

P – Personality / Personal Style

How Can I Do It with Style?

“For you formed my inward parts; you knitted me together in my mother’s womb. I praise you, for I am fearfully and wonderfully made. Wonderful are your works; my soul knows it very well. My frame was not hidden from you, when I was being made in secret, intricately woven in the depths of the earth. Your eyes saw my unformed substance; in your book were written, every one of them, the days that were formed for me, when as yet there was none of them.”

Psalm 139:13-16, ESV

OVERVIEW

In this session you will:

1. Identify three key characteristics we need to know to understand Personality/Personal Style.
2. Identify the two key elements of Personal Style
3. Determine your Personal Style using the Personal Style Assessment
4. Learn how the results from the Myers/Briggs Personality Profile you took on-line will help you find your place to serve and work on a ministry team.
5. Look at some ministry opportunities compatible with your personal style and transfer your information to your S.H.A.P.E. Profile.

PERSONALITY CHARACTERISTICS

1. Personality and Personal Style are God-given.
2. There is no right or wrong Personality.
3. Personality and Personal Style indicate HOW you will serve in a ministry area.

Write your name on line A. with your preferred hand. If you're right handed with your right hand.

A. _____

Now write your name with your other hand.

B. _____

What's different about the second line and the experience you had writing it?

PERSONAL STYLE ELEMENTS

TASK-ORIENTED ** PEOPLE-ORIENTED***

This scale describes how we receive and focus our emotional energy.

Task-Oriented - Energized by doing *things*

People-Oriented - Energized by interacting with *people*

If you are Task-Oriented:

- The primary content of your ministry should be accomplishing tasks that serve people.
- Your primary focus should be on accomplishments.

If you are People-Oriented:

- The primary content of your ministry should be more involved with people.
- Your primary focus should be on relational issues.

Both People-Oriented and Task-Oriented individuals value developing relationships and meeting goals, but each has a primary and secondary means of achieving them.

UNSTRUCTURED *** STRUCTURED**

This scale describes how you prefer to organize yourself.

Unstructured Prefer to have
lots of options & *flexibility*

Structured Prefer to plan and bring
order to their lives

If you are unstructured:

Your ministry position should be generally described.

Your relationships with others should be spontaneous.

If you are structured:

Your ministry position should be clearly defined.

Your relationships with others should be consistent.

Both Unstructured and Structured value being organized, but each has a different approach to organization.

PERSONAL STYLE ASSESSMENT

DIRECTIONS

1. For each item, check the word you think best describes what you would prefer to do or be in most situations.
2. Do not answer according to what you feel is expected by a spouse, family member, employer, etc.
3. Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequences for your personal expression.

HOW ARE YOU ORGANIZED?

1.	While on vacation I prefer to	be spontaneous	1 2 3 4 5	follow a set plan
2.	I prefer to set guidelines that are	general	1 2 3 4 5	specific
3.	I prefer to	leave my options open	1 2 3 4 5	settle things now
4.	I prefer projects that have	variety	1 2 3 4 5	routine
5.	I like to	play it by ear	1 2 3 4 5	stick to a plan
6.	I find routine	boring.	1 2 3 4 5	restful
7.	I accomplish tasks best	by working it out as I go	1 2 3 4 5	by following a plan

How are you organized? O= _____ Total

HOW ARE YOU ENERGIZED?

