



DISG-TEST OF PERSONALITY

Today is about the **Volunteer Trainees**. They will complete a **personality questionnaire**. This will show their skills and talents. It will also show how they interact with other people and how they solve problems.

TABULAR PROCESS

No.	Content	Time	Material
1	Definition	10 min.	little cards
2	Sketch „In the lift“	5 min.	gummy bears
3	Evaluation of the sketch	10 min.	poster, permanent marker
4	DISC model (model of personality)	10 min.	
5	Outline DISC	10 min	
6	questionnaire	45 min	questionnaires, pens
7	evaluation of the test	20 min.	
8	discussion		

1. EXPLAIN DEFINITIONS

The test contains 104 sentences. Some of them may be hard to understand. Sentences marked with a small * are also written on cards and placed on the table.

At the beginning (for example during lunch), the trainees can look at these sentences. They can check if the sentences are clear and discuss what they mean.

2. SKETCH „IN THE LIFT“

Next, the trainees will meet four characters. Four trainers will present these characters in an exaggerated way. It is also possible for two trainers to act out two characters each.

Props such as sunglasses, a scarf, a cap, a handbag, or name tags can be used to show who each character is.

Personen				
Dan (dominant)	Isabelle (initiative)	Steffen (steady)	Cara (conscientious)	Narrator
Narrator	Narrator: „Four persons are on the way in a house. Dan would like to take the elevator. Isabelle thinks that’s great. Steffen and Cara say nothing. They get in. Dan presses the button: fourteenth floor. The elevator starts. Dan and Isabelle talk together. The two others are quiet. Suddenly, the elevator stops. Everyone is frightened”.			
Isabelle	<i>She is afraid:</i> “We are stuck.....!” <i>She cries for help:</i> „Help, help, we are stuck!”			
Cara	<i>She looks around, scratches her head and thinks.</i>			
Steffen	<i>He watches the scene from a corner.</i>			
Dan	„Never fear. Everything will be fine. tep aside—I’ll handle it.” He pushes the others aside and presses all the buttons wildly.			
Steffen	<i>He calms Isabelle:</i> “Everything is going to be alright. Don’t be afraid! I’ve been here before. Just breathe in and out deeply. Yes, that’s good...”			
Cara	<i>She discovers a tablet:</i>			

	<i>"Oh, maybe there's a clue. I'm reading..." She reads with a low voice.</i>
Dan	<i>He grumbles: "What foolish technology!" He pounds the buttons angrily. "It doesn't work at all!"</i>
Isabelle	<i>She is still afraid. She says to Dan: "Come on, do something! I'm really scared. It's so tight in here. In a moment I'm going to cry..."</i>
Cara	<i>Speaks softly and cautiously. "Listen! There's something written on the tablet."</i>
Steffen	<i>Raising his hand for silence. "Hello, could everyone listen to Cara?"</i>
Cara	<i>She reads slowly: If the lift is out of order: 1. Move the lever 2. Press the button at the top right 3. If this doesn't work, ring the bell three times and wait for an answer."</i>
Steffen	<i>"All right, I'll do that." He moves the lever and waits. "It doesn't work. Now I'll ring the bell three times..."</i>
Dan	<i>"Steffen, let me try." He gently pushes Steffen aside and rings the bell three times. A voice comes over the intercom.</i>
Narrator	<i>„Good afternoon! How can I help you?"</i>
Isabelle	<i>Shouting, excited "Help us! Save us! The elevator is stuck. Please come quickly!"</i>
Narrator	<i>„Which floor are you on?"</i>
Isabelle	<i>„I don't know. Just get us out of here, please..."</i>
Cara	<i>Helping: „Hmm, we're somewhere between the second and third floor "</i>
Narrator	<i>„Please keep calm. I call the caretaker."</i>
Dan	<i>„Fantastic. Now we have to wait forever and drink tea. What a bummer! I need to get to my training!"</i>
Isabelle	<i>Cheerful again: „Guys, I've got an idea – let's have an elevator party! Does anyone have sweets? I need some chocolate. Let's settle in!"</i>
Steffen	<i>Smiling, taking out some sweets „Yes I brought something. Here - enjoy! Everyone sits on the elevator floor, sharing treats and chatting together.</i>

