

PERSONALITY

("P" in S.H.A.P.E.)

Your personality is your wiring. It's where your motives (the why), your methods (the how), your emotions (feelings) and your behaviors (the what) come together and intersect.

Your personality will affect *how* and *where* you use your strengths, your abilities, talents and gifts, and how you follow your heart (the first 3 elements of your SHAPE). For instance, two people may have the same ability to persevere, but if one is introverted and the other is extroverted, that ability may be expressed in very different ways.

Woodworkers know that it's easier to work with the grain rather than against it. In the same way, when you are forced to work in a way that's "out of character" for your personality, it creates tension and discomfort, it demands more effort and energy, and produces less than the best results. This is why mimicking someone else never works – who can be like Wendy Campbell?! You don't have her personality. Besides, you were made to be you and no-one else! You can learn from the examples of others, but you must filter what you learn through your own shape.

It feels good to do what you were made to do, just the way you were made to do it. When you work "with the grain" in a way that's consistent with your wiring, your personality, you experience fulfillment, satisfaction, and you're fruitful.

It's obvious that no cookie-cutter was used to stamp out people in uniform shapes and sizes. And there's no "right" or "wrong" personality. We need opposites to balance life, family, the workplace, church. However, an out of control personality can turn our strengths to weaknesses.

Even when we are living 'in our personality' we can go "out of bounds" – every coin has 2 sides and this is one of them.

Understanding our own personality and how it interacts with other different personalities can help in all areas of our lives – ours and other peoples. That's true IF we resist the strong temptation to excuse ourselves by saying "but that's just the way I am ... it's the way I'm wired ... I can't do much about it." Those excuses (and I've made them!) come out when our behavior has been less than stellar. When we are 'out of bounds' in our personality, it can get ugly – trust me, I know!

Here are three key goals of personality self-awareness – getting to know and understand your, and other people's, personality types:

1. To be able to accept, even celebrate, how you are wired and how others are wired, especially those who are opposites of you.
2. To learn that every one of us has an 'inbounds' behavior and an 'out-of-bounds' behavior that results from our wiring.
3. To learn to discipline ourselves to stay inbounds.

Working towards these goals will make us much more effective in our relationships and in every aspect of life. Remember, there is no right or wrong personality type; but there is a right and wrong way to behave from our wiring, or our strengths will be weaknesses.

The personality traits listed in "Plugging In My Personality" below are grouped in four couplets each with two opposing tendencies. By indicating which traits are most like you, you get an overall idea of your personality which also prepares you for the more comprehensive method using the "wheel"

Now, look at the Personality Chart below: "I Love You But You Drive Me Crazy!" You can see across the top the 4 personality types or styles – you may be familiar with one or more of these – Driver, Expressive, Amiable, Analytical are my favorite names; they describe the different styles well.

The first 6 rows characterize the personality type. The next 5 rows are valuable advice and analysis for that personality – if taken to heart and worked on, this advice can really help meet those goals I mentioned.

Like most people I'm a combination of styles – I'm a little analytical (in personality), a touch amiable, but I'm about 55-60% Expressive and 35-40% Driver. So, look down the first 2 columns and (if you know me well!) you'll probably see "me".

I NEED TO "grow up and follow through on my responsibilities (I do procrastinate!)". I need to REALIZE "that my way is not the only way and to learn to really listen to other people's opinions."

The STRESS row is interesting – this is so true. When under stress I can "try to charm people" and if that doesn't work I slip into my Driver style and can "become harsh and demanding".

My LIFELONG BATTLE is to "finish what I start" I'm pretty good at "working through the pain", but I lose interest – I'm a pioneer, not a settler), and to delegate, to not try to do everything myself because I'm the best or the only one who can get it done!

What others need to realize about ME (!!!) is that I must have approval and influence, that I'm born with confidence and am a natural leader. Now doesn't THAT sound pompous!!

A most valuable lesson for you and me is to think of someone who is the opposite of us. Do you have someone in mind? I do! Is it your spouse?! Is it sometimes tough 'dealing' with that person because they are so different? Jenny is amiable and analytical – she's opposite me. Starting at the top row, I know she's all those things – sweet, supportive, stable and needs security; she's also cautious, competent, careful and behaves with great 'correctness'. Can you see Jenny?!

When I'm in my Driver style my "out-of-bounds" behavior (bossy, impatient, domineering, etc.) it can easily shut down an Amiable like Jenny. When I'm at my most Expressive (over enthusiastic, unrealistic, etc.) I can shut down an Analytical – LIKE JENNY! See the potential problem here?!

In summary:

Drivers need to 'get it' about – patience isn't weakness, not everything is a battle, humility won't kill you, resting can have it's rewards.

