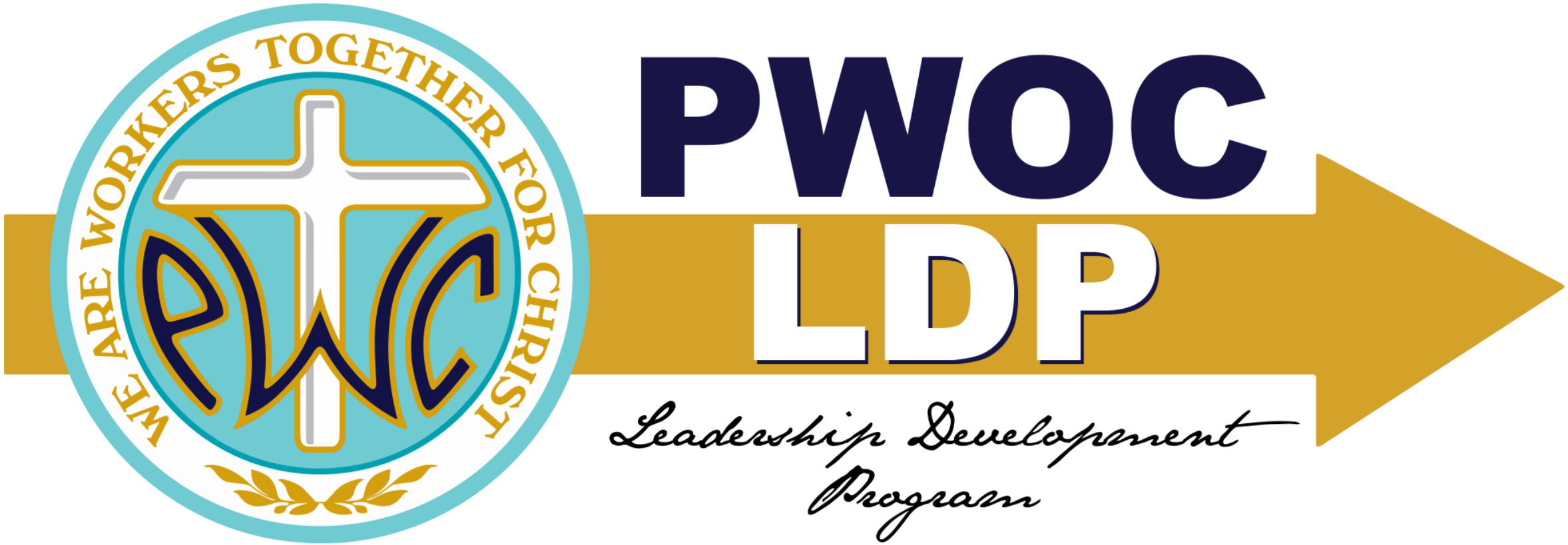


Personality Module

All personalities reflect God

Psalm 139:13-14

- *For you created my inmost being; you knit me together in my mother's womb. I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well.*

Genesis 1:27

- *So God created mankind in his own image, in the image of God he created them; male and female he created them.*

