

WHAT KIND OF PERSON OR “STYLE” OF PERSON ARE YOU?

What primary theme of “personal style” are you?

Most people are somewhat a blend of these styles, but primarily each of us is one kind or type more than the others. Some people are *slightly* one of these kinds and others are *extremely* one these kinds. And some of us are in between the “slight” and the “extreme”. We are all unique individuals, but we all have some commonality that specifically relate to one of these kinds of types or styles.

This is just a tool. It is not infallible, nor divine, nor biblically-based, but it is well researched and is based on many years of observation of patterns of life behaviors of all kinds of people. These are 4 areas we mostly fit in as humans.

Why can this be helpful?

1. It can help us, as a church and as individuals, figure out how we are and how we interact with other people, our surroundings, our tasks, and it can help us to see ourselves in the *mirror* more clearly.
2. It can help us see how to love others as they need to be loved... the way they “feel” loved according to who they are... just a bit better → their “heart-love” language.
3. It helps us get rid of assumptions we might have... such as “well, they should have already known this” or “why don’t they just understand...” or “they should not do it that way, why can’t they see that...” and many other kinds of ways we pigeon-hole people, judge others, and look down on others, etc.
4. It helps us see how the Spiritual gift or gifts God has given to each of us, we who are in Christ, how it or they fit us and how we fit that gift (or those gifts) so that we can serve others in the Body of Christ more effectively.
5. It also helps us see our blind spots, because everyone else can see them pretty plainly, and help us move toward becoming more like Jesus Christ, as we allow Him to change and transform us for that purpose.

Mapping yourself in the Matrix is the beginning point:

Begin “mapping” yourself (place an “x” in either column A or B... do not skip any):

	A			B
a. more animated	_____	or	more passive	_____
b. more “take charge”	_____	or	more “go along”	_____
c. more assertive	_____	or	more hesitant	_____
d. more demanding	_____	or	more accepting	_____
e. more demonstrative	_____	or	more thoughtful	_____
f. more confronting	_____	or	more supportive	_____
g. more talkative	_____	or	more quiet	_____
h. more bold	_____	or	more timid	_____
i. more intense	_____	or	more subdued	_____
j. more direct	_____	or	more indirect	_____

