What's Your Style?
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Welcome
Devotion Psalm 139: 13-16; 1 Corinthians 12:4-11, 25-26 (The Message)

Personality Tests

There are many personality tests available. Some are silly, some are effective.

- **Myers-Briggs** is the standard for many corporations, very detailed with 16 personality types
- **Keirsey Temperament Sorter** (KTS) is much like the Myers-Briggs but uses fewer categories.
- **DISC** is easy to use and interpret. Categorizes personalities as Dominance, Influence, Steadiness, Compliance ([http://www.discprofile.com/whatisdisc.htm](http://www.discprofile.com/whatisdisc.htm))
- Some tests use the “older” terms: Choleric, Sanguine, Phlegmatic, Melancholy. (Examples: *Personality Plus* by Florence Littauer and *Spirit-Controlled Temperment* by Tim LaHaye.)
- **Smalley's Personality Test:** based on the DiSC test but uses animal names – Lion, Otter, Retriever, Beaver. ([http://smalley.cc/marriage-assessments/free-personality-test](http://smalley.cc/marriage-assessments/free-personality-test))

The Myers-Briggs system identifies personalities but the others highlight those aspects of personality which relate to interactions between people. All individuals possess all four but to varying degrees. For most, these types are not seen as black or white but in shades of gray – or blends.

Fun tests:

- Purse-onality Test: attached
- Purse-onality Video by Anita Renfroe: [http://abcnews.go.com/video/playerIndex?id=4442308](http://abcnews.go.com/video/playerIndex?id=4442308) (The first two minutes is a fun comedy bit, the rest is an interview with Anita)
- Facebook Fun!
### Personality Type Equivalents

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<td><strong>Ballroom Dances</strong> (by Kimberly West)</td>
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Resources:

By Tim & Beverly LaHaye:
- *Spirit-Controlled Temperament* by Tim LaHaye
- *Alike in Love: When Opposites Attract* by Tim & Beverly LaHaye

By Florence Littauer:
- *Personality Plus: How to Understand Others by Understanding Yourself*
- *Personality Plus for Couples: Understanding Yourself and the One You Love*
- *Personality Plus for Parents: Understanding What Makes Your Child Tick*
- *Your Personality Tree: Discovering the Real You By Uncovering the Roots of Your Personality Tree*

By Gary Smalley:
- *The Treasure Tree – Helping Kids Understand Their Personality* by Gary and Norma Smalley & John and Cindy Trent
**Lion**
*(Choleric/Driver/Dominant)*

- **Strengths and Weaknesses:**
  - **Strengths:** Visionary, practical, productive, strong-willed, independent, decisive, leader.
  - **Leadership Strengths:** They get results. Decisive, take charge, willing to accept responsibility and take risks. Highly confident, assertive and able to sell themselves, challenge existing boundaries.
  - **Weaknesses:** cold, domineering, unemotional, self-sufficient, unforgiving, sarcastic, cruel
  - **Leadership Weaknesses:** Their ego, competitiveness and power needs. Often too independent. Often do it all and don't involve enough other people in positions of responsibility. Create leader-dependent followers because they don't want to give up control and delegate. Don't build strong trust with others. Don't focus enough on relationship building.

- **How to work with Lions:**
  - **Their catch phrases:** “Do it now!” and “What’s the point?”
  - **Their Environment:** lots of projects, awards on the wall, large calendar, office furniture arranged in a formal way
  - **Their Pace is** fast and decisive and they need to work in a climate that responds to them.
  - **They are Irritated by** wasted time, unpreparedness, blocking results

**How to capitalize on working with them:**
- They want you to be efficient and to the point.
- They need a climate that responds
- Focus on the task
- Be businesslike and factual
- Provide concise, precise, and organized information, direct answers
- Talk about expected results, provide info on what to do and a deadline
- Discuss and answer “what” questions
- Argue facts, not feelings
- Don’t waste time
- Don’t argue details
- Provide options.

**Avoid:** attacking his/her character, telling them what to do, presenting win-lose scenarios

**For Growth They Need to:** appear less critical, respect people’s personal worth, develop tolerance for conflict, pace themselves

**General Strategies:** Be efficient and competent, support their goals and objectives, if you disagree – argue facts and not personal feelings, be precise, time disciplined, well organized, focus on the results or bottom-line, do not waste their time, let them make the decision.
Otter
(Sanguine/Influencer)

- **Strengths and Weaknesses:**
  - **Strengths:** Outgoing, responsive, warm, friendly, talkative, enthusiastic, compassionate
  - **Leadership Strengths:** Work very well with others, build strong trust and establish open communication. Have a natural enthusiasm that attracts followers and a high energy level. Creative and optimistic. Communicate the vision well and create buy-in
  - **Weaknesses:** Undisciplined, unproductive, exaggerates, egocentric, unstable
  - **Leadership Weaknesses:** May not be organized or plan enough. Over-optimistic which leads to being unrealistic. Concentrate too much on relationships and not enough on results. May spend too much time on the process. Focused on keeping people happy. May not be tough when they need to be and may seem too emotional to other styles.

