

Church of the Promise

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Infusion

Become

Believe

Belong

Befriend

#5 Designed by God

Discover Your Personality

INFUSING THE LIFE FOUND IN CHRIST
THROUGH FAITH IN GOD'S VITAL PRECEPTS,
MAKING EVERY MEMBER WHOLE
SPIRIT, SOUL & BODY

will help you precisely employ your strengths and place them in reserve when not in the best interest of certain situations. This information can help you readily begin to willingly walk in self-control and show great prudence and maturity. It is also helpful for you to find those who balance areas that are not strong for you, have realistic expectations from others with strengths different from your own.

Two Sides of Love

Two sides of love, the tender, soft side and the tough, hard side. The soft side prefers to walk in mercy and tolerance. The hard side prefers to walk in structure and discipline. Both sides are well represented in the Bible as being well balanced in the heart of God.

“Consider therefore the kindness and sternness of God”

~Romans 11:22

The first part of this session will help you identify the side of love you most readily favor. In the cross both sides of Love are perfectly balanced. The Holiness is considered to be by most the ‘hard side’ of love. It is the part that required sin & man be destroyed. But there we also see the Mercy, ‘soft side’, of God’s love in laying His own life down willingly to pay a price He did not earn. Righteous Mercy never denies the need or cost for holiness, it meets the price itself.

Finding Your Personal Balance points

Example:

Takes the Lead 1 2 3 4 5 6 7 Follower

If you tend to take the lead in your relationship quickly & consistently you would circle 1. If you tend to follow the others directions or wishes the majority of the time you would circle 7. Mark your total score with an "X" on the line below. Cross check your score with a loved one.

- | | | | | | | | | |
|---|---|---|---|---|---|---|---|--------------------------------|
| 1. Takes the Lead | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Follower |
| 2. Forceful | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Undemanding |
| 3. Energetic | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Reserved |
| 4. Strives to accomplish personal goals | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Let others set your goals |
| 5. Be self controlled | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Lack discipline |
| 6. Make quick decisions | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Hesitant in decisions |
| 7. Want to hear facts | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Want to share feelings |
| 8. Be a motivator | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Respond |
| 9. Be highly competitive | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Be noncompetitive |
| 10. Be possessive | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Share |
| 11. Be assertive | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Be shy |
| 12. Express anger to others | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Hold Anger inside |
| 13. Resist correction | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Be very teachable |
| 14. Share opinions openly | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Hide your true opinions |
| 15. Function well under pressure | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Function poorly under pressure |
| 16. Lecture a hurting person | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Listen & console the hurting |
| 17. Hold grudges | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Forgive easily |
| 18. Set rigid standards | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Set flexible standards |
| 19. Be hard on others | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Be soft on others |
| 20. Hard on problems | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Soft of problems |

Scoring the instrument: Intensity Index

The total of all the numbers circled = _____

Hard side

20 40 60 80 100 120

Soft side

140

Discover Your Personality Strengths

Find your personality 'bent' and how it affects your relationships

Begin by taking the self assessment below. Follow the instructions given to get a score in each of the four boxes, then mark your score with a dot in each category column in the chart that comes after. Finally connect the dots with lines.

| L | | O | |
|--|--------------------|--|---------------|
| Takes charge | Determined | Takes risk | Visionary |
| Assertive | Firm | Motivator | Energetic |
| Bold | Purposeful | Fun loving | Likes variety |
| Enterprising | Competitive | Very verbal | Promoter |
| Decision maker | Leader | Enjoys change | Creative |
| Goal driven | Self reliant | Group oriented | Mixes easily |
| Enjoys challenge | Adventurous | Avoids detail | Optimistic |
| “Let’s Do it now” Total x 2 = _____ | | “Trust me! It will work out” Total x 2 = _____ | |
| G | | B | |
| Loyal | Non-demanding | Deliberate | Controlled |
| Even Keel | Avoids conflict | Reserved | Predictable |
| Enjoys routine | Dislikes change | Practical | Orderly |
| Good listener | Adaptable | Factual | Discerning |
| Sympathetic | Thoughtful | Detailed | Analytical |
| Nurturing | Patient | Inquisitive | Precise |
| Tolerant | Deep relationships | Persistent | Scheduled |
| “Let’s keep things the same” Total x 2 = _____ | | “How was it done before?” Total x 2 = _____ | |

Chart the totals from the preceding assessment on the following graph

| | L | O | G | B | |
|----|----------|----------|----------|----------|--|
| 30 | - | - | - | - | Put a dot on the chart, under the each one of the letters for your total points from the previous page. Then draw a lines to connect them. |
| | - | - | - | - | |
| | - | - | - | - | |
| 15 | - | - | - | - | |
| | - | - | - | - | |
| | - | - | - | - | |
| | - | - | - | - | |
| | - | - | - | - | |
| 0 | - | - | - | - | |

1. Every child comes with an inborn _____.
2. Learning to _____ differences is crucial.
3. Lions need to learn _____ are more important than _____.
4. Otters love to _____ and don't like _____.
5. Golden Retrievers have a difficult time saying _____ and making needed _____.
6. Beavers actually read _____.

Strengths Pushed to Extreme

It's like a fingerprint that shows your tendencies. Tendencies can change, unlike fingerprints. Discovering your personality tendencies in relationships helps to show where your strengths and weaknesses exist. Each of us has these personality strengths in combinations which are variable and adjustable. They need to be brought into balance. Therefore, the goal of this session is to help you understand where you are "out of balance" in terms of your personality. We've found that our greatest personal strengths—when pushed out of balance—become our greatest weakness. For instance, let's say that your strength is that you have tremendous enthusiasm, this becomes a weakness as your enthusiasm turns into manipulation.