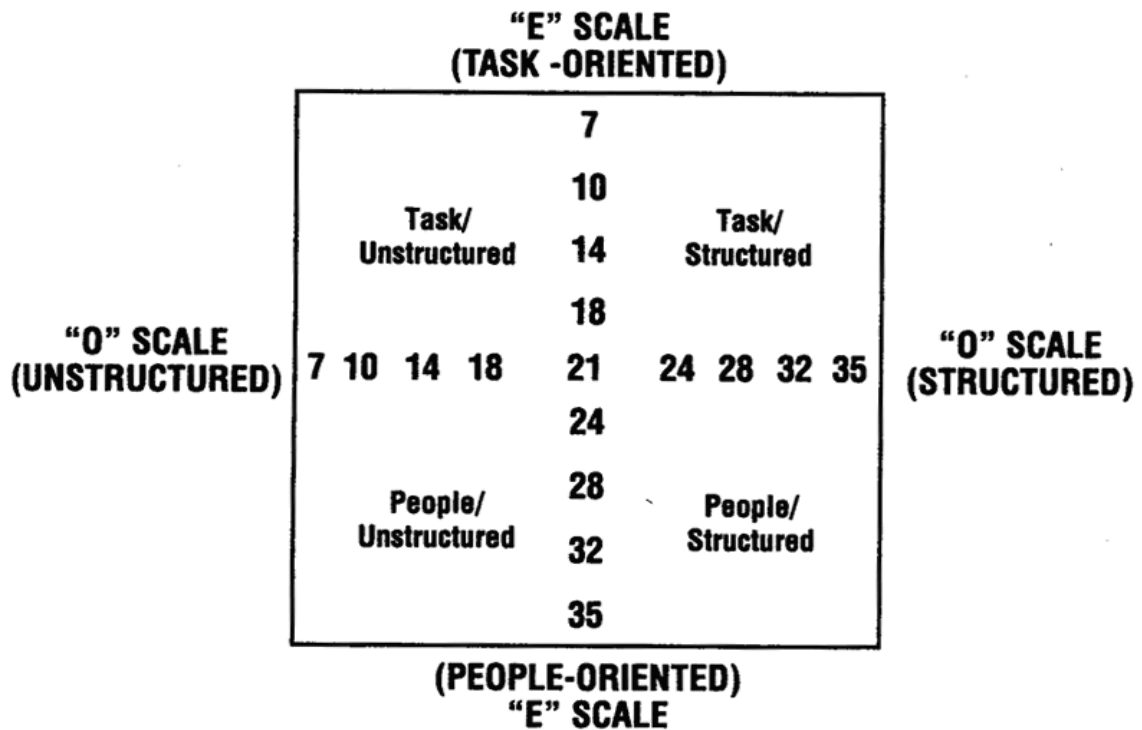
1.	I'm more comfortable	doing things for people	1 2 3 4 5	being with people
2.	When doing a task, I tend to	focus on the goal	1 2 3 4 5	focus on relationships
3.	I get more excited about	advancing a cause	1 2 3 4 5	creating community
4.	I feel I have accomplished something when I've	gotten a job done	1 2 3 4 5	built a relationship
5.	It is more important to start a meeting	On time	1 2 3 4 5	when everyone gets there
6.	I'm more concerned with	meeting a deadline	1 2 3 4 5	maintaining the team
7.	I place a higher value on	action	1 2 3 4 5	communication

How are you energized? E= _____ Total

TABULATE YOUR PROFILE

1. On the grid on the next page, put an X on the "O" scale that corresponds to your "O" total from above.
2. On the grid on the next page, put an X on the "E" scale that corresponds to your "E" total from above.

3. Draw a vertical line through the X marked on the "O" scale.
4. Draw a horizontal line through the number circled on the "E" scale.
5. Your Personal Style is indicated where the lines meet (see sample).



The Four Personal Style Quadrants

TASK/UNSTRUCTURED

General guidelines	Versatile
Helps wherever needed	Likes tangible results

Consider the kind of ministry position that needs you to fulfill a wide variety of responsibilities.

TASK/STRUCTURED

Getting the job done	Focused on results
Prefers to follow an agenda	Appreciates clear direction

Consider the kind of ministry position that allows you to know clearly what the goals are and how the task is to be accomplished.

PEOPLE/UNSTRUCTURED

Spontaneous situations	Very conversational
Relates well to others	Tends to be flexible

Consider the kind of ministry position that gives you the freedom to respond to people spontaneously.

PEOPLE/STRUCTURED

Defined relationships	Familiar surroundings
Projects warmth	Enjoys familiar relationships

Consider the kind of ministry position that will enable you to interact with people in more stable or defined ways.

Personal Style doesn't excuse our behavior, but it can explain it.

Practice S.H.A.P.E. Profile

Rewrite your Heart and Spiritual Gifts in the spaces below and now add your Personal Style to see if it helps clarify your direction.

Heart - _____

Spiritual Gifts - _____

Personal Style - _____

Ministry Ideas - _____

PERSONALITY TYPE -

Myers/Briggs Temperament Profile

www.16personalities.com

How will the results from the Personality Profile help me find a meaningful place to serve and work on a ministry team?

Learning more about our temperament helps us in three ways. It gives practical meaning to the Bible teachings that govern my life. Second, it helps us relate to others as we live and work together in God's Kingdom. Third, it helps me see new ways I might be used in God's work that I had not seen before.

I. Theological Perspective...

For by the grace given to me I say to everyone among you not to think of himself more highly than he ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned. For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith

Romans 12:3-6

Learning more about our Personality Type will...

- 1.) Help us look at ourselves with sober judgment
- 2.) Help us understand just how we might fit into the Body of Christ.
 - What unique perspective do we have to contribute?
 - How are we different or the same as others?
 - What roles might we play?
- 3.) Help clarify how we belong to each other therefore we offer our different gifts and personalities to each other.

II. Relational Perspective

Marching to the beat of a different drummer -

If you do not want what I want, please try not to tell me that my want is wrong.

Or if my beliefs are different from yours, at least pause before you set out to correct them. Or if my emotion seems less or more intense than yours, given the same circumstances, try not to ask me to feel other than I do.

Or if I act, or fail to act, in the manner of your design for action, please let me be.

I do not, for the moment at least, ask you to understand me. That will come only when you are willing to give up trying to change me into a copy of you.