- **How to work with Otters:**
  - **Catch Phrases:** “Trust me!”, “Lighten up!”
  - **Their Environment:** cluttered, awards and slogans on the wall, personal pictures
  - **Their Pace:** fast and spontaneous
  - **They are Irritated by:** too many facts, too much logic, boring tasks, same old approach, routine, being alone, ignoring their opinions
  - **For Growth They Need to:** respect priorities, more logical approach, follow through, get better organized, concentrate on the task at hand

- **How to Capitalize on working with them:**
  - Be stimulating and interesting.
  - Be enthusiastic, open, and responsive
  - Needs a climate that collaborates
  - Focus on developing a relationship
  - Relate to the need to share information, stories, and experience
  - Provide a chance to be heard and share feelings about a project
  - Be forthcoming and willing to talk
  - Ask and answer “who” questions
  - Remember to be warm and approachable at all times
  - Work to minimize his or her direct involvement with details or personal conflicts.
  - Provide ideas for transferring talk to action
  - Provide incentives for taking on tasks.
  - **Avoid:** negativity, rejection, arguing

- **General Strategies:** interested in them, support their dreams, feelings and opinions, be sociable, do not hurry the discussion – give them a chance to verbalize, try not to argue, don’t dwell on details but put it all in writing. Agree on the specifics of any arrangement. Don’t be shy.

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Retrievers
(Phlegmatic/Steadiness)

- **Strengths and Weaknesses:**
  - **Strengths:** Calm, easy-going, dependable, quiet, objective, diplomatic, humorous, values relationships, loyal, great listeners
  - **Leadership Strengths:** Service oriented, Content to lead from behind and let others take credit, patient and like to plan/good with follow through, gets along with others/team players, good at engaging others
  - **Weaknesses:** Selfish, stingy, procrastinator, unmotivated, indecisive, fearful, worrier, has trouble saying no, easily hurt, misses opportunities
  - **Leadership weaknesses:** Not aggressive enough to seek leadership positions, not assertive/can get stuck in a rut, can be indecisive/don’t always have the intensity and urgency to get things done, don’t always have the animation and enthusiasm to attract followers, don’t promote their own abilities, can appear wishy-washy because they like to see all points of view

- **How to work with Retrievers:**
  - **Catch phrases:** “Why change?” “Let’s work together”
  - **Their environment:** family pictures, slogans on the wall, personal items, relaxed friendly decorations
  - **Their pace:** slow and easy
  - Golden Retrievers want their leaders to be pleasant and cooperative. Be sure to provide them with assurances, information to help them understand change, procedures, risks and ways to present ideas to others on the team.
  - **They are Irritated by:** pushy, aggressive behavior and being put on the spot.
  - **For Growth They Need to:** take risks, delegate to others, confront, develop confidence in others, learn to change and adapt
  - **How to capitalize on working with them:**
    - Engage them on a personal level
    - Ask “how” questions to get their opinions/input
    - Be patient in drawing out their goals
    - Allow them time to process change
    - Clearly define their roles and goals
    - Provide assurances
  - **Avoid:** conflict, unexplained risky changes, overloading

- **General strategies:** show personal interest in them, be sincere, listen, affirm them in their decisions. Allow them the time needed to process and move forward. Come alongside but don’t push. They gain security through close relationships and time to process. Affirmation and genuine concern for this leader will help them keep moving forward and they will connect with you as their leader on a deeper level.
Beavers

(Melancholy/Compliant)

- **Strengths and Weaknesses:**
  - **Strengths:** Analytical, self-disciplined, industrious, organized, aesthetic, sacrificing, discerning, accurate, task oriented
  - **Leadership Strengths:** know what they are doing/prepared, don't make impulsive decisions, organized, need facts/make good solid decisions, focused on doing things right, can stay calm when others are not
  - **Weaknesses:** Moody, self-centered, touchy, negative, unsociable, critical, revengeful, need thorough explanation, can lose perspective
  - **Leadership weaknesses:** Perfectionist, slow to make decisions, not risk takers, like control/not good delegators, high expectations/never satisfied, can seem cold and distant to others

- **How to work with Beavers:**
  - **Catch phrases:** “Do it right!”, “Prove it!”
  - **Their environment:** structured and organized, charts and graphs, functional decor, formal seating arrangement
  - **Their pace:** slow and systematic, beavers want their leaders to be accurate and precise providing information that will help them logically process and systematically plan.
  - **They are irritated by** people who don’t know what they are talking about, surprises and lack of attention to details.
  - **For Growth They Need To:** make faster decisions, tolerate conflict, learn to compromise, adjust to change and disorganization
  - **How to capitalize working with them:**
    - Take time to prepare
    - Provide straight pros and cons in advance
    - Support ideas with accurate information
    - Provide reassurances
    - Provide precise explanation of expectations
    - Work together to create step by step approaches to goals
    - Be prepared to provide explanations and details in a patient, persistent manner
    - Be thorough and well planned
    - Support their thoughtful approach
    - Demonstrate through actions rather than words
    - Don’t rush decision making

**Avoid:** criticizing, blunt personal questions, incomplete or inaccurate recommendations

**General Suggestions:** Beavers thrive on being prepared and work well when allowed to be slow and systematic. Beavers need defined responsibility so they clearly understand expectations. As their leader you should create a controlled work environment providing security and time to adjust to what is expected of them.