Most of the time the very traits that have caused us the most grief are also our greatest strength simply pushed out of balance. As we look at the four personalities here, you will see that Christ has all four of them perfectly balanced. While as we grow more Christ like we too will balance and learn to appreciate the differences in others; it will be our core personality strength that will allow us to draw from and toward the other strengths.

Also these strengths can become great weaknesses unless they are fully submitted to the hand of God to put us into proper perspectives and proper position for greatest potential.

Lions "Let's Do it now"

Discipline **Hard/Tough side - Task oriented - Global**

Are the decision makers. They thrive in setting goals, creating projects or making them happen. They readily accept challenges and responsibility. Lions are decisive and enjoy being in charge of efforts. When there is a lack of leadership, a lion will quickly take the lead. They see people and their skills as a resource to make things happen or an obstacle to prevent things from happening. Strategies flow from them.

Golden Retrievers "Let's keep things the same"

Discipline **Soft/Tender Side - Relational – Emotional well being**

These are the couriers of mercy and faithfulness. They have the highest level of natural tolerance, if they believe you need it. They look for the broken and neglected to assist with words or actions. Tender-kindness flows from them.

Otters "Trust me! It will work out"

Discipline **Soft Side/Tender – Relational - Visionary**

These are the networkers. They enjoy groups of people. The more the

better. They are the entertainment & recreation people. They understand the need to play. They live life lightly and raise the pleasure factor for groups. They love lots of people. The more the better! They have a hard time with structure and details. They are “a party waiting to happen.” Group socializing flows from them.

Beavers “How was it done before?”

Discipline *Hard side/Tender – Task oriented - Details*

The details are tended to by these people. They thrive in and readily create structure. Quite time where they can scrutinize and analyze is their preference. They read the instructions and handle tedious jobs that strain others out. They do not enjoy multi-tasking but instead like honing whatever craft they pursue. They look for quality not quantity. Accountants, engineers, craftsmen, librarians, computer programmers. They are the backbone of every system and invention.

Lion (*Choleric/Dominance*) are leaders, decisive, bottom line, problem-solvers, not conversational.

Strengths– Visionary, practical, productive, strong-willed, independent, decisive, leader

Un Balanced – Cold, domineering, unemotional self-sufficient, unforgiving, sarcastic, cruel

Otter (*Sanguine/Influence*) fun-loving, entertainers, net workers, motivators, creative, talkers.

Strengths– Outgoing, responsive, warm, friendly, talkative, enthusiastic, compassionate

Un Balanced – Undisciplined, unproductive, exaggerates, egocentric, unstable

Golden Retriever (*Phlegmatic/Steadiness*) nurturing, loyal, good listeners, encouragers.

Strengths– Calm, easy-going, dependable, quiet, objective, diplomatic, humorous

Un Balanced – Selfish, stingy, procrastinator, unmotivated, indecisive, fearful, worrier

Beaver (*Melancholy/Compliance*) are hard-working, detailed, accurate, focused on quality.

Strengths– Analytical, self-disciplined, industrious, organized, aesthetic, sacrificing

Un Balanced – Moody, self-centered, touchy, negative, unsociable, critical, revengeful

Bringing Harmony to the Zoo

If a particular character trait of yours is too extreme, to the point that it irritates your mate or your children, you can decide to push that trait down and push other traits up. Let's take a closer look at the four different personality types and see what happens when our strengths are pushed out of balance:

Consciously work to become more aware of your natural tendencies. Go for a healthy balance, tempering any extreme problem area, focus on your strengths and learn to cultivate the strengths of less dominant personality traits. Appreciating the strengths of others will often make their strengths available to you. Working in teams where a spectrum of strengths is available can make for very productive and highly motivated environment when each person is doing what comes easiest to them.

If you find your strengths are strained out of balance, use them to counter balance themselves.

A Lion can use their strong decisiveness to 'self-control' and purpose to demonstrate more sensitivity in order to accomplish important goals.

The Golden Retriever can use their natural desire to bring consolation to resist 'yielding' to unrighteous habits for the benefit of others.

Otters can overcome their unwillingness to meet deadlines by counting the people they can entertain with as soon as they are done.

Beavers can use their sharp analytical skills to calculate the probability of really being right all the time.

Some suggestions for each personality type:

Lions: Be softer and gentler and include others when making decisions.

Otters: Think before you speak and consider consequences before you act.

Retrievers: Practice saying no and making firm decisions.

Beavers: Learn to relax and don't expect others to do things just like you.

For a more in-depth study on personality development, please read *The Two Sides of Love*, Gary Smalley and John Trent.

Questions for Discussion

1. If a person from each one of the personalities were employed as a Teacher;
 - a. What atmosphere would you expect their strengths to create in the classroom?
 - b. How could their personality work against their success?
 - c. Consider other occupations. How about a physician? A homemaker? Farmer? Store Manager? Nurse? Heavy equipment operator? Truck driver? Hair Dresser? Factory worker? Student? Pastor?

2. What's your greatest natural personality strength

3. What personality trait different from your own, attracted you to your spouse or other friend?

4. How can combining various personalities make a group stronger?

THIS WEEK'S BIBLE READING: Acts 1-8

*Use the **Bible Study tool** as you read. Return your completed form to the next session for credit. You will get much more from the time if you prepare in advance by reading prayerfully through the assignment:*