

Understanding the People in Your Life!

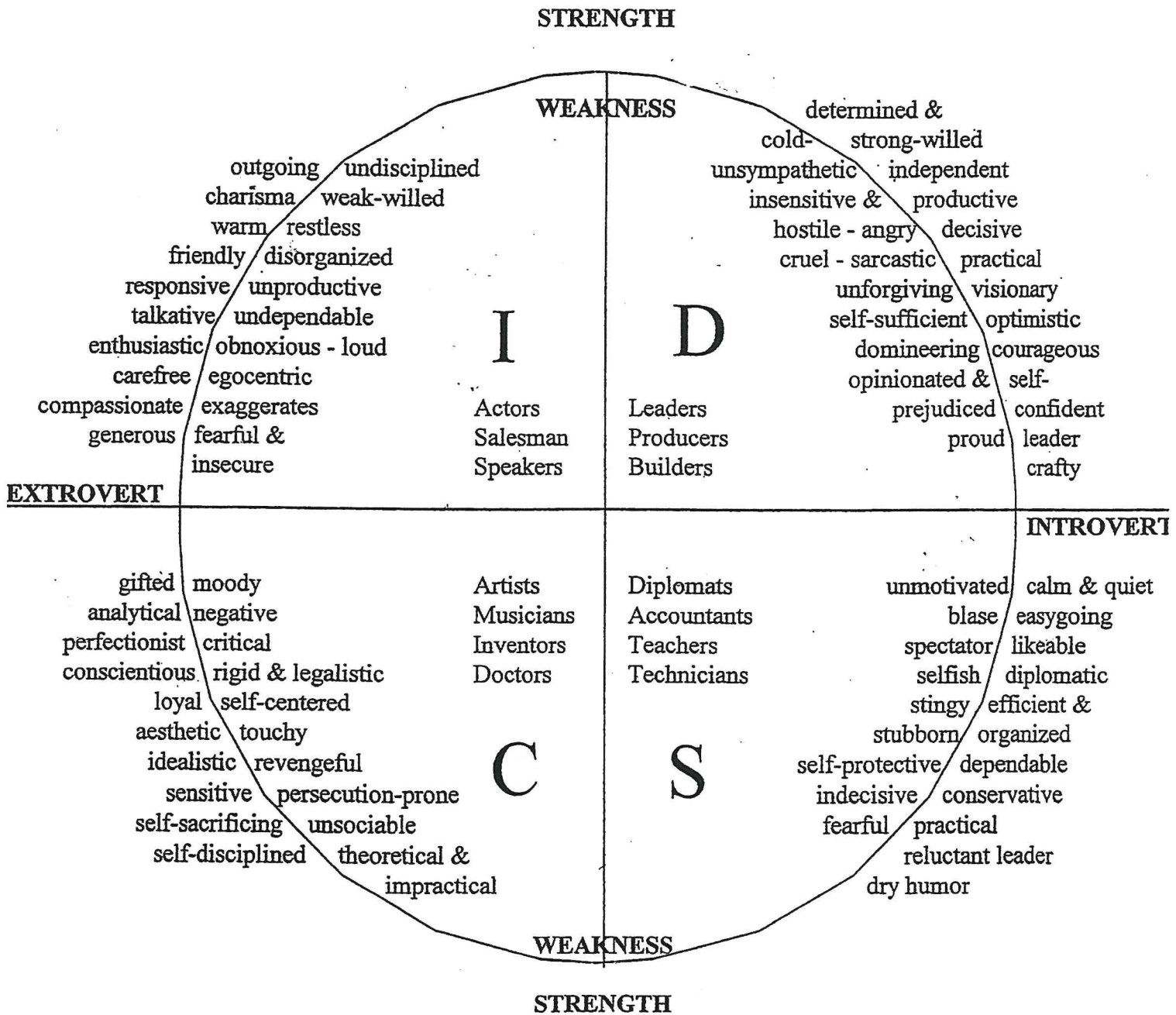
| | D | I | S | C |
|---------------------------------------|--|---|--|--|
| Value to the Team | Takes initiative. | Influences people. | Builds relationships. | Focuses on details. |
| Major Strength | Strength of purpose; oriented; gets things done. | Enthusiasm; gets people motivated, involved. | Good people skills; good team player or leader. | Thoroughness; accuracy in analyzing all the data. |
| Major Weakness | Can be insensitive to the feelings of others; impatient. | Impulsiveness; may not focus on detail/facts. | May sacrifice results for harmony; reluctant to initiate. | Overly cautious; can be too thorough and lose sight of time. |
| Motivated By | Results; challenge; action. | Recognition; approval; visibility. | Relationships; appreciation. | Being right; quality. |
| Time Management | Focus: Now; efficient use of time; likes to get to the point. | Focus: Future; tends to rush to the next exciting thing. | Focus: Present; spends time in personal interaction, sometimes to the detriment of the task. | Focus: Past; works more slowly to ensure accuracy. |
| Communication | One-way—not a good listener, better at initiating communication. | Enthusiastic; stimulating; often one-way; can inspire others. | Two-way flow; a good listener. | Good listener, especially in relation to tasks. |
| Emotional Response | Detached; independent. | High and low; excitable. | Warm; friendly. | Sensitive; careful. |
| Decision Making | Impulsive; always makes decisions with goal in mind. | Intuitive; quick; lots of wins and losses. | Relational; makes decisions more slowly due the input of others. | Reluctant; thorough; needs lots of evidence. |
| Behavior Under Tension | Autocratic | Attacks | Acquiesces | Avoids |
| Would Improve Effectiveness By | Listening | Pausing | Initiating | Declaring |

