

# ***Greater Hayward House of Hope, Inc***



***Coaching Supplement***

**Coaching Style and DISC**



## Coaching Styles and DISC Temperament

A. Grace-Giving and Truth-Telling: Just because a person cares about you doesn't mean they'll do you any good.

1. Coaches need to be BOTH grace-givers and truth-tellers.

Grace-giving is the art of **empowering** or **encouraging** someone in their ministry or their station in life.

Truth-telling is the art of **informing** someone about objective reality.

2. Problem: Many are not naturally good at both grace-giving and truth-telling. & We often see them as mutually exclusive.

Grace-Givers	Truth-Tellers
Friend	Boss
Cheerleader	Supervisor
Nice Words	Hard Words
Suggests	Assigns
Listens	Tells
Process	Product

3. Solution:

a. Look to **Jesus** as the perfect synthesis of grace and truth: *The Word became flesh and made His dwelling among us. We have seen His glory, the glory of the One and Only, who came from the Father, full of grace and truth.* (John 1:14).

b. Know your personal **tendency** – Administer the Grace-Giving Truth-Telling Analysis.

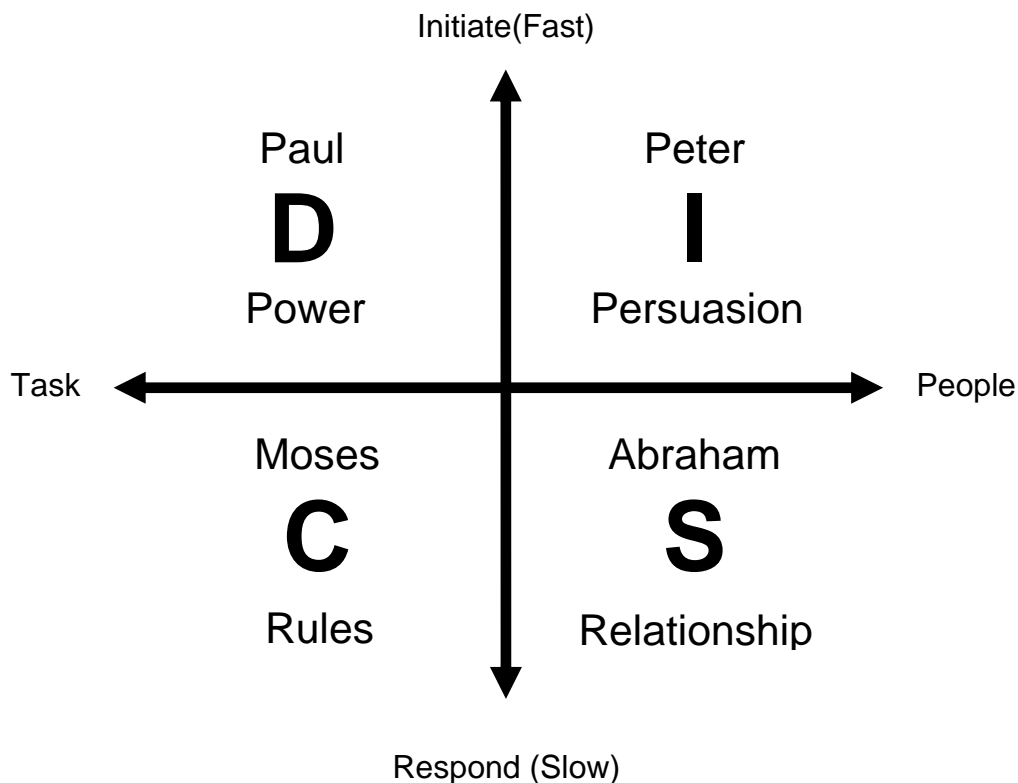
c. For the **truth-telling** deficient coach...

- Learn truth.
- Learn to ask good, probing questions.
- Practice by role-playing
- Observe truth-tellers in action.
- Use the *12 Reflective Questions for the Truth-Telling Deficient Coach*.
- Prayerfully consider Jesus.

d. For the **grace-giving** deficient coach...

- Develop good listening skills.
- Expose yourself to people-oriented resources.
- Ask for a lot of feedback.
- Force yourself to formulate 75% of your verbiage in question form.
- Use the *12 Reflective Questions for the Grace-Giving Deficient Coach*.
- Prayerfully consider Jesus.

- B. Personality differences affect the coaching process – the coach's and the person being coached (pbc).



Personality Types (DISC).

1. High D's – Paul (Acts 9:1-4, 20-22; 15:36-41) – Lion  
 Dominant, Directing, Assertive, Decisive, Controlling (CEO)  
 Style of Influence – leads through strength and **power**  
 Strengths – gets the job done, accomplishes his purpose (task)  
 Weaknesses – overruns some people in the process.
2. High I's – Peter (Matthew 16:13-16, 21-23; Acts 2:14ff; 15:7-11) – Otter  
 Influencing of others, Interacting, Outgoing, Convincing, Excitable (salesperson)  
 Style of Influence – leads through **persuasion** (talk)  
 Strengths – good talker, flexible  
 Weaknesses – impulsive, speaks without thinking
3. High S's – Abraham (Gen. 12:10-16; 13:7-12; 14:14-16; 18:1-8; 24:1-9) – Golden Retriever  
 Steady, Supportive, Harmonious, Patient, Lenient (loyal team-builder)  
 Style of Influence – leads through **relationships**  
 Strengths – gets along well with people  
 Weaknesses – sacrifices important principles for peaceful relationships
4. High C's – Moses (Exodus 18:13-16ff; 19:7; 20:1-26; 21:1ff; 24:3-4; 35:1,4) – Beaver  
 Competent, Conscientious, Detailed, Precise, Perfectionists (accountant, efficiency expert)  
 Style of Influence – leads through **rules**.  
 Strengths – detailed and clear procedures.  
 Weaknesses – gets bogged down in detail, difficulty delegating responsibility.