Amiables need to understand – the importance of sometimes doing it now, stop procrastinating, that there are times you need to be a warrior, security and comfort can come through taking action.

Expressives need to understand – scheduling has value, details and facts are good, seriousness is not a disease.

Analyticals need to 'get it' about – spontaneity is not irresponsibility, you need all the facts before to act, get a life ... God has a sense of humor!

Ok, so what about you? What's YOUR personality? Would you like to "know the real you?!"

There are several ways to discover your Personality:

1. Take an online assessment at www.crown.org/tools/personality_instructions.asp. This is fun, quick and most effective.
2. The "Personality Style Wheel" below represents the four major personality styles, and allows you to discover your own predominant style by choosing words that are most like you.

Try each and discover your personality style!

PLUGGING IN MY PERSONALITY

Instructions: Circle the one number on each of the four scale pairs that is “most like me.” E.g. if you are more extroverted than introverted, but mildly so, circle 1 or 2 on the “Outgoing” scale; if you are very self-controlled, circle 4 or 5 on the “Self-Controlled” scale.

“I tend to...”

Be Outgoing

I prefer interacting with many people and gain energy from being part of a variety of activities.

5.....4.....3.....2.....1
extreme mild

OR

Be Reserved

I prefer interacting with only a few people and gain energy from quiet reflective time. I am a good listener.

1.....2.....3.....4.....5
mild extreme

Be Expressive

I am more open and verbal about my thoughts and opinions. I enjoy sharing these with other people.

5.....4.....3.....2.....1
extreme mild

OR

Be Controlled

I tend to keep my thoughts and opinions to myself.

1.....2.....3.....4.....5
mild extreme

Prefer Routine Tasks

I am more comfortable being involved in task related activities where I clearly know what is expected of me. I like closure and completion before starting something new.

5.....4.....3.....2.....1
extreme mild

OR

Prefer People and Variety

I am more fulfilled by activities that involve people, and that change - maybe even have some surprises. Finishing one task before starting another is not crucial.

1.....2.....3.....4.....5
mild extreme

Be Cooperative

As I work with others, I easily see their point of view. I like being part of a team effort.

5.....4.....3.....2.....1
extreme mild

OR

Be Competitive

I like a sense of challenge. It increases my effort and helps me overcome the obstacles.

1.....2.....3.....4.....5
mild extreme

Your indicators above will help you work through the “wheel” below.

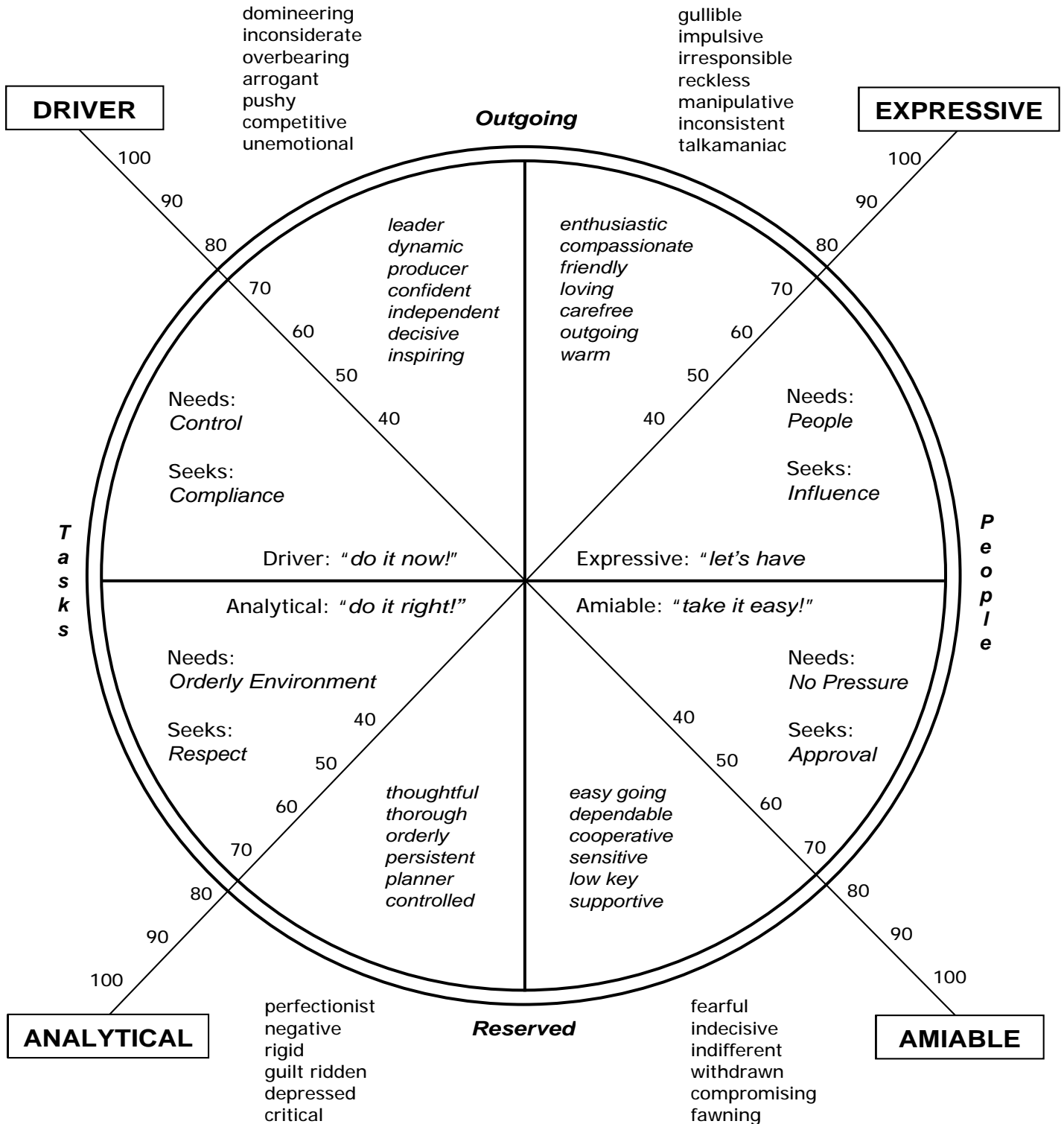
I LOVE YOU BUT YOU DRIVE ME CRAZY!