Only Total Column **A**: _____

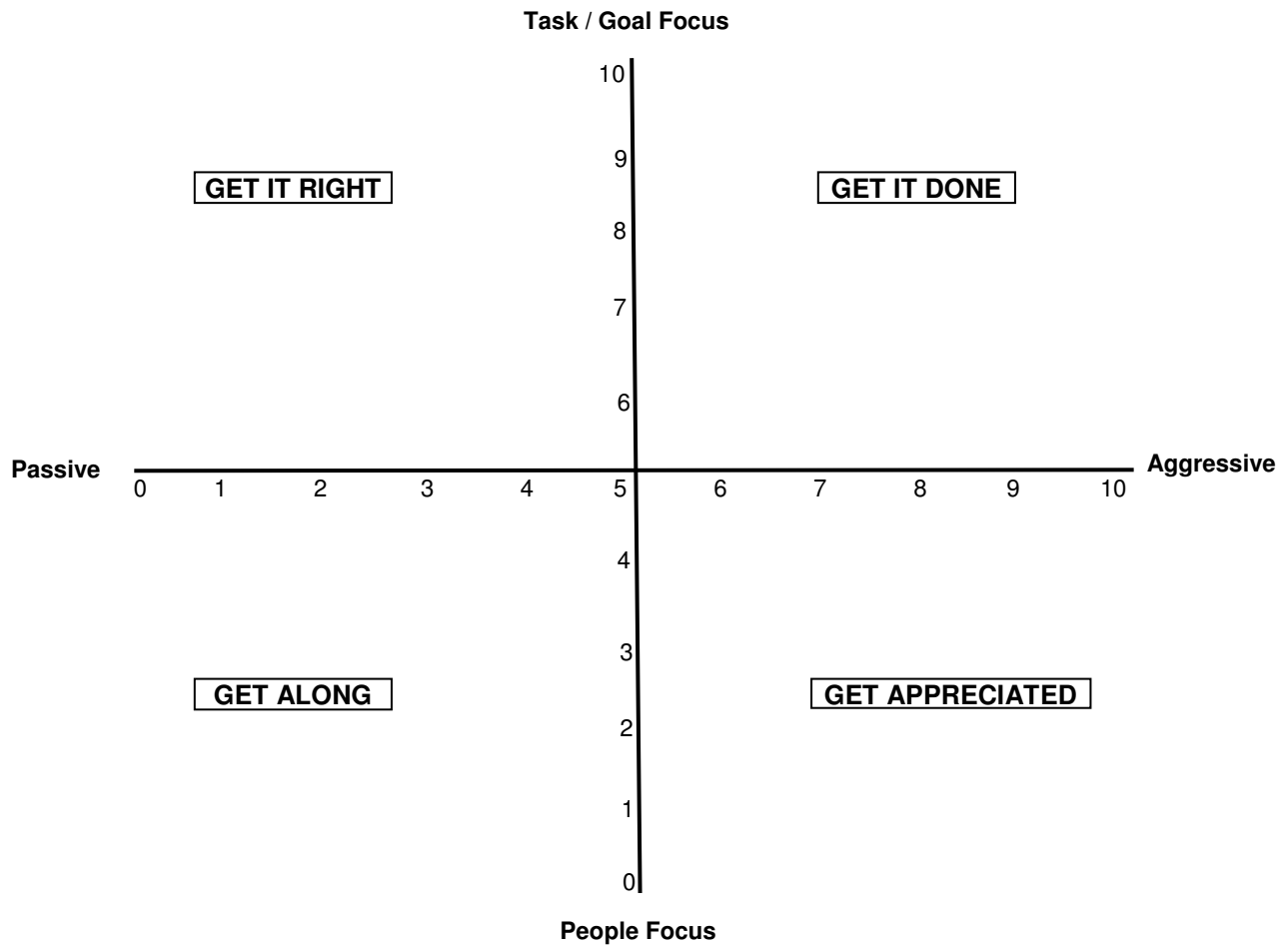
Use this score and circle the appropriate number on the **HORIZONTAL** axis of the matrix below (i.e. the “Passive -- Aggressive” line)

- | | | | | |
|-------------------------|----------|----|----------------------|----------|
| | C | | | D |
| a. more flamboyant | _____ | or | more restrained | _____ |
| b. more spontaneous | _____ | or | more deliberate | _____ |
| c. more responsive | _____ | or | more detached | _____ |
| d. more impulsive | _____ | or | more methodical | _____ |
| e. more sociable | _____ | or | more aloof | _____ |
| f. more sentimental | _____ | or | more analytical | _____ |
| g. more people-oriented | _____ | or | more task-oriented | _____ |
| h. more outgoing | _____ | or | more reserved | _____ |
| i. more dramatic | _____ | or | more self-controlled | _____ |
| j. more friendly | _____ | or | more unfriendly | _____ |

Only Total Column **D**: _____

Use this score and circle the appropriate number on the **VERTICAL** axis of the matrix below (i.e. the "Task/Goal -- People Focused" line)

THE PERSONAL STYLE MATRIX:



What "style", "type", or "kind" of person are you (based on this matrix)? Does this describe who you are, at least in part? Connect the dots - and see where you fit.

Hint: Jesus Christ ... our LORD and Savior... might fit as a 5 / 5. Right in the center. I sincerely doubt anyone living would be that centered or perfect. Paul the Apostle was definitely a “GET IT DONE” kind of person... probably an 8 on the Horizontal line... and a 6 or 7 on the Vertical line, at least toward the beginning of his ministry. Later on... I think he became about a 6 / 6 or even a 5 / 6... Wisdom and God’s Love... not just His Mission were more in his life as time went on. The key here is to see where you are now... and see where God wants to change you more and more... to be more and more like Christ. But, also see how those Strengths and Gift(s) God has given you can be of a benefit to the Body of Christ and her overall Mission.

