

discovering your
SHAPE

**PART
7**

March 15, 2015 | Wawasee Community Bible Church | Milford, Indiana | Pastor Josh Weiland

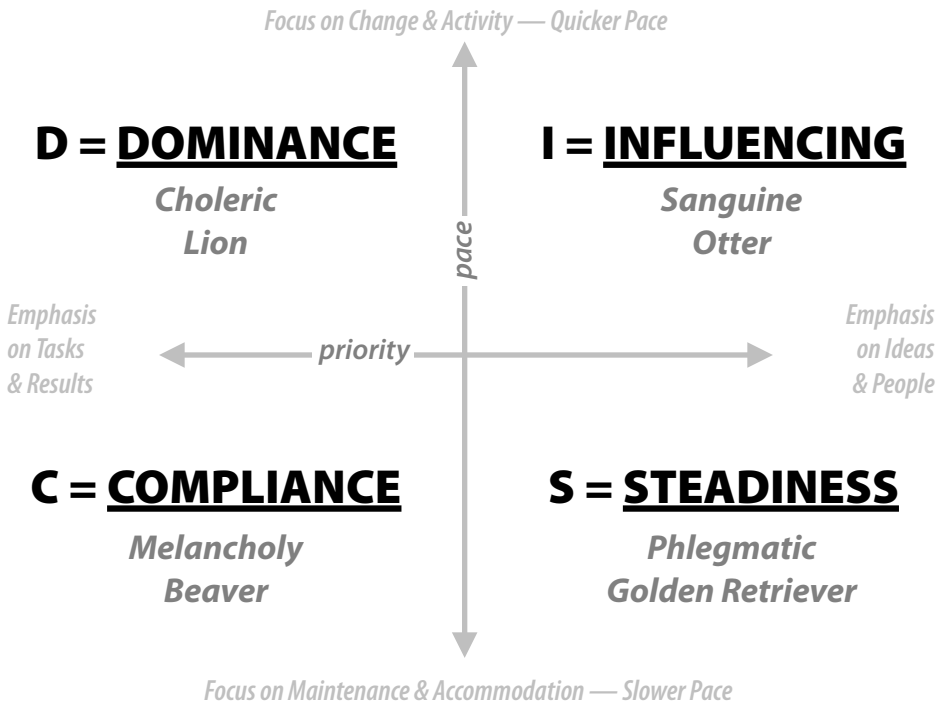
DISCOVERING YOUR PERSONAL STYLE

Psalm 139:13-18 and Multiple Scriptures

UNDERSTANDING PERSONALITY/TEMPERAMENT

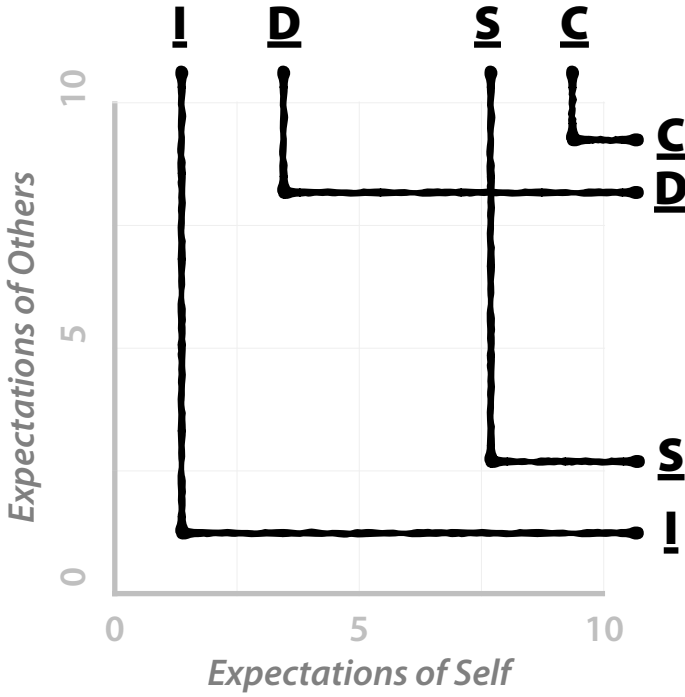
1. This is all part of God's **DESIGN**.
2. It's not an issue of **RIGHT** and **WRONG**.
 - Perception Differences
 - Motivation Differences
 - Needs vs. Values
3. Every type/style has **STRENGTHS**.
4. Every type/style has **WEAKNESSES**.

