



USING MY INDIVIDUALITY FOR MINISTRY

I praise you, because I am fearfully and wonderfully made!
Psalm 139:14



**CHRIST
COMMUNITY**
CHURCH

...Each of us has a set of mental tools that we have become comfortable using and thus reach for in the everyday business of living. Although we all have access to the same basic tools in our psychological toolbox, each of us is more comfortable with and thus prefers a particular tool (or set of tools) for a particular task. It is our unique set of these preferences that gives us our distinct personality and makes us appear similar or dissimilar to others. --Peter Briggs Myers, Gifts Differing

*You have been created with preferences—choices you make when relating to others.
You are more comfortable relating in some ways than in others.
Certain responses come more naturally to you...
No matter where you are—you can certainly relate in ways other than your preferred style, but it isn't as comfortable.
When relationships don't permit your preferred style, they require additional time, energy and sensitivity.
--Bruce Bugbee, What You Do Best in the Body*

The following Personal Exercise and Preparation has been adapted from the *Personality Indicator Worksheet*, by CACC (Center of Advancement for Christian Coaching).

The purpose of this personal style indicator is to help you identify your basic personality tendencies, which will add greater understanding to your unique DESIGN. The personal style indicator worksheet is not meant to be a standardized personality inventory.

When reading each set of corresponding characteristics ask yourself:

- *“Which characteristic seems more effortless and comfortable for me?”* and...
- *“Which characteristic would most accurately describe me as I usually am?”*

Place a checkmark by each characteristic that more accurately describes you.

While both of the statements may be true for you, one of the two statements most likely describes you better or more consistently than the other one.

Summarize your preferences on the last page.

Be sure to transfer your personal style summary on the last page to your DESIGN Profile!

EXTROVERT / INTROVERT

Your responses to the following statements will help you determine the degree of interaction you prefer to have with others, and whether you **prefer a more active or reflective approach to the world and situations around you.**

EXTROVERT -----

INTROVERT -----

Energized by participation in activities

Energized when involved with your inner world of ideas

Enjoy being involved in multiple activities

Tend to be reflective

Energized by being with groups of people

Enjoy time to be alone--being with groups of people can be emotionally draining

Energized by working in groups

Enjoy solitary activities—group activities may not be energizing

Have a diverse range of acquaintances and friends

Prefer fewer, close relationships

Like to make things happen; enjoy action

Like to have a clear understanding of a plan before moving into action

Sometimes can move too quickly in a situation

Sometimes can spend too much time reflecting before moving into action

Understanding of a problem often becomes clearer if you first talk with others

Understanding of problem becomes clearer by reflecting on ideas that help explain the problem

My individual preference/style of *approach to the world around me* is:

EXTROVERT
(more active)

INTROVERT
(more reflective)

*Thank you for making me so wonderfully complex! Your workmanship is marvelous—how well I know it.
- Psalm 139:14*

FACTUAL / INTUITIVE

Your responses to these statements will help you determine whether you **attach more credibility to information that comes in through your five senses or by *insight*.**

FACTUAL -----

INTUITIVE -----

Concerned with what is actual and current

Your impression of an experience is what gives you insight into a situation

In approaching situations, prefer to look at the facts first

Increase understanding through insight

Often skilled at seeing the practical application of ideas

Concerned with what is possible and new
Enjoy the prospect of future possibilities

Sometimes can focus on the facts and can miss new possibilities

Sometimes have a tendency to focus on new possibilities and the practicalities are missed

Prefer to work from the facts to the big picture

Prefer to work from the big picture to the facts

You believe that experience speaks louder than words

Place significant trust in insights and less in what is literally experienced

Take things literally

Take things figuratively

My individual preference/style for how I take in information is more

FACTUAL
(through five senses)

INTUITIVE
(by insight/intuition)

*We see things not as they are but as we are.
--author unknown*

ANALYTICAL / DIPLOMATIC

Your responses to these statements relate to how you perceive the world around you. This will help you determine whether you give **more weight to objective principles and impersonal facts, or to the personal and human concerns of the people involved when making decisions and coming to closure on information.**