Strengths and GAPS (or Blind Spots) of these 4 “Personal Styles”:

I. GET IT RIGHT - people

Behavior Characteristics:

- Focus on tasks, thorough, hard-working, consistent, faithful
- Intends to always “*get it right*”
- Pays attention to the details; thinks systematically (all his/her ducks are in a row, at the right time, no overlapping, & no touching)
- Needs to be *correct*
- Communicates indirectly and typically very detailed
- Begins communication, typically with a question

Strengths: Accurate, Full of FACTS, Precise, Organized, Hard-working, consistent, faithful, does thorough work

Gaps: Shyness, Rigid, Perfectionist, Over-Analytical (can create “*Analysis Paralysis*” - can get “stuck” on one thing for quite a long time), can be Aloof, can be *indecisive* (since he/she will still be analyzing the data to see if he/she can come to some kind of conclusion to base a decision... for a very long time, typically.) This person tends to be a bit more skeptical and pessimistic (though not always). Can tend to “throw a wet blanket” on new ideas. This kind of person can be a “complainer”... since he/she sees that something “isn’t right”... but tends to have no solutions to help. Sometimes these are very “invisible” people. We may not notice them.

When Under Pressure, “Get It Right” People can exhibit the following behaviors:

- Become Silent
- Flee or withdraw
- Passive-aggressive” types of behaviors → behind the “scenes” kinds of “revenge”
- Become very defensive
- Timid Body Language
- Tunnel Vision

In loving, working with, & dealing with this kind of person...

The Worst Approaches are (these approaches may be what the “Get It Right” person may *perceive* from others):

- Being inconsistent
- Being disorganized
- Lack of attention to detail
- Being overly emotional

The Best Approaches are (again: that which may be *perceived* by this kind of person):

- Have a good Plan (the “what”)
- Have a good Schedule (the “when”)
- Have good Facts (get them right... and in order - get your ducks in order)
- Help them see things “step by step” in some sort of detail that fits them

Kinds of careers these kinds of people fit the best with, typically (there are always exceptions, though):

Chief Financial Officer (CFO), Accountant, Human Resources director, book-keeper, any kind of “number cruncher”, Math Teacher, Business Accounting Teacher, Statistician, Quality control, Mechanic, Engineer, mail sorter, and any other kind of detail-oriented type of job or career. In a church family setting: detailed-oriented deacon, treasurer, finance team people, administration team people, building maintenance team, Executive Pastor, Admin. Pastor, and any other kind of ministry related leadership or team membership that relates to detail, administrative, or organizational oriented tasks, etc.

II. GET IT DONE - people

Behavior Characteristics:

- Focused on tasks and is extremely driven (and as such are more prone to heart attacks and strokes)
- Intends to always “*get it done*”
- Focused, direct, blunt
- Needs to be in *control*
- Communicates directly and to the point
- Begins communication, typically with a statement

Strengths: Decisive, Efficient, Confident, Risk-taker, Solution-oriented, Fast Paced, Visionary, Thick-Skinned

Gaps: Can be intimidating to others, Forceful, tends to be a Poor Listener, tends to be impatient.

In the extreme... can be extremely arrogant and a tyrant. No fear, does not care about criticism, is “on mission” and can forget people are involved, especially when he/she is leading people.

Extreme: It is “Their Way or the Highway”.

Note: On the **EXTREME:**

(the bad side) - think of Hitler, Stalin and other tyrants and despots throughout history

(on the good side) - think of George Washington, Abraham Lincoln, Winston Churchill, King David, the Apostle Paul, and other good/healthy leaders and pioneers (risk-takers) like that).

When Under Pressure, “Get It Done” People can exhibit the following behaviors:

- Raise their voice
- Can bully and take pot shots at others
- Can behave arrogantly
- Can become Sarcastic
- Can become Condescending (insulting folks of the other “styles” - which tends to shut other people down)
- Drops everything to focus on the “mission”

In loving, working with, & dealing with this kind of person...