UNDERSTANDING THE FOUR DIMENSIONS OF BEHAVIOR

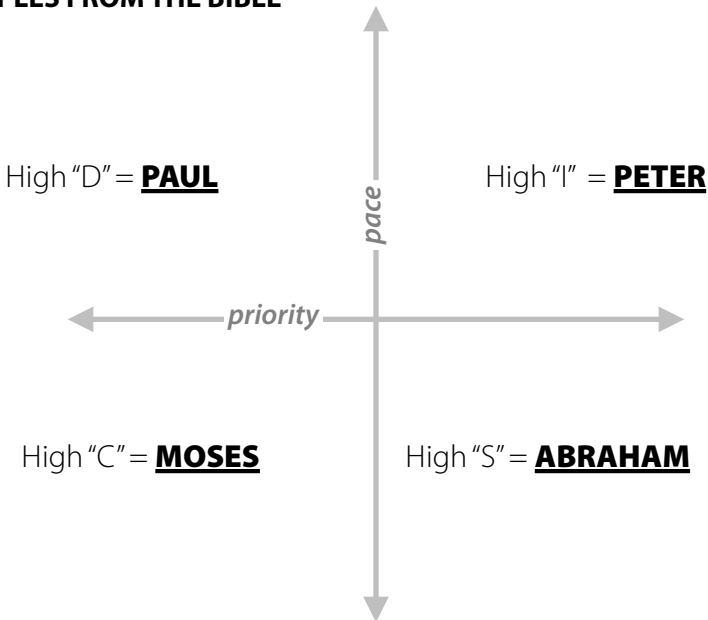


UNDERSTANDING DIFFERENCES IN DISC EXPECTATIONS

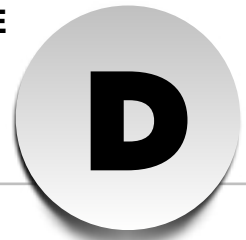
The number "10" indicates high expectations; the number "0", low expectations.



EXAMPLES FROM THE BIBLE



UNDERSTANDING THE DOMINANCE STYLE



Basic Motivation	<ul style="list-style-type: none"> • Results • Change
Best Environment	<ul style="list-style-type: none"> • Continual Challenges • Freedom to Act • Variety
Accepts/Rejects	<ul style="list-style-type: none"> • Accepts the difficult • Rejects inaction
Major Strengths & Corresponding Weakness	<ul style="list-style-type: none"> • Getting Things Done → Insensitive to Others • Decisive → Impatient; Overlooks Risks & Facts • Persistent → Inflexible; Unyielding
Behavior Under Stress	<ul style="list-style-type: none"> • Autocratic
Would Benefit From...	<ul style="list-style-type: none"> • Listening...

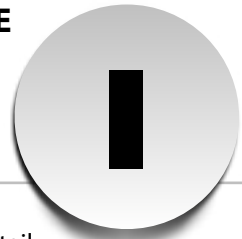
Getting in the Mind of the Dominance Style:

- My ideal world is where I... **HAVE CONTROL.**
- I want to do it... **MY WAY.**
- I like to... **CHANGE THINGS.**
- My greatest fear is... **LOSING CONTROL/A CHALLENGE.**

Relating to a High "D":

Relational Area	Tendency	Relational Needs
<i>Communicating</i>	One-Way; Not Great Listeners	Directness
<i>Decision Making</i>	Impulsive	Details
<i>Using Time</i>	Emphasis on Now	Efficiency
<i>Emotionally</i>	Detached; Independent	Don't Dig
<i>Socially</i>	Selective	Draw Them Out

UNDERSTANDING THE INFLUENCING STYLE



Basic Motivation	<ul style="list-style-type: none"> • Recognition • Approval
Best Environment	<ul style="list-style-type: none"> • Friendly Atmosphere • Freedom from Control and Detail • Opportunity to Influence Others
Accepts/Rejects	<ul style="list-style-type: none"> • Accepts involvement with others • Rejects isolation
Major Strengths & Corresponding Weakness	<ul style="list-style-type: none"> • Optimistic → Over-Selling • Personable → Manipulative • Enthusiastic → Lack of Follow-Through
Behavior Under Stress	<ul style="list-style-type: none"> • Attacks
Would Benefit From...	<ul style="list-style-type: none"> • Pausing

Getting in the Mind of the Influencing Style:

- My ideal world is where I... **HAVE FUN!**
- I want to do it... **THE EXCITING WAY.**
- I like to... **DREAM THINGS.**
- My greatest fear is... **LOSING FACE/SOCIAL APPROVAL.**

Relating to a High "I":

Relational Area	Tendency	Relational Needs
<i>Communicating</i>	Enthusiastic; One-Way	Needs an Audience
<i>Decision Making</i>	Intuitive	Checker/Bounce Ideas
<i>Using Time</i>	Emphasis on Future	Dreamers
<i>Emotionally</i>	Highs & Lows	Flexibility
<i>Socially</i>	People Gatherer	Access to People

UNDERSTANDING THE STEADINESS STYLE



Basic Motivation	<ul style="list-style-type: none"> • Relationships • Appreciation
Best Environment	<ul style="list-style-type: none"> • Requires Specialization • Opportunity to Work with a Group • Consistent and Predictable
Accepts/Rejects	<ul style="list-style-type: none"> • Accepts Friendship • Rejects Conflict
Major Strengths & Corresponding Weakness	<ul style="list-style-type: none"> • Supportive → Conforming • Agreeable → Retiring • Loyal → Missed Opportunity
Behavior Under Stress	<ul style="list-style-type: none"> • Acquiesces
Would Benefit From...	<ul style="list-style-type: none"> • Initiating