3. EVALUTATION OF THE SKETCH

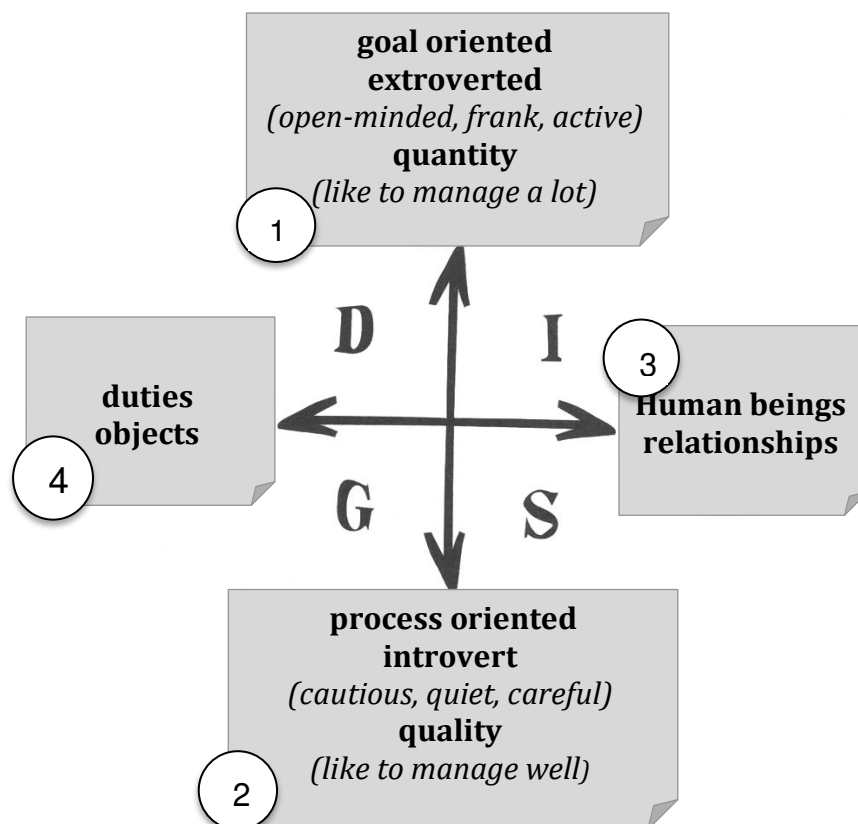
On a poster on the wall or on a board, the large initials D, I, S, and C are displayed. The trainees describe the behaviour of each character. Their observations are written next to the matching initial letters.

Question for the trainees: Where do you see yourself?

4. MODEL OF DISC

An American developed this Model of DISC nearly 100 years ago. He wanted to understand: How do people behave - how they deal with problems and how they resolve conflicts?

Have a look at the DISC-model:



This model describes our behaviour using four directions:

1. Is the person active and open-minded? Do they enjoy change? (↑)
2. Or are they cautious and careful, preferring fixed processes? (↓)
3. Do they like being with other people? (→)
4. Or do they prefer working with tasks and things? (←)

Description of the four personality types

At the top left are the **dominant** personalities. They enjoy adventure, speed, and excitement. They like to inspire others and get things moving.

They want quick results and are confident in making decisions.

At the top right are the **initiative** personalities.

Like the dominant ones, they enjoy change, speed, adventure, and freedom. But they are more focused on people.

They enjoy speaking in front of groups and love to talk.

They like being surrounded by many people and think positively about themselves and others.

At the bottom right are the **steady** personalities. They value quality, stability, regularity, and structure.

They also enjoy being with people and want everyone to get along well. They seek good and deep relationships.

However, they do not like large crowds. They prefer working in small, well-organised teams. They usually have fewer relationships, but these are deep and full of trust.

At the bottom left are the **conscientious** personalities. They value quality and stability, similar to steady characters.

They are accurate and prefer working on tasks and projects rather than with people. They enjoy focusing on details and appreciate punctuality. They like to work alone and without interruptions.

Nobody fits perfectly into the dominant, initiative, steady, or conscientious type.

Each person has a mix of all four.

Question for the trainees: Do you know your own personal mix?

Everyone is created by God in a unique way—including you!
Some traits we share with others, but not all.
For example, some people are great speakers, while others work very carefully and precisely.

On top of that, each person has their own special qualities—like a warm kindness, a contagious laugh, or deep knowledge in a certain area.
It's the combination of these traits that makes every one of us unique.

The DISC model helps us understand ourselves and others better.