The Worst Approaches are (these approaches may be what the “Get It Done” person may *perceive* from others):

- Being indecisive (the typical “Get It Done” person will wonder why you are wasting his/her time; he/she wants you to decide even if it is a wrong decision... get to it quickly... and move on to the next thing...)
- Excuses (even if they are “really legitimate reasons” for not doing what you are suppose to be doing...)
- Spending too much time on one issue
- Lack of task focus
- Being a Complainer, a whiner, or a lazy person

The Best Approaches are (again: that which may be *perceived* by this kind of person):

- Direct Communication (even if harsh... just don't beat around the bush, and be respectful)
- Have a well-thought-out Solution to implement
- Get on Task and Stay on Task (get task focused)
- Productivity (be productive)

Kinds of careers these kinds of people fit the best with, typically (there are always exceptions, though):

Chief Executive Officer (CEO), President, Governor, Mayor, Founder of a Company, Pioneer Explorer, Producer, Director, Quarterback, Head Coach, supervisor, “boss”, and other kinds of leaders in various areas of life, economy, family, sports, and politics. In a church family setting: lead pastor, senior pastor, directional pastor, church planting/founding pastor, team leader of a missions or church planting team, a pastoral-elder, lead pastor-elder of an elder team, lead deacon of a deacon team, an over-all ministry leader/director. This type tends to be a LEADER of leaders, is visionary... and sometimes way out ahead of the “herd”, sometimes forgetting to bring others along with him/her in the process.

III. GET APPRECIATED - people

Behavior Characteristics:

- Focused on people
- Intends to “*get appreciated*”
- Displays creativity, warmth, charisma, and energy
- Needs to be recognized and applauded
- Communicates directly and elaborately
- Begins communication, typically with a statement

Strengths: Energy, Flexible, Spontaneous, Impulsive, Fun, and is an Influencer

Gaps: Very Opinionated, Talks too much, Disorganized, lacks follow-through, lacks faithfulness or consistency... tends to live based on his/her “feelings” and if it isn’t *fun* “why do it”? When communicating... there is typically a story... a *long* story about what might have just happened... before he/she just happened upon you. Sometimes the story is exciting... or sometimes the story is tragic. Typically no stories that are in between. This person has high emotion and energy... and depending on his/her mood... he/she can take you to great heights or great depths in those stories. This person seems to be Emotionally “bi-polar”. This kind of person will make sure you hear the whole story, or may be hurt if you don’t hear the whole thing. BUT, this person may **not** stay long enough to listen to your story: he/she is done, typically after telling you his/her story. And this kind of person doesn’t want a ton of details (facts) in a listing... typically beyond the second “point” he/she is already gone, most likely spending time with someone else or seeking to have fun somewhere else.

Note: On the **EXTREME:**

(the bad side) - Full-on Narcissist - only thinking of himself or herself - needing approval, appreciation, and fun or he/she will not pursue anything... he/she will be down in the dumps and will bring anyone else around him/her with him/her (it gets pretty messy)

(on the good side) - The best, most fun person to be around... no one is a stranger. Like being at an amusement park 24/7. You want to hang out with this person.

When Under Pressure, “Get Appreciated” People can exhibit the following behaviors:

- Talks more loudly and quickly
- Throws tantrums
- Sarcastic
- Overly Dramatic (drama queen or king, as the gender may be)
- Overly Emotional

In loving, working with, & dealing with this kind of person...