We are the body of Christ

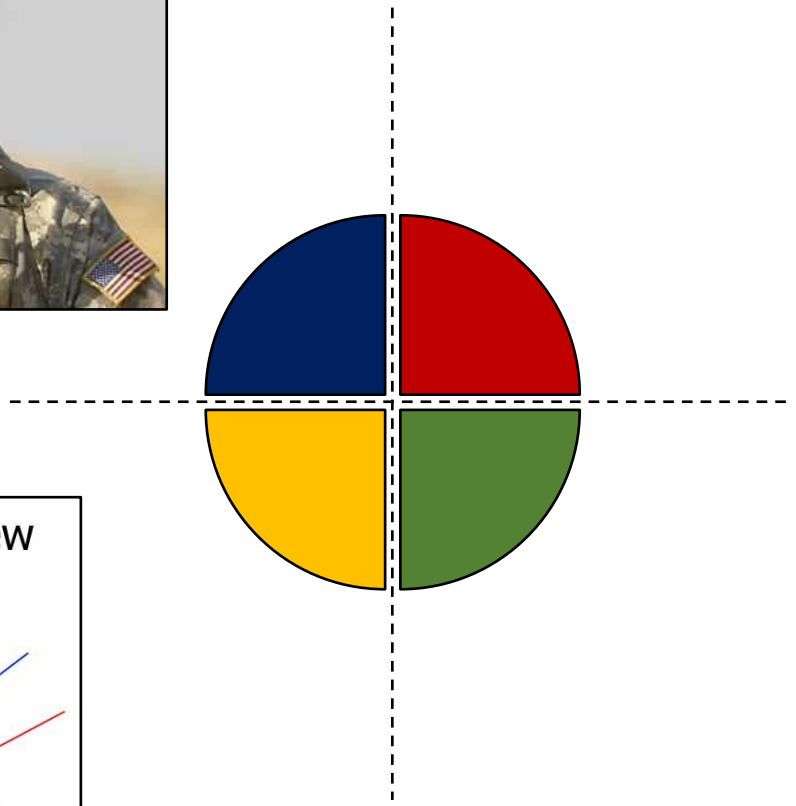
Romans 12:4-5

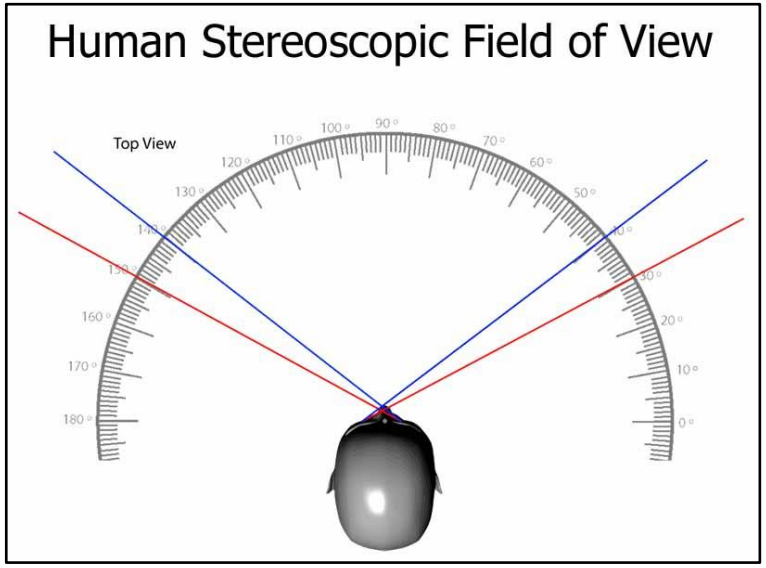
- *For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others.*

1 Corinthians 12:12

- *Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ.*

Cooperation and Communication are key





Read & Mark, then Discuss

Words have power. Be careful with each other. Discussing personality may be a high-risk topic for some of your teammates.

Your discussion should emphasize the value God places on every individual and His intentionality in their design.

As you take the assessment, choose descriptors that best describe you. Mark who you are, not who you wish to be. There is deep freedom in embracing your intentional design.

The following material is based on the research and writing of Dr. Gary Smalley and is used with permission granted by The Smalley Institute.

Visit **SmalleyInstitute.com** for quality resources on marriage and relationships.

Lion

- Born leader
- Visionary, big-picture
- Goal-oriented, enjoys challenges
- Gets things done- Moves us forward!
- Wants the bottom-line up front
- Direct communicator
- Can be aggressive and competitive
- Independent
- Confident
- Biblical example: Paul
- Motto: “Do it now!”

Strengths:		*Strengths Pushed out of Balance:*
Problem Solver	→	Too busy
Bold, direct communication	→	Insensitive
Decision maker	→	Not thoughtful of others' wishes
Strong-willed	→	Stubborn
Independent, self-reliant	→	Avoids people and seeking help
Action oriented, persistent	→	Inflexible, relentless, unyielding
Likes authority	→	Too direct or demanding
Takes charge	→	Pushy, impatient, Do it now!
Confident	→	Cocky, may overlook feelings
Enterprising	→	Big risks
Competitive	→	Cold blooded

Stressed: Becomes a dictator

Under Pressure: Lashes out

Otter

- Social, friendly, loves people
- Motivator, inspirational
- Verbal
- Fun loving
- Energetic
- Creative
- Sees possibilities
- Optimistic
- Not great on follow-through
- Spontaneous, enjoys change
- Biblical example: Peter
- Motto: “Close enough” or “Trust me, it will work out!”

