ Pushy | 20. ____ Shallow | 20. ____ Disinterested | 20. ____ Anxious |
| 21. ____ Arrogant | 21. ____ People Pleaser | 21. ____ Lacks Goals | 21. ____ Timid |
| 22. ____ Unkind | 22. ____ Exaggerates | 22. ____ Unbothered | 22. ____ Perfectionist |
| 23. ____ Not Gentle | 23. ____ Egotistical | 23. ____ Careless | 23. ____ Legalistic |
| 24. ____ Unemotional | 24. ____ Poor Memory | 24. ____ Lacks Zeal | 24. ____ Over Serious |
| 25. ____ Inconsiderate | 25. ____ Impractical | 25. ____ Hesitant | 25. ____ Self-Conscious |
| 26. ____ Angry | 26. ____ Self Pity | 26. ____ Passive | 26. ____ Intolerant |
| 27. ____ Harsh | 27. ____ Impulsive | 27. ____ Quickly Gives In | 27. ____ Social Stiffness |
| 28. ____ creates stress | 28. ____ Undependable | 28. ____ Stick In A Rut | 28. ____ Awkward |
| 29. ____ Intimidating | 29. ____ Has to be Seen | 29. ____ Dependent | 29. ____ Touchy |
| 30. ____ Conceited | 30. ____ Repeats Stories | 30. ____ Conforming | 30. ____ Feel Inferior |
| 31. ____ Unbending | 31. ____ Easily Distracted | 31. ____ Lethargic | 31. ____ Moralistic |
| 32. ____ Cocky | 32. ____ doesn't see details | 32. ____ easily taken advantage of | 32. ____ Puts Self Down |
| 33. ____ Unaffectionate | 33. ____ commits too quickly | 33. ____ resists involvement | 33. ____ gets deeply depressed |
| 34. ____ very little compassion | 34. ____ doesn't think before acting | 34. ____ hard to get moving | 34. ____ too Introspective |
| 35. ____ Lord over others | 35. ____ Not Mechanically oriented | 35. ____ Quiet Will Of Iron | 35. ____ Not Accepting of others |
| 36. ____ rarely apologizes | 36. ____ hates to be alone | 36. ____ would rather watch | 36. ____ fears loss of accuracy |
| 37. ____ puts others down | 37. ____ dominates conversations | 37. ____ fears loss of stability | 37. ____ turns anger Inward |
| 38. ____ doesn't seek counsel | 38. ____ Overstates situations | 38. ____ Lacks Self motivation | 38. ____ tries to do It all by self |
| 39. ____ always telling others what they should do | 39. ____ Sudden Outbursts of Anger then forgotten | 39. ____ Quietly Resents being pushed | 39. ____ dwells on past hurts and mistakes |

In these last 11 rows there are the same words in 2 different Giftings. If you have this trait we ask you to discern which gifting this trait is birthed out of. You may check the phrase 2 times if you have both giftings.

D	I	S	C
40. _____ gets Involved when its not your business	40. _____ gets Involved when its not your business	40. _____ avoids responsibility	40. _____ goals beyond reach
41. _____ Restless	41. _____ Restless	41. _____ Shy	41. _____ Shy
42. _____ Opinionated	42. _____ Opinionated	42. _____ Uninvolved	42. _____ Uninvolved
43. _____ Loud Critical	43. _____ Gullible	43. _____ Gullible	43. _____ Quiet Critical
44. _____ Revengeful	44. _____ Wastes Time	44. _____ Wastes Time	44. _____ Revengeful
45. _____ Blunt	45. _____ Compromising	45. _____ Compromising	45. _____ Blunt
46. _____ Inflexible	46. _____ doesn't follow through	46. _____ doesn't follow through	46. _____ Inflexible
47. _____ Too Busy	47. _____ Too Busy	47. _____ Unenthusiastic	47. _____ Unenthusiastic
48. _____ Reckless	48. _____ Easily Discouraged	48. _____ Lacks Initiative	48. _____ Lacks Initiative
49. _____ immovable	49. _____ Noisy	49. _____ Stubborn	49. _____ Stubborn
50. _____ Controlling	50. _____ Undisciplined	50. _____ Undisciplined	50. _____ Embarrassed

Total Weaknesses

Total Strengths

Complete Totals

LION
D

Total Weaknesses

Total Strengths

Complete Totals

MAN
I

Total Weaknesses

Total Strengths

Complete Totals

OX
S

Total Weaknesses

Total Strengths

Complete Totals

EAGLE
C

FORMULA

Complete totals of “D” (divided by) / complete totals of D, I, S, and C (equals) = “D” %

Complete totals of “I” / complete totals of D, I, S, and C = “I” %

Ex: PJP’s complete totals: D=156, I=105, S=0, C=29

PJP’s complete totals added= 156+105+0+29= 290

D=156/290 = (0.5379...) x 100 = 54 Therefore PJP is 54% D

I= 105/290 = (0.3620...) x 100 = 36 Therefore PJP is 36% I

C= 29/290 = (.1) x 100 = 10 therefore PJP is 10% C

S= 0 = PJP has NO “S” whatsoever!

- Only 20% of people have one gifting. Most people have 1 major and 2 minors or 2 majors...
- your environment can effect your giftings/personality.
- passions and motivations can override your personality gifting.
- after you fill it out, ask your spouse and children to fill it out for you as well.

Strengths= This is who I am called to be. These things energize me. I am anointed to do this!

Weaknesses= This is what Jesus wants to cleanse out of my life. The enemy tempts me in these areas!

2nd Tim 1:6 ...stir up the gift (the inner fire) that is in you...