ANALYTICAL ----- DIPLOMATIC -----

- | | |
|---|---|
| <input type="checkbox"/> Concerned with the objective truth of a situation.
Can give the impression of being impersonal and analytical in your approach to situations. | <input type="checkbox"/> Approach a situation with a people-oriented perspective and believe that the best decisions are made by considering what people care about, and the viewpoints of persons involved in a situation. |
| <input type="checkbox"/> Look for logical consistency and analysis of cause and effect explanations or solutions to most everything. | <input type="checkbox"/> Concerned with whether or not decisions and actions are worthwhile. |
| <input type="checkbox"/> Notice inconsistencies. | <input type="checkbox"/> Often concerned with establishing or maintaining harmony in relationships. |
| <input type="checkbox"/> Make decisions by removing personal concerns that may lead to biased or unfair decision making. | <input type="checkbox"/> Make decisions based on what is best for the people involved. Places high value on relationships between people. |
| <input type="checkbox"/> Make decisions with your head, with a significant focus on equality or fairness. | <input type="checkbox"/> Make decisions with your heart and want to be compassionate. |
| <input type="checkbox"/> Believe telling the whole truth is more important than being tactful. Can become analytical and tough-minded. | <input type="checkbox"/> Being tactful is more important than telling the cold truth. Appear caring, warm, and tactful |
| <input type="checkbox"/> Sometimes miss seeing or valuing the people part of situations and can be perceived by others as too task-oriented, uncaring, or indifferent. | <input type="checkbox"/> Sometimes miss seeing or communicating the hard truth of situations and can be perceived by others as too idealistic, too gentle, or indirect. |

My individual preference/style for the way I make decisions and come to closure on information is more

<input type="checkbox"/> ANALYTICAL <i>(objective/impersonal facts)</i>	<input type="checkbox"/> DIPLOMATIC <i>(personal/human concerns)</i>
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*You know my thoughts even when I'm far away... You know everything I do.
You know what I am going to say even before I say it, LORD.
- Psalm 139:2-4*

STRUCTURED / FLEXIBLE

Your responses to these statements will help you determine whether you **prefer a more precise and structured lifestyle, or a more adaptable and flexible lifestyle.**

STRUCTURED -----

Prefer a planned way of life; like to have things organized

Like to bring life under control to the degree that is possible

Give the impression of being task-oriented

Create lists of things to do

Like to get work done before playing

Plan your work, and rushing before a deadline is an exception.

Sometimes can make decisions too quickly without information

Sometimes can focus so much on the goal or plan that the need to change directions, at times, is missed

May internally feel flexible and open to new information

Most efficient when you have plenty of time to complete a project

FLEXIBLE -----

Prefer a more flexible and spontaneous way of life; like to understand and adapt to the world around you

Like staying open to respond to whatever happens

Appear more casual

Like to keep laid-out plans to a minimum

Like to approach work as play—and mix work and play

Work in bursts of energy and enjoy rushing before deadlines

Sometimes can stay open to new information and miss making timely decisions

Sometimes can focus so much on adapting to the moment that a direction or plan is not decided on.

May internally feel organized and decisive

Most efficient when you have little time to complete a project.

My individual preference/style for the way I order my life is more

STRUCTURED
(precise and orderly)

FLEXIBLE
(adaptable and open)

Your personal style may explain your behavior. It does not excuse it!
--Bruce Bugbee

PERSONAL STYLE SUMMARY

Each of the combinations [of mental processes–preferences] produces a different kind of personality, characterized by the interests, values, needs, habits of mind, and surface traits that naturally result from the combination. Combinations with a common preference will share some qualities, but each combination has qualities all its own, arising from the interaction of the preferred way of looking at life and the preferred way of judging what is seen.

--Isabel Myers Briggs, Gifts Differing

The way I prefer to approach to the world around me is:

EXTROVERT

(more active)

INTROVERT

(more reflective)

The way I prefer to take in information is more:

FACTUAL

(through five senses)

INTUITIVE

(by insight/intuition)

The way I prefer to order my life is more:

STRUCTURED

(precise and orderly)

FLEXIBLE

(adaptable and open)

The way I prefer to make decisions and come to closure on information is more:

ANALYTICAL

(objective/impersonal facts)

DIPLOMATIC

(personal/human concerns)

A significant part of your design is revealed through your personal style.

It is another way God has put his divine fingerprint upon you.

As a part of your servant profile, your style complements your passion and indicates the unique way your spiritual gift will be expressed.

--Bruce Bugbee, What You Do Best in the Body

Transfer your four selected personality style preferences into the Personality category of your DESIGN Profile.