Understanding yourself and those you love (or not!)

| PERSONALITY | D: Driver Powerful Choleric Lion | I: Expressive Popular Sanguine Otter | S: Amiable Peaceful Phlegmatic Retriever | C: Analytical Perfect Melancholic Beaver |
|----------------------------------|--|---|---|---|
| RECOGNIZED BY BEING | Direct, Dynamic, Doer, Demanding | Inspiring, Interesting, Impressionable, Enthusiastic | Sweet, Supportive, Security, Stable | Cautious, Competent, Careful, Correct |
| REACTION PHRASE | Let's get it done <i>NOW!</i> | Let's <i>ALL</i> get <i>EXCITED!!!!</i> | There is nothing so important that we can't just <i>RELAX</i> and be friends. | <i>I've</i> got to be sure <i>I</i> get it right. |
| PACE | Fast Paced, Task Oriented | Fast Paced, People Oriented | Slow Paced, People Oriented | Slow Paced, Task Oriented |
| QUESTION | What: What is the bottom line? | Who: Who will be there? | How: How do you want me to do this? | Why: Why are we doing this? |
| DESIRE | Productivity, Challenges and Control | Acceptance, Fun Adventure and Influence | Peace, Appreciation and Relationship | Quality Answers, Understanding, Correctness and Space |
| MOTTO | Ready, Fire, Aim | Ready, Talk, Talk, Talk, Talk | Ready, Ready, Ready, Ready | Ready, Aim, Aim, Aim |
| WHAT TO GIVE THEM | Admiration, Appreciation, Credit for work they did | People, Approval, Enthusiasm, Acceptance | Structure, Peace, Sincere Appreciation, Stability | Affirmation, Sensitivity to their feelings, Time alone |
| NEEDS TO REALIZE | Your way isn't the only way, learn to listen to other's opinions | Grow up and follow through on your responsibilities | Doing something new is scary, but it is easier the next time | It is important to give encouraging words to others—especially family |
| REACTS TO STRESS BY | Taking control, becomes harsh and demanding | Tries to charm and if that doesn't work, verbally attacks | Avoids the conflict, conforms or tolerates | Withdrawing and being moody |
| LIFELONG BATTLE | True productivity that involves people | To finish what they start and work through the pain | Respect and Sincere Appreciation | Joy and learning to accept self and others |
| WHAT OTHERS DON'T REALIZE | Born with confidence and are natural leaders | Must have people, approval and influence | Wants peace, hates and avoids conflict | How much internal pressure they feel to get it right |

PERSONALITY STYLES

The wheel below represents the four major personality styles, which center on either *outgoing* or *reserved*, and on *tasks* or *people*. You can discover your own predominant style by choosing words that apply to you. How should you relate to others according to your and their unique personalities?



The words inside the wheel depict the strengths of each personality style. The words outside the wheel represent extremes usually caused by stress.