| STRENGTH | WEAKNESS |
|-----------------|------------------|
| Outgoing | Undisciplined |
| Charisma | Weak-willed |
| Warm | Restless |
| Friendly | Disorganized |
| Responsive | Unproductive |
| Talkative | Undependable |
| Enthusiastic | Obnoxious/loud |
| Carefree | Egocentric |
| Compassionate | Exaggerates |
| Generous | Fearful/Insecure |

| STRENGTH | WEAKNESS |
|-----------------|-----------------|
| Determined | Cold |
| Independent | Unsympathetic |
| Productive | Insensitive |
| Decisive | Angry |
| Practical | Sarcastic |
| Visionary | Unforgiving |
| Optimistic | Self-sufficient |
| Courageous | Domineering |
| Self-confident | Proud |
| Leader | Crafty |

| STRENGTH | WEAKNESS |
|------------------|------------------|
| Gifted | Moody |
| Analytical | Negative |
| Perfectionist | Critical |
| Conscientious | Rigid/legalistic |
| Loyal | Self-centered |
| Aesthetic | Touchy |
| Idealistic | Revengeful |
| Sensitive | Theoretical |
| Self-sacrificing | Unsociable |
| Self-disciplined | Impractical |

| STRENGTH | WEAKNESS |
|-----------------|-----------------|
| Calm & quiet | unmotivated |
| Easy going | Blasé |
| Spectator | Likeable |
| Diplomatic | Selfish |
| Efficient | Stingy |
| Organized | Stubborn |
| Dependable | Self-protective |
| Conservative | Indecisive |
| Practical | Reluctant |
| Thoughtful | Dry Humor |



- Dominant (Choleric)
- Influencer (Sanguine)
- Steady (Phlegmatic)
- Compliant (Melancholy)

outgoing
charisma
warm
friendly
responsive
talkative
enthusiastic
carefree
compassionate
generous

undisciplined
weak-willed
restless
disorganized
unproductive
undependable
obnoxious - loud
egocentric
exaggerates
fearful &
insecure

I

Actors
Salesman
Speakers

determined &
cold-
unsympathetic
insensitive &
hostile - angry
cruel - sarcastic
unforgiving
self-sufficient
domineering
opinionated &
prejudiced
proud

strong-willed
independent
productive
decisive
practical
visionary
optimistic
courageous
self-
confident
leader
crafty

D

Leaders
Producers
Builders

gifted
analytical
perfectionist
conscientious
loyal
aesthetic
idealistic
sensitive
self-sacrificing
self-disciplined

moody
negative
critical
rigid & legalistic
self-centered
touchy
revengeful
persecution-prone
unsociable
theoretical &
impractical

C

Artists
Musicians
Inventors
Doctors

Diplomats
Accountants
Teachers
Technicians

unmotivated
blase
spectator
selfish
stingy
stubborn
self-protective
indecisive
fearful
reluctant leader
dry humor

calm & quiet
easygoing
likeable
diplomatic
efficient &
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practical
leader
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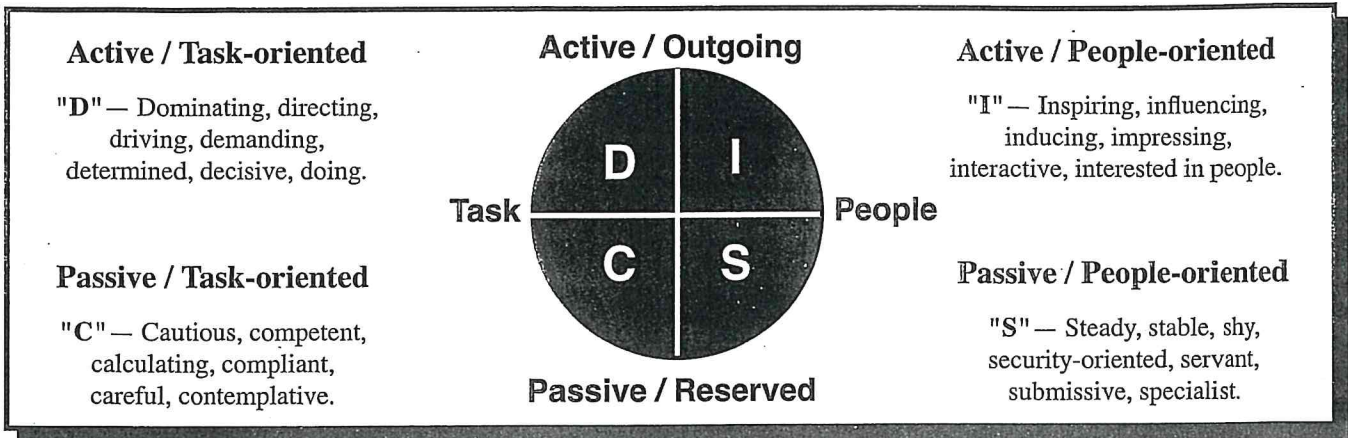
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Interpretation . . .