Strengths:		*Strengths Pushed out of Balance:*
Enthusiastic	→	Overbearing
Takes risks	→	Dangerous, foolish
Visionary, inspirational	→	Daydreamer, phony
Fun loving, infectious laughter	→	Not serious, obnoxious
Motivator, promoter, initiator	→	Manipulator, exaggerates, pushy
Energetic	→	Impatient
Friendly, group oriented	→	Shallow relationships
Likes variety, enjoys change	→	Scattered, lacks follow-through
Spontaneous	→	Not focused
Enjoys creativity, new ideas	→	Unrealistic, avoids details

Stressed: They need to be allowed to be vocal/verbal without judgment

Under Pressure: They verbally attack

Golden Retriever

- Relational expert
- Loyal
- Sensitive, caring
- Eager to please
- Does not like big changes
- Has a hard time saying, “No”
- Avoids confrontation
- Calm, even emotions
- Peacemaker
- Warm, kind
- Biblical example: Abraham
- Motto: “Let’s keep things the way they are.”

Strengths:		*Strengths Pushed out of Balance:*
Sensitive feelings	→	Easily hurt
Loyal	→	Missed opportunities
Calm, even-keel	→	Lacking enthusiasm
Non-demanding, patient	→	Pushover, doormat, taken advantage of
Peacemaker, hates confrontation	→	Misses honest intimacy
Enjoys routine, dislikes change	→	Stays in a rut, not spontaneous
Warm and relational	→	Limits number of deep relationships
Accommodating	→	Indecisive
Sympathetic, good listener	→	Holds on to others' hurt or pain

Stressed: Digs heels in

Under Pressure: Needs to be embraced and treated with gentleness and patience.