The Worst Approaches are (these approaches may be what the “Get Appreciated” person may *perceive* from others):

- Rigid Thinking
- Negativity
- Too many details
- Telling them to “do it” just because you said so

The Best Approaches are (again: that which may be *perceived* by this kind of person):

- Flexibility (give a short-list or small menu list... but give some options)
- Be enthusiastic (be a “cheer-leader” for this kind of person)
- Let them vent (if you don’t, he/she will perceive that you do not listen, care for, or understand him/her)
- Give much recognition (but do not patronize this kind of person... give genuine recognition)

Kinds of careers these kinds of people fit the best with, typically (there are always exceptions, though):

Chief Activities Officer (CAO), Activities Director or team person, P.E. director or team person, clown, actor, fashion designer, any kind of artist of all kinds and shapes, musician, motivational speaker, river-rafting guide, person who enjoys jumping out of airplanes (with or without a parachute), any kind of thrill-seeking adventurer (as long as it is with a bunch of other people). In a church family setting, here are some possibilities: Youth pastor, Young adults pastor, Worship pastor, worship team member, deacon over outreach or fellowship activities, Fellowship/Connections/Small Groups pastor, Associate pastor, Outreach pastor, activities director, Children’s ministry team member, outreach team member, prayer team leader or member, LIFE Group leader, small group facilitator, and other kinds of servant-hearted / fun-loving kinds of ministry leadership or team membership.

IV. GET ALONG - people

Behavior Characteristics:

- Focused on people (*do no harm - to anyone, ever...*)
- Intends to “*get along*”- typically, with everyone in every way possible
- Behaves in an agreeable, personable, friendly, caring, and helpful manner...
- Needs to be liked
- Communicates indirectly and considerately
- Begins communication, typically with a question

Strengths: Likeable, Loyal, Team Player, Patient, thinks the best of others as first thought

Gaps: Avoids any confrontation like the plague, very “People-Pleasing”, typically very Indecisive

(does not want to hurt anyone in the process of making a decision), and can waste a lot of time (procrastination - due to fears of hurting others, getting bad vibes from them, or wanting to please all people with all points of view - and then typically does not make a decision or get whatever was asked to get done). Sometimes these are very “invisible” people. We may not notice them.

Note: On the **EXTREME:**

(the bad side) - Paranoid... “everyone is talking about me”... “the world is out to get me”... when something bad happens... they automatically want to apologize to everyone, even if they weren’t the cause or they did not do anything wrong.

(on the good side) - The best, most loyal friend you could ever have. Always thinks good of you.

The person you want to support you, the one you want in your corner. Willing to help, and give the shirt off his/her back... and will actually do “it” for you... just so you don’t have to.

When Under Pressure, “Get Along” People can exhibit the following behaviors:

- Submit (think - “door-mat”)
- Accommodate
- Hide - “run away”
- Exhibit passive-aggressive behavior (hidden ways of revenge)
- Just Go Silent or Shut-down completely
- Will take things personally (“it really is all about me, and somehow I had something to do with messing this up”, etc...)
- Tend to talk to someone else (might gossip to others... instead of confronting the issue with the person who caused the issue)

In loving, working with, & dealing with this kind of person...

The Worst Approaches are (these approaches may be what the “Get Along” person may *perceive* from others):

- Ignoring the “Get Along” person’s feelings
- Being too aggressive
- Forcing a decision
- Threatening

The Best Approaches are (again: that which may be *perceived* by this kind of person):

- Deal very gentle with this person
- Slow down and listen
- Build a rapport with this person
- Focus on Team Work (include the “we” in the conversation - seek his/her input)

Kinds of careers these kinds of people fit the best with, typically (there are always exceptions, though):

Arbiter, Mediator, Mentor, Social Worker, Doctor (not all doctors, of course), Nurse, Counselor, certain kinds of lawyers, “peace-makers”, Ambassadors, various medical/hospital workers and staff, any kind of “helping” and/or “hospitality” related leaders, workers, team members. In a church family setting: Visitation pastor, Counseling pastor, deacon, Hospital/Nursing Home visitation ministry leader/pastor/deacon/team member, Discipleship pastor (more one-on-one or smaller group kind of ministry), Prison Ministry pastor, Recovery Ministry pastor, Homeless Ministry pastor, and any other kind of merciful, caring, compassionate type of ministry team leaders and/or members. This person has a granular view of life → is an “in the trenches kind of helper” → someone who loves helping people, directly, no matter how messy it gets.