

Personality Differences Seminar

Session One

Read 1 Corinthians 12:1-7

- There are varieties of gifts, but the same Spirit;
- There are varieties of service, but the same Lord;
- There are varieties of activities, but it is the same God who empowers them all in everyone.

Read 1 Corinthians 12:8-11

- All these gifts and ministries are given to the church by the Spirit
- Everyone has a gift of the Spirit
- These gifts and ministries are to be used for the common good
- The Spirit has each person the gifts He particularly wants him to have

Read 1 Corinthians 12:12-17

- Just as the body has a variety of limbs and organs, so the church has a variety of gifts and ministries
- Just as a body cannot function without all its organs, so the church function without different gifts
- The problem is that members of the church want everyone else to be just like them

Read 1 Corinthians 12:18-26

- The body cares for all its different members, especially the weaker ones
- The church should nurture all its different member, especially the weaker ones

Read 1 Corinthians 12:27-31

- God wants people to serve in different ways.
- Do not resent or oppose Christians who serve differently than you

I. Reason for This Seminar

A. People struggle to understand each other

1. Miscommunication of facts
2. Miscommunication of emotions
3. False attribution of motive
4. False attribution of guilt

B. People struggle to relate productively

1. Miscommunication impairs friendships and employment
2. Ineffective recruitment
3. Ineffective training
4. Ineffective delegation
5. Ineffective supervision

C. Disruptions in families, friendship, church, workplace

II. Purpose of This Seminar

A. Not “put people in a box”

B. Understand people

1. How people see and understand the world
2. (We all instinctively assume everyone sees and understands the world the way we do)
3. How people make decisions
4. Why people act the way they do

C. Acquire a common language for discussing differences

D. Begin to distinguish between valuable differences and failure

E. A “conversation-starter”

III. Understanding Personality

A. Human characteristics contrasted

1. Personality: a configuration of habits that uniquely identifies a person
2. Temperament: inborn predisposition to certain habits

3. Talent: inborn predisposition to a certain ability
 4. Skill: ability brought to maturity by practice
 5. Experience: situations that have enabled practice of skills
 6. Character: adherence to moral standards
- B. Biblical critique of Jung/Myers-Briggs personality theory
1. Unbelievers can discover truth because of common grace
 2. Unbelievers do not see the same things believers do
 3. Conclusion: unbelievers are an important source of truth, but it must always be evaluated by the scripture
 4. Even when unbelievers accurately understand truth, they are unreliable as interpreters
 5. I find the Myers-Briggs theory an accurate description of human personality
 6. It only partly explains how to live more godly
- C. The Myers-Briggs Theory
1. Source of energy
 - a. Extroverts: people
 - b. Introverts: solitude
 2. Focus of attention
 - a. Senses: material world
 - b. Intuition: ideas
 3. Manner of thought
 - a. Thinking: merits of the facts
 - b. Feeling: views of others
 4. Decisiveness
 - a. Judging: push toward a decision
 - b. Perceiving: relish the possibilities

D. Temperament

1. Four classical types
 - a. Sanguine/Artisan
 - b. Melancholic/Guardian
 - c. Choleric/Idealist
 - d. Phlegmatic/Rationalist
2. Thus we are denying the uniformitarian or blank slate views of Freud, Maslow, Sullivan, Adler, etc.

<i>Temperaments:</i>	SP Artisan	SJ Guardian	NF Idealist	NT Rationalist
<i>Life goal</i>	Impact	Belonging	Romance	Achievement
<i>Motiv. to act</i>	Impulse	Authority	Intuition	Reason
<i>Emotional st.</i>	Excited	Concerned	Enthusiastic	Calm
<i>Preoccupation</i>	Technique	Morality	Morale	How things work
<i>Imediat quest</i>	Stimulation	Security	Personal identity	Knowledge
<i>Secrt ambition</i>	Virtuoso	Executive	Sage	Wizard

E. Sanguine/Artisan

1. His life goal, his long-term pursuit: impact – make a splash, command attention
2. What motivates him: his impulses, immediate interests – he is spontaneous, impetuous
3. His favorite emotional state: being excited – charged up by an outside excitement

4. What he is prone to work hard at: perfecting his technique
5. What he is seeking at any given time: stimulation – excitement, action
6. What he secretly dreams of becoming: the virtuoso – the world's best in performance

F. Melancholic/Guardian

1. His life goal, his long-term pursuit: belong to social units – family, church, club
2. What motivates him: authority – he is obedient
3. His favorite emotional state: being concerned – charged up when others deviate from social units or morals
4. What he is prone to work hard at: improving the morals of himself and others
5. What he is seeking at any given time: security – steady relationships, job, lifestyle
6. What he secretly dreams of becoming: the executive – top authority, and able to improve the morals of everyone else

G. Choleric/Idealist

1. His life goal, his long-term pursuit: live romantically
2. What motivates him: his intuition, gut feeling – he is intuitive
3. His favorite emotional state: being enthusiastic – charged up by internal ideas
4. What he is prone to work hard at: improving the morale of his group
5. What he is seeking at any given time: personal identity – he never feels he knows himself
6. What he secretly dreams of becoming: the sage – the one people seek for understanding themselves

H. Phlegmatic/Rationalist

1. His life goal, his long-term pursuit: achievement – accomplish specific goals
2. What motivates him: his reason – he is analytical
3. His favorite emotional state: being calm – dislikes being charged up
4. What he is prone to work hard at: figuring out how things work
5. What he is seeking at any given time: knowledge – he never knows enough
6. What he secretly dreams of becoming: the wizard – the one people see for understanding the world

IV. Putting Personality to Work

A. Perception workshop

Divide into groups of four or five

1. Select one person in your group
 - a. Everyone guess his temperament
 - b. Describe specific situations which support your guess
2. Let him share his Myer-Briggs profile and temperament
 - a. How well did this describe you?
 - b. Do you think you are unlike this in any way?
 - c. Describe some situations which demonstrate or contradict this profile
3. What *motivates* you? What makes you feel like getting involved? What encourages you to stay involved?
 - a. Describe a situation in which you felt motivated
 - b. Do the rest of you see this motivational pattern in him?
Give examples
4. Did he persuade the rest of you to adopt his view?
5. Move to the next person

C. David Green