If you will allow me any of my own wants, or emotions, or beliefs, or actions, then you open yourself to the possibilities that some day these ways of mine might not seem so wrong, and might finally appear as right-for me. To put up with me is the first step to understanding me.

Not that you embrace my ways as right for you, but that you are no longer irritated or disappointed with me for my seeming waywardness. And one day, perhaps, in trying to understand me, you might come to prize my differences, and, far from seeking to change me, might preserve and even cherish those differences.

I may be your spouse, your parent, your offspring, your friend, or your colleague. But whether the rat-a-tat of the snare, or the boom-boom-boom of the base, or the haunting sound of the tom, or the harmonic note of the kettle drum, They march, not one beat less nor one beat more Than the cadence set by Jesus Christ our Lord.

- 1.) Understanding your temperament helps me accept you as God made you.
- 2.) Understanding my temperament helps me to be ok with whom God made me to be.
- 3.) Clarified understanding in both those areas will help us to work together better as a team, which the Bible calls the body or the church.

III. Practical Perspective

Instructions: write down the number you have in each category and circle the letter that corresponds to the highest number in each pair.

From the "Personality Test" my Personality TYPE is...

E = Extraverted _____	or	I=Introverted _____
S=Sensory _____	or	N=Intuitive _____
T-Thinking _____	or	F=Feeling _____
J=Judging _____	or	P=Perceiving _____

My four letter Type is _____

How does Personality influence my service to God?

Review:

Heart will indicate **WHERE** you are best suited to serve.

Spiritual Gifts will indicate **WHAT** you will do when you serve.

There are no right or wrong Spiritual Gifts.

Personal Style answers the **HOW** question.

There is no right or wrong Personal Style.

Examples of Heart and Spiritual Gifts with ministries.

Situation 1: Same Heart, Different Gifts

People serving in different positions within the same ministry area.

	Bob	Nancy	Frank
Same Passion	Children with difficult life situations	Children with difficult life situations	Children with difficult life situations
Different Spiritual Gift	Administration	Giving	Teaching
Possible Areas of Service	<ul style="list-style-type: none"> Organizing events to serve children Coordinating classes and training Facilitating transportation Identifying resources and people to meet needs. 	<ul style="list-style-type: none"> Funding a program and materials. Adopting a child or family Support training for volunteer workers. 	<ul style="list-style-type: none"> Teaching parents and guardians Leading a study

Situation 2: Different Hearts, Same Gift

People serving in different ministries in similar positions:

	John	Sallie	Bill
Different Passion	Senior Citizens	Homeless	Discipleship
Same Spiritual Gift	Teaching	Teaching	Teaching
Possible Areas of Service	<ul style="list-style-type: none"> • Lead a Bible study in retirement homes. • Teach an ABC class for or on the aging. 	<ul style="list-style-type: none"> • Lead a devotional at the Salvation Army when we prepare meals. • Teach a LIFE group or ABC class on homelessness 	<ul style="list-style-type: none"> • Lead a LIFE group or ABC class • Become a Mentor • Write a self-guided training program.

Serving with Style

Situation 3: Link Heart, Spiritual Gift, and Ministry with Personality

People serving in different ministries in similar positions:

	Tony	Beth
Different Heart	Worship	Sharing
Different Spiritual Gift	Administration	Serving
Possible Areas of Service	<ul style="list-style-type: none"> Organize Sunday services. 	<ul style="list-style-type: none"> Works in Community Care Day
How Personal Style Determines Ministry	<ul style="list-style-type: none"> Task—Structured Schedule people to lead in worship. People -Structured call to remind and motivate people to participate. Task—Unstructured round up volunteers to pass the plates on Sunday morning. People—Unstructured recruit new people to lead in worship assemblies. 	<ul style="list-style-type: none"> Task—Structured Organizes the boxes and wrapping supplies needed. (likes e-mail) People -Structured Organizes workers and transportation to pick up gifts. (likes calling) Task—Unstructured round up volunteers to pass the plates on Sunday morning. People—Unstructured Directs people as they come in on Saturday morning.

Confirm your Personal Style...

GROUP: LIST MINISTRY POSSIBILITIES

DIRECTIONS

1. Share you *S.H.A.P.E. Profile* with your group (as the other members of your group share their *S.H.A.P.E. Profiles*, note their names).
2. Have the group suggest some ministry possibilities, and write these possibilities in the space provided below.
3. Check two of the ministry possibilities that interest you most.

1.) _____

2.) _____

Summary

Personal Style answers the **how** question.

Personal Style Elements

- Task-Oriented/People-Oriented, how we are *energized*
- Unstructured/Structured, how we are *organized*

Your Personality Type

- Understanding your personality type will help you, and others, know what to expect from you working on a team.

S.H.A.P.E. Profile

- God's design for *you*

Be sure to write you Personal Style and Personality Type in your S.H.A.P.E. Profile!