5. OUTLINE „FOUR DISG-TYPES“

DOMINANT CHARACTER	INITIATIV CHARACTER
<p>Strength</p> <ul style="list-style-type: none"> ○ result/goal oriented ○ takes decisions easily and quickly ○ likes challenge and adventure ○ independent ○ makes a proposal <p>Teamwork: dictates direction, moves s.th. Leadership role: managing problems and trouble</p> <p>weakness</p> <ul style="list-style-type: none"> ○ impatient ○ few contacts ○ poor listening ○ decides hastily ○ bad integration in a group ○ expects too much from others ○ overlooks risks <p>ideal circumstances</p> <ul style="list-style-type: none"> ○ freedom of decision ○ challenges ○ great projects ○ independent working ○ as little control as possible ○ as little detailed working as possible ○ precise goals 	<p>Strength</p> <ul style="list-style-type: none"> ○ sociable ○ propagates optimism and enthusiasm ○ can enjoy life to the full ○ is happy to communicate well ○ spreads good mood <p>Teamwork: establishes contacts Leadership role: enables open conversations, wants everyone to agree all the time</p> <p>weakness</p> <ul style="list-style-type: none"> ○ needs appreciation ○ bad organised ○ doesn't like conflicts ○ doesn't finish what has been started ○ Talks too much ○ Can't be alone very well ○ Little detailed work <p>ideal circumstances</p> <ul style="list-style-type: none"> ○ variety ○ people ○ time to enjoy ○ little detailed work ○ flexibility ○ time for conversations ○ public appreciation

STEADY CHARACTER	CONSCIENTIOUS CHARACTER
<p>Strength</p> <ul style="list-style-type: none"> ○ creates harmony ○ fits well in a group ○ listens well ○ loyal ○ reliable <p>Teamwork: harmonises, carries out special work</p> <p>Leadership role: helps others to manage their work</p> <p>weakness</p> <ul style="list-style-type: none"> ○ indecisive ○ cannot say „no“ ○ avoids conflicts ○ willing to compromise ○ puts on wishes aside too quickly ○ difficult to cope with change <p>ideal circumstances</p> <ul style="list-style-type: none"> ○ security and stability ○ enough time to adjust to change ○ working in a group ○ appreciation for own person ○ clarified expectations ○ harmonious environment ○ clear and good relationships 	<p>Strength</p> <ul style="list-style-type: none"> ○ likes details ○ quality is important to him ○ thinks critically, reports ○ much perseverance ○ observes rules <p>Teamwork: pays good attention to important details</p> <p>Leadership role: wants tasks to be completed and rules to be followed</p> <p>weakness</p> <ul style="list-style-type: none"> ○ losses the overview ○ wants to do things in a perfect way ○ watches instead of helping ○ „to do things right“ has too much importance ○ little flexibility ○ takes decisions too slowly ○ pessimistic <p>ideal circumstances</p> <ul style="list-style-type: none"> ○ clarified circumstances ○ regulations ○ reason for change ○ appreciation for work ○ clear tasks ○ possibility to ask ○ tasks where one has to be precise

6. QUESTIONNAIRE

Each trainee receives a questionnaire. Together the trainees go through it line by line. On every line they mark a small cross on the scale from - 4 to +4.

Then the trainees swap the questionnaires with one another. Only the little crosses on the left side of the scale (- 4 to 0) are important. For each line on that side, add the numbers without the minus sign. Write the total in the summary section at the end of the questionnaire. The character type with the highest total is the one that fits you best.

Usually, most people show a mix of two or more character types.

7. DISCUSSION ABOUT THE RESULT

Questions for the trainees: Are you surprised? Are you happy with it? Does the result feel right to you?

A good team is made up of different personalities. The strengths of one group balance out the weaknesses of another. It is good to know your own strengths well, but it is just as important to accept your own weaknesses.

Question for the trainees: Which weakness in the group balances your strength?

It is encouraging to receive tasks where you can use your strengths.

This is also important when choosing a career.

Questions for the trainees: Which profession fits your character well?

Whenever two or more people work together, conflicts and tensions will arise.

Knowing different character types helps you understand why someone behaves a certain way.

This makes it easier to deal with tension.

Questions to the trainees: Have you ever had such an experience? What annoys you most about others?

8. FOUR-EYES-CONVERSATION

Incentives for talking:

1. How did you like the DISC model?
2. Which personality type do you identify with?
3. Why do you think it is helpful to know this about yourself and others?

9. GOOD QUESTION!

Do you believe God made you exactly as you should be?
Are you content with yourself and your character traits?
Which strength would you like to have?

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