

*Applying the DISC in Everyday Life**Martin Deacon**Experience: President of Teach Every Nation*

We're almost done. And in this session we're going to review, have some fun, and then do a lot of application. So, I want to thank everyone for being with us today. I hope you've discovered yourself and others, and that we've given you tools, and that you're going to be much more efficient in relationships. Remember, 10% of your success in life is your technical skills; 90% is your people skills. And DISC is not every – there's a lot to learn about relationships and people skills. But this is a great insight. And you have invested a great day in the future of your relationships. So, today, this session here will give us just an overview.

**Part 1: Practical Implementation**

Go there in your workbooks, and just look at the overview again of the four different personality styles. On the left you will see that everyone brings a different Value to the Team. Everyone is differently motivated. They use time differently. They communicate differently. They have a different emotional response, decision making. They act very differently under tension. And they would improve effectiveness by – and those are the four things. So, first, understand yourself again. Look at your two highpoints. Just identify and circle your two highpoints. And just personalize it for yourself. Just go through it and say, okay, this describes me. This is going to help you to better understand yourself. This is by way of review.

Okay, now, if you've read that through, I want you to look at the other two personality types – people that are maybe a little bit different than you. So look again. How are they put together -- their value, their motivation, time, communication, emotional response, making decisions, behavior under tension, and they would improve their effectiveness with...? So understand your opposite again a little bit better.

Remember, the ideal world for a High D – you can write underneath there a High D -- they want a world where they can CHANGE

things.

A High I, where they have FUN. Their ideal world is having fun.

A High S is where they have PEACE. They're going to love heaven, the High S's.

And the High C's, their ideal world is where they have PERFECTION.

So on our campus here – if you've been to the TEN campus here at Mackouwkuil, it is a beautiful place. And we'd love to see many of the regional managers and country directors and some of our top deans, and some even students, come to this place. We've already had – well, it's going to be soon – a thousand TEN students or deans would have visited this place. And it's a D,I,S,C environment. It's a place where we are highly committed with a big vision to change the world. We want to change the world at TEN, do we not? We want to bring global training in unprecedented big ways. We don't want 3,000 or 5,000. We want 50,000, and more, students. We're almost half way there after two and a half years. So we have big goals. And this place is a place of production. We come here, we train people. We work hard in the morning – true or false? I'm a D. I love this place. I have a little bit of S in me, believe it or not. And when we bring people out to this place, I can't stand it if they put programs in the afternoon. Because I have a need to one and one debrief with people, and to talk, and to have fellowship. And then, the other thing we love to do is... It's a C place. It's a place of excellence and perfection and of beauty. And we don't wing things here, do we? The kind of service levels, and the bedding, and the food – it's just an excellent standard, isn't it? So, it's a wonderful place for the D's, the S's, and the C's. Is it a wonderful place for the I's? Why do the I's like this place? Because we have what here on this place? Fun. It's exciting. We do game drives. We have lots of laughs. And we have wonderful animals here. And it's an adventure to come to the place. I's like adventure. And this is going to – we have plans for this place that's going to blow you away, where people can have great adventures. See, when you design a place, make sure the D's, I's, S's, and C's have some stuff to do. So think about life multicultural, or multifaceted, multi-colorful. Don't do things just the D, the I, the S, or the C way. Do them the DISC way, and discover your own potential and creativity.

## Part 2. Action Steps

So now we're going to ask you to take Action Steps. And we're going to give you 10 of them...10 of them.

The first one I want you to write in is an action step towards MYSELF. Write in the word 'myself'. And we're going to give you two minutes, and you are going to write something in there, and say, "Based on everything I've learned today, this is how I'm going to change myself". This is the steps I'm going to take in terms of me. So we're going to give you two minutes to do that. Thank you.

### **#1 Myself**

Good. Now we want you to fill in the application in terms of your marriage. If you're not married, you can kind of guess what that would look like. You will probably marry someone that's a little bit different than you. And, how are you going to compensate? How are you going to think, act, and do different things?

### **#2. My Marriage**

Good, you're back again. We now want you, in #3, to write the word 'Children'. Because we want you to apply DISC to each of your children. How are you going to relate differently, based on this knowledge, with your sons or daughters? So write there 'children', and take two minutes. And, obviously, you need to take longer. But we just want your thoughts to get going on it.

### **#3. Children**

Number 4: If you are a boss, I want you to write the word 'Boss' there. And if you are the boss, how are you going to relate differently with the people that work for you? Or, if you are working for a boss, how are you going to relate differently to him or her based on this seminar? So we'll give you another two minutes for that.