Getting in the Mind of the Steadiness Style:

- My ideal world is where I... **HAVE PEACE.**
- I want to do it... **THE EASY WAY.**
- I like to... **WATCH THINGS.**
- My greatest fear is... **LOSING A RELATIONSHIP/STABILITY.**

Relating to a High "S":

Relational Area	Tendency	Relational Needs
<i>Communicating</i>	Good Listener	People Who Communicate w/ Them
<i>Decision Making</i>	Reluctant; Relational	Patience
<i>Using Time</i>	Emphasis on Present	Unhurried
<i>Emotionally</i>	Warm	Warm People
<i>Socially</i>	Relation Builder	More Time w/ Fewer People

UNDERSTANDING THE COMPLIANCE STYLE



Basic Motivation	<ul style="list-style-type: none"> • To Be Right • Quality
Best Environment	<ul style="list-style-type: none"> • Clearly Defined • Requires Precision • Provides Reassurance
Accepts/Rejects	<ul style="list-style-type: none"> • Accepts Methods • Rejects Lack of Quality
Major Strengths & Corresponding Weakness	<ul style="list-style-type: none"> • Orderly → Picky, Critical • Thorough → Too Detailed • Analytical → Too Cautious
Behavior Under Stress	<ul style="list-style-type: none"> • Avoids & Criticizes
Would Benefit From...	<ul style="list-style-type: none"> • Declaring

Getting in the Mind of the Compliance Style:

- My ideal world is where I... **HAVE PERFECTION.**
- I want to do it... **THE RIGHT WAY.**
- I like to... **RESEARCH THINGS.**
- My greatest fear is... **BEING WRONG/CRITICIZED.**

Relating to a High "C":

Relational Area	Tendency	Relational Needs
<i>Communicating</i>	Listener	Critique
<i>Decision Making</i>	Reluctant; Researcher	Reassurance
<i>Using Time</i>	Emphasis on Past	Thorough
<i>Emotionally</i>	Evaluator	To Be Safe
<i>Socially</i>	Hesitant	Feel Accepted

1:10 COMMUNITY GROUP

HOMEWORK



Open Your Group in Prayer. Use the Prayer Guide on the next page for Suggestions.

1. Go to wawaseebible.com/shape and complete the Personal Style Survey.
2. Review the Personal Style / Personality info we covered this week as a group. Was it helpful? What did you learn?
3. **Read Luke 10:38-42.** What different personality styles do you see here? How do their personalities affect the way they interact with one another?
4. Can one personality be a strength in one situation but a weakness in another?
5. Discuss *your* personality/personal style/temperament with your 1:10 Group.
6. Share a time in your life that you were asked to step outside your personality comfort zone. Was it hard? Why or why not?
7. Imagine someone who has a certain personality style, but due to their job (or another environment they're in) they constantly find themselves having to function in ways that are contrary to their natural style. Based on what you've learned about personalities, what advice would you give them?
8. Do you think it's more important to understand *your* personal style or to understand the styles that *differ* from yours? Why?
9. How do personality differences play out in your family?
10. What are a few ways your 1:10 Groups personality styles can strengthen the group as a whole?
11. How can you use your collective personality styles to serve someone in need, or to serve in mission together as a 1:10 Group?

CHANGE STEPS YOU CAN TAKE

Based on your personal style, here are some actions you might be able to take to offset the natural weaknesses of your personality.

IF YOU'RE A HIGH "D"

- Listen more...
- Focus on people...
- Be more flexible...
- Be more supportive...
- Be warmer, more open...
- Be patient...
- Explain "why"...
- Be less controlling...

IF YOU'RE A HIGH "I"

- Slow down...
- Control emotions...
- Evaluate activities...
- Follow-through...
- Listen more...
- Focus on details/facts...
- Focus on results...
- Be less impulsive...

IF YOU'RE A HIGH "C"

- Be more open/flexible...
- Trust your intuition...
- Respond quicker...
- Be more optimistic
- Be less fact oriented...
- Take more risks...
- Develop relationships...
- Look ahead...

IF YOU'RE A HIGH "S"

- Face confrontation...
- Be more decisive...
- Learn to say "no"...
- Initiate more...
- Increase pace...
- Be more direct...
- Be less sensitive...
- Focus more on the task...

PRAYER GUIDE

WEEK OF MARCH 15, 2015

During your prayer time this week, let's all be praying together about the following items.

Use the space at the bottom to record your personal prayer items, or requests from your 1:10 Group.

NOTE: Due to the sensitive nature of some items on the Prayer Guide, we do not publish it online. Email the church office to sign up for the email prayer list: office@wawaseebible.com