

DISC TEST

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

1- Mostly (don't have to write a 1)

**2- always (must write a 2)
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 |

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|----------------------------|-----------------------------|------------------------------------|----------------------------|
| 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 if you see the same words listed under 2 different Giftings, please discern which gifting this trait is birthed out of in you. (D/C=Task, I/S=People, D/I=leader, C/S=follower)

- | 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 |

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|----------------------------------|------------------------------|----------------------------------|------------------------------|
| 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 |

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|---|--|--|---|
| 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 both phrases 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 Weaknesses

Total Weaknesses

Total Weaknesses

Total Strengths

Total Strengths

Total Strengths

Total Strengths

Complete Totals

Complete Totals

Complete Totals

Complete Totals

LION
D

MAN
I

OX
S

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 1 gifting. Most people have 1 major and 2 minors or 2 majors...
- your environment can affect 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 why I need Jesus daily. The enemy tempts me in these areas!