### **#4. Employer**

Okay, you can look up again. Number 5 is important. How are you going to relate differently to your pastor? And if you are a pastor, then I want you to write in there how you're going to relate differently to your bishop, to someone in senior leadership, based on what you were taught here today.

### **#5. Pastor**

Number 6: If you have a congregation, so you're the pastor or the preacher, or you have a class of students, based on what you've learned about the needs of a D, an I, an S, or a C, how are you going to relate differently with your congregation or your class? Ponder a little bit on that, and then write down some action steps, and some attitude steps that you're going to take – and practical steps.

### **#6. Congregation / Class**

Number 7: My Colleagues. Maybe you're frustrated by the people that work with you in the office or at the school or in the business. And maybe, if you're just working for yourself, how will you work with your clients differently? -- not just your colleagues, but maybe your clients. So write down three action steps. And write down a person's initial and say if you think of M, or you think of L, or you think of B, and I'm going to do this differently because of the knowledge of today.

### **#7. My Colleagues**

Number 8: My Life Calling, My Ministry. God has created me in Christ Jesus for good works. I'm His special workmanship. Are you in the right context? Do you have the right job description? Do you have the right ministry? Or do you need to make some adjustments, small or big, so that you fulfill the dream that God had for your life? Your personality is not a mistake or by accident. God wants you to take your strengths and use it to bless and minister to others. So contemplate on that.

### **#8. My Ministry**

Number 9: How will I relate differently with My Friends? If you have a High I friend, what does he or she need? If you have a High C friend, if you have a High D friend, or a High I friend, how are you going to relate differently with them? How are you going to encourage them?

### **#9. My Friends**

Then, how are you going to relate to the Lord? Number 10.

## #10. The Lord

Our friends here, that have taught this today through their acting and the dramas, they are now going to relate to the Lord in a special way. We want you to do that quietly in your heart as you identify with who they are. We want to end on a spiritual note here today. And so, we want you to reflect towards the Lord, as they are going to do. So I'm going to ask them to come up. And then, after they've done this skit, or the drama -- this is really going to be sincere from their hearts -- I want you to pray for a family member, for someone at church, and for a person at work.

### A Prayer Asking God to Help You With Your Relationships

Peter: Lord Jesus, thank You for the big dreams that You have given me. Lord, thank You for boldness to take big steps so that I can see the lives of the students and the parents at our school change. Lord, forgive me for the times that I've walked over people in trying to achieve the goals. And give me the courage to go and have those hard conversations with people, and listen to them when they speak to me. I ask this in Your powerful name, Lord Jesus, Amen.

Zanele: Daddy, I just want to thank You. I just want to give You praise Father, for You took the time to knit me in my mother's womb, so that I could grow to be a reflection of Your gentle spirit; and Your supportive nature, Your loyalty, and Your consistency in Your pursuit for each and every one of us -- Your pursuit for me. I pray that I may know into the core of my being that there couldn't have been a better plan for me than the one that You have set for me. I pray that You may continue to mold me into the person and into the individual that You have created me to be, that You have planned for me to be -- a creation of Christ. I just want to glorify Your name, Father, and praise You just for who You are and the plans that You have for us, Father. Amen.

Patrick: Father, I praise You, for I am fearfully and wonderfully made. Wonderful are Your works. I know this fully well in Psalm 139:14. We come to You, Abba Father. Thank You for making us so unique -- unique gifts and talents. Help me not to look at people in a critical way, but to look at them and appreciate them, and above all to see them as You see them. I pray that, Lord, I may not be negative, but in everything, Lord, I may see things through Your eyes. I pray and ask this in the name of Jesus, Amen.

Caryn: Lord, I want to thank You that You have created me, and that You've created me wonderfully, and that You think I

am wonderful. With all my imperfections and insecurities, You accept me. You love me just the way that You can love. That's the biggest gift You can ever have given me is to love me the way You do. Lord, I want to thank You for the gifts that You have instilled in me – to have faith to look forward, and to have the things that – to think about impossible things. And I believe that that is something that You have instilled in me. Lord, I pray that You will make my path in front of me open, and that You will be with me, and that I will never be alone. And thank You that I know that I am never alone. And I pray that You will come and bless my tongue so that I will speak the truth and that I will inspire in the things that You want me to inspire. And that You will go out, and that You will tell me when I need to do what, and stop me when I shouldn't. I pray that I will be someone that makes You proud. I love You, Lord.

Amen. I want you to turn to the person next to you and say to him or her, "You are fearfully and wonderfully made. You are fearfully and wonderfully made. God bless you." Thank you. And let's give our friends here a big applause and thank them. Thank you. Thank you. There you go.

00:28:40 [Session Questions]