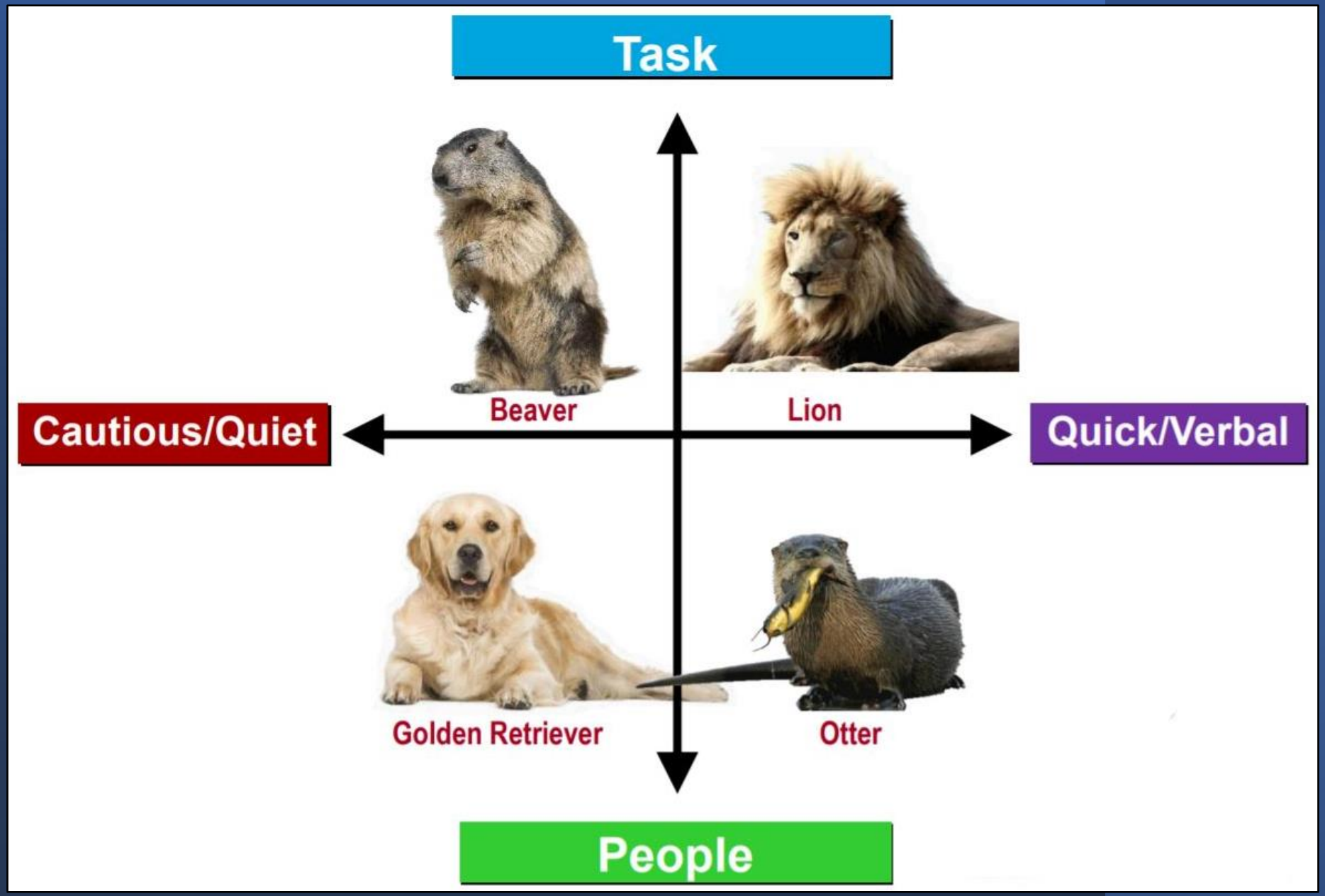
Beaver

- Organized
- Administrative, detailed
- Precise, perfectionistic
- Consistent, predictable
- Sensitive, conscientious
- Reserved, controlled
- Discerning
- Creative
- Very hard on herself
- Tends to see one “correct” way of doing things
- Biblical example: Moses
- Motto: “Let’s do this right!”

Strengths:		*Strengths Pushed out of Balance:*
Perfectionistic	→	Too controlling
Detailed, enjoys instructions	→	Slow in accomplishing tasks
Accurate, precise	→	Too critical, too strict
Consistent, predictable	→	Resists spontaneity/variety; boring
Practical	→	Not adventurous
Sensitive	→	Stubborn
Conscientious	→	Inflexible
Analytical	→	Loses “big picture”
Discerning	→	Negative
Controlled, reserved, orderly	→	Too serious and stuffy; rigid

Stressed: May become overwhelmed and freeze OR may stay up all night to finish a project.

Under Pressure: Will rely only on self; will not ask for help.


Task
Beaver
Lion
Cautious/Quiet
Quick/Verbal
Golden Retriever
Otter
People

How?

- Be thorough
- Answer "how?"
- Goals/quality
- Focus on detailed facts

Task

Get it done right

What?

- Be direct
- Answer "what?"
- Goals/quantity
- Agree with their goals

Get it done now

Cautious/Quiet

Quick/Verbal

- Be friendly
- Answer "why?"
- People/ relationships
- Focus on the impact to other people

Get along with others

Get approval from others

- Be enthusiastic
- Answer "who?"
- People/recognition
- Agree with their vision

Why?

Who?

People

Be especially aware of your Opposite(s)

They see your blind spots!