Be sure to first complete the **1** *Uniquely You Questionnaire*. Follow the instructions at the top of the page. Remember to choose a focus (home or work) as you respond.

You have a predictable pattern of behavior because you have a specific personality. There are four basic personality types. These types, also known as temperaments, blend together to determine your

unique personality. To help you understand why you often feel, think, and act the way you do, the following graphic summarizes the Four Temperament Model of Human Behavior.



"D" BEHAVIOR / Biblical Examples: Paul & Sarah
(Active / Task-oriented) Known as "Choleric" or "Lion"

Descriptions: Dominant, Direct, Demanding, Decisive
Basic Motivation: Challenge and Control
Desires: • Freedom from control • Authority • Varied activities
 • Difficult assignments • Opportunities for advancement
 • Choices, rather than ultimatums
Responds Best To Leader Who: • Provides direct answers
 • Sticks to task • Gets to the point • Provides pressure • Allows freedom for personal accomplishments
Needs To Learn: • You need people • Relaxation is not a crime
 • Some controls are needed • Everyone has a boss • Self-control is most important • To focus on finishing well is important
 • Sensitivity to people's feelings is wise
Biblical Advice: BE GENTLE / NOT BOSSY—*Wisdom from above is . . . gentle*, James 3:17 • CONTROL YOUR FEELINGS AND ACTIONS—*Be angry and sin not*, Eph. 4:26 • FOCUS ON ONE THING AT A TIME—*This ONE thing I do*, Phil. 3:13
 • HAVE A SERVANT'S ATTITUDE—*By love, serve one another*, Gal. 5:13.

"I" BEHAVIOR / Biblical Examples: Peter & Ruth
(Active / People-oriented) Known as "Sanguine" or "Otter"

Descriptions: Inspiring, Influencing, Impressing, Inducing
Basic Motivation: Recognition and Approval
Desires: • Prestige • Friendly relationships • Freedom from details • Opportunities to help others • Opportunities to motivate others • Chance to verbalize ideas
Responds Best To Leader Who: • Is fair and also a friend
 • Provides social involvement • Provides recognition of abilities
 • Offers rewards for risk-taking
Needs To Learn: • Time must be managed • Deadlines are important • Too much optimism can be dangerous • Being responsive is more important than being popular • Listening better will improve one's influence.
Biblical Advice: BE HUMBLE / AVOID PRIDE—*Humble yourself in the SIGHT of God*, James 3:17 • CONTROL YOUR SPEECH—*Be quick to hear, slow to speak*, James 1:19 • BE MORE ORGANIZED—*Do all things decently and in order*, 1 Cor. 14:40 • BE PATIENT—*The fruit of the Spirit is . . . longsuffering*, Gal. 5:23.

"C" BEHAVIOR / Biblical Examples: Thomas & Esther
(Passive / Task-oriented) Known as "Melancholy" & "Beaver"

Descriptions: Competent, Compliant, Cautious, Calculating
Basic Motivation: Quality and Correctness
Desires: • Clearly defined tasks • Details • Limited risks
 • Assignments that require precision and planning • Time to think
Responds Best To Leader Who: • Provides reassurance
 • Spells out detailed operating procedures • Provides resources to do task correctly • Listens to suggestions
Needs To Learn: • Total support is not always possible
 • Thorough explanation is not everything • Deadlines must be met
 • More optimism will lead to greater success
Biblical Advice: BE MORE POSITIVE—*Whatever things are lovely, of good report . . . think on these things*, Phil. 4:8
 • AVOID A BITTER AND CRITICAL SPIRIT—*Let all bitterness . . . be put away from you*, Eph. 4:31 • BE JOYFUL—*The fruit of the Spirit is . . . joy*, Gal. 5:22 • DON'T WORRY—*Fret not*, Psa. 37:1.

"S" BEHAVIOR / Biblical Examples: Moses & Hannah
(Passive / People-oriented) Known as "Phlegmatic" or "Golden Retriever"

Descriptions: Submissive, Steady, Stable, Security-oriented
Basic Motivation: Stability and Support
Desires: • An area of specialization • Identification with a group
 • Established work patterns • Security of situation • Consistent familiar environment
Responds Best To Leader Who: • Is relaxed and friendly
 • Allows time to adjust to changes • Allows to work at own pace
 • Gives personal support
Needs To Learn: • Change provides opportunity • Friendship isn't everything • Discipline is good • Boldness and taking risks is sometimes necessary
Biblical Advice: BE BOLD AND STRONG—*Only be strong and very courageous*, Joshua 1:6 • BE CONFIDENT AND FEARLESS—*God has not given you the spirit of fear*, 2 Tim. 1:7 • BE MORE ENTHUSIASTIC—*Whatever you do, do it HEARTILY as unto the Lord*, Col. 3:23.