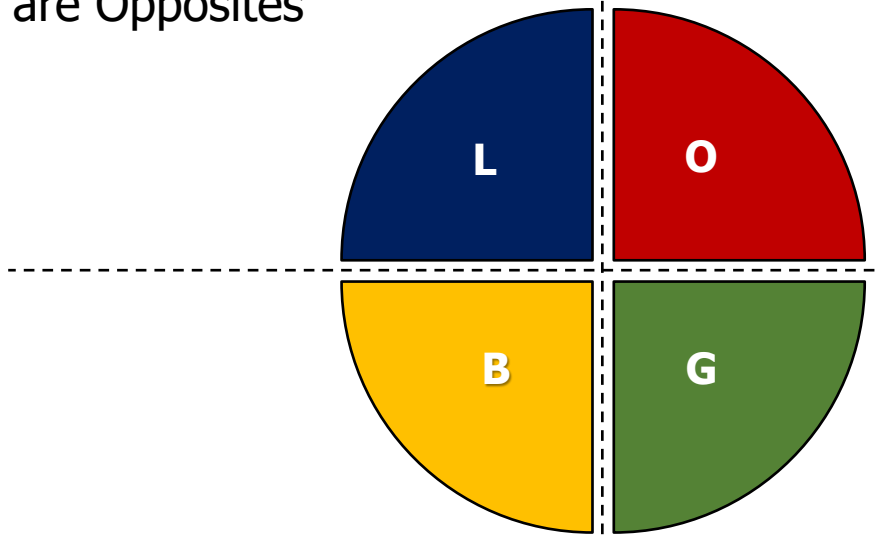
Cooperate

Communicate

Appreciate

Lions and Goldens are Opposites

Otters and Beavers are Opposites



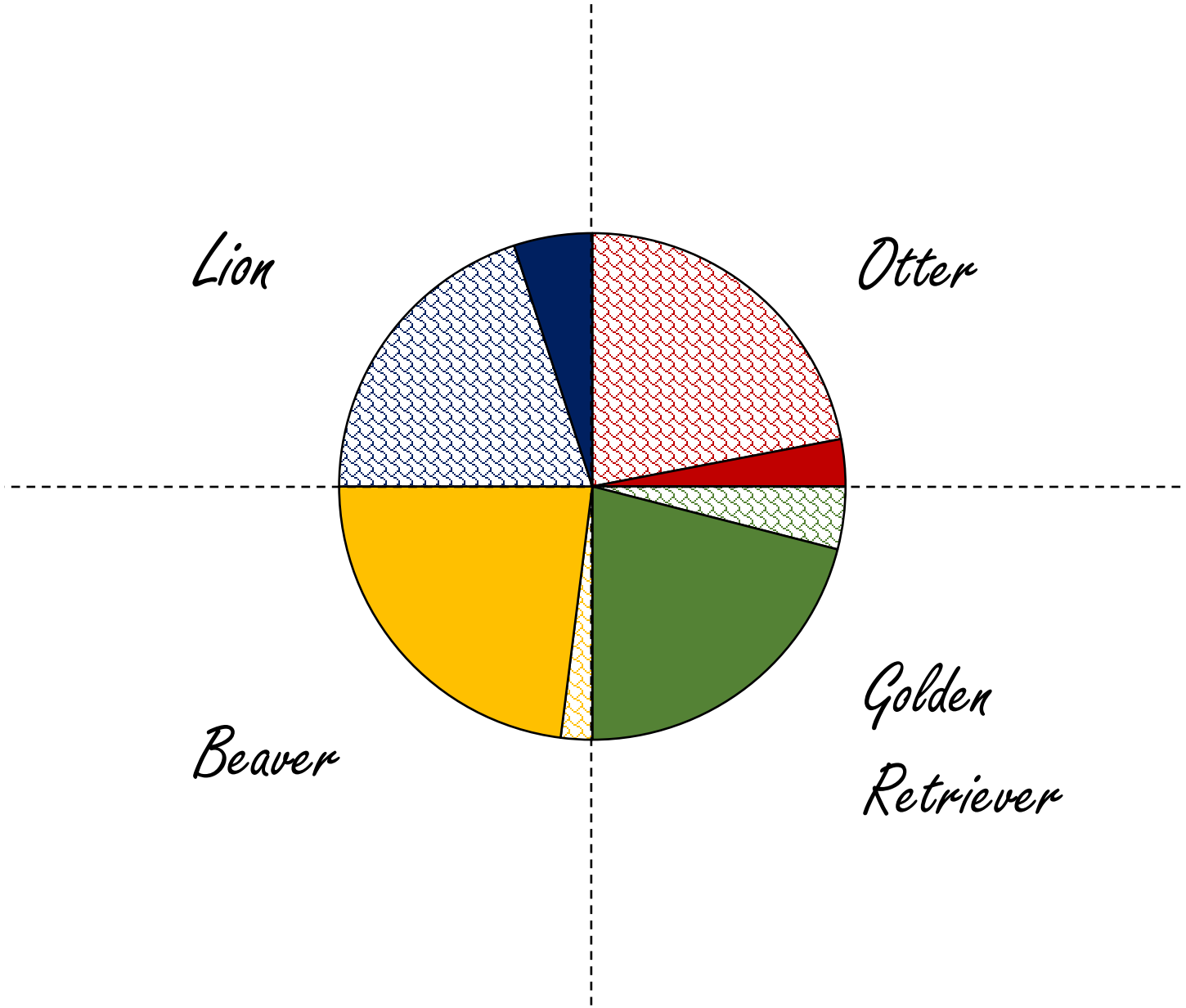
Note: It is possible for a person to be strong in two "opposite" categories. This gives them the ability to be a bridge between personalities but can also create communication challenges as they may seem unpredictable to their teammates.

Sample

Results from Personality Assessment:

- Lion=5/31
- Otter=3/31
- Beaver=29/31
- Golden=26/31

Patterned areas are potential blind spots.



Summary

Every person is made in the image of God and created the way they are on purpose. All personalities are needed for a PWOC to be healthy and balanced.

All personalities have strengths and weaknesses. Do your best to honor each others' strengths.
When you encounter each others' weaknesses, offer grace and forgiveness. Assume goodwill.

No one has a 360-degree view of the world…we are in deep need of our teammates' perspectives. A wise leader asks what others see and makes adjustments accordingly.

Learn to laugh at yourself. Love who God has made you! Appreciate how others are strong where you are weak and visa versa.

Keep Growing!

To grow deeper in your understanding and appreciation of one another, do one of the activities in the accompanying PDF document. They are designed to be low-anxiety to provide a safe space to explore and appreciate personalities.