Welcome to Heart-to-Heart

Getting Along in a Family of Opposites; Normalizing the Differences of the Four Basic Personalities
Romans 12:16-18

[Amplified Bible]

“Live in harmony with one another; do not be haughty (snobbish, high-minded, exclusive), but readily adjust yourself to [people, things] and give yourselves to humble tasks. Never overestimate yourself or be wise in your own conceits. Repay no one evil for evil, but take thought for what is honest and proper and noble [aiming to be above reproach] in the sight of everyone. If possible, as far as it depends on you, live at peace with everyone.”
“You will not be able to redesign the basic personality with which your child was born. Some characteristics are genetically programmed, and they will always be there … My advice to you is to accept, appreciate and cultivate the personality with which your … child was born.”

- James Dobson
Proverbs 22:6

“Train up a child in the way he should go and when he is old he will not depart from it.”

Webster’s definition “bent” = an individual tendency, disposition or inclination

“Train up a child according to their natural bent, their individual tendencies and innate personality and when they are older, they will know who they are, why God made them and what purpose they have for living and loving the God who made them.”
DISC Personality Types

- Domineering
- Influencing
- Steady
- Conscientious
Tim LaHaye or Florence Littauer
Personality Types

- Choleric
- Sanguine
- Phlegmatic
- Melancholy
Myers-Briggs Personality Types

- Introvert - Extrovert
- Sensing - Intuitive
- Thinking - Feeling
- Judging - Perceiving
John Trent & Gary Smalley’s, “The Treasure Tree”

- Lion
- Otter
- Golden Retriever
- Beaver
Lion Personality

Extrovert and TASK - focused

Nickname: The Doer
Characteristics:

• Takes charge naturally, born to be a leader
• Desires above all to be competent and get results
• Daring, unafraid of new situations
• Feels natural to them to tell others what to do
• Welcomes a challenge
• Firm and serious about what is expected
• Prefers things to be done the RIGHT way
• Goal oriented
• Energized by people
• Makes decisions quickly
• Typically needs to process through goal setting
Tips for Balancing a Lion Personality:

- Seek God on how to temper your **STRONG** **WILL**.
- Learn to make communication **TWO-WAY**.
- Practice being a better **LISTENER**. Understand you can come across as if you are trying to **CONTROL** others.
- Although you are not naturally **COMPASSIONATE**, work at being sensitive towards others and their feelings.
- Realize that life is not always **BLACK** and **WHITE**.
- Recognize your high need to feel **IN CONTROL** but work at not being too **BOSSY**.
- Seek opportunities to let other make the **DECISION**.
- Humble yourself often before **GOD**.

“...the righteous are as bold as a lion.” —Proverbs 28:1
Parenting a Lion

1. Recognize they were born a leader by **GOD’S DESIGN**.
2. Teach them to listen *before* they talk sometimes; don’t allow them to **CONTROL** others or situations!
3. Understand that they don’t mean to **BE** **BOSSY** or hurt the feelings of other people.
4. Make your **EXPECTATIONS** clear and explain “why”.
5. Accept that they are not naturally compassionate; encourage them to consider **PEOPLE** more important than **THINGS** but don’t force it on them.
6. Let them make some of their own **DECISIONS**; it makes them feel valuable and significant.

**LIFE VIEW: WORK!**
Otter Personality

Extrovert and ____PEOPLE___ - focused

Nickname: ___________ The Talker
Characteristics:

- **Life of the party**, without effort
- Desires above all to be liked by all
- **Flexible**, and very aware of others, loves a crowd
- Feels natural to **perform**
- **Optimistic**, sees the good in everything/everyone
- **Talks A LOT**, often exaggerating the facts
- Prefers things to be **FUN**
- **People** oriented
- **Energized by people**
- **Impulsive** decision maker
- Typically needs to **process by talking**
Tips for Balancing an Otter Personality:

- Recognize your difficulty in **COMPLETING** tasks, work toward completion.
- Realize your desire and need for variety and **FLEXIBILITY**.
- Don’t take on more than you can handle, learn to say **NO**.
- Learn to be more intentional about being **ON TIME**.
- Seek out strategies for getting **ORGANIZED**.
- Recognize your need to stay consistent in reading/studying the Word of God so you can live by **TRUTH**.
- Seek out friends who enjoy **HAVING FUN**.
- Take time to think about a **DECISION**, even buying something small.

“**A cheerful heart is good medicine.**” –Proverbs 17:22
Parenting the Otter Personality

1. Encourage and require them to **COMPLETE** things that they start.
2. Accept their sheer joy in **PERFORMING** and making others happy, most often it is not prideful.
3. Help them to not commit or offer to do more than they can **REALISTICALLY** get done.
4. Teach them the importance of being **ON TIME** but don’t expect them to be ☺
5. **PRAISE! PRAISE! PRAISE!** They crave verbal affirmation!
6. Understand they tend to be highly circumstantial, controlled by their current situation and **EMOTIONS**.

**LIFE VIEW:** **FUN!**
Golden Retriever Personality

Introvert and **People** - focused

Nickname: **The Watcher**
Characteristics:

• Very stable and predictable
• Desires above all to move slowly and be sure of things
• Systematic, level-headed and tenacious
• Feels natural to them to help others and be empathetic
• Loyal / faithful to family and friends
• Listens carefully to others
• Prefers things to be peaceful, doesn’t like anyone to argue
• Peace oriented (everybody stay calm!)
• Drained by people
• Procrastinates in decision making
• Typically needs to process by thinking it through alone
Tips for Balancing a Golden Retriever Personality:

- Recognize your NEED for direct motivation, learn to set **GOALS**.

- Put forth effort for being more **ENTHUSIASTIC**!

- Assert yourself in making **DECISIONS** and stick to your decision.

- Don’t get in the habit of ignoring your feelings; speak **TRUTH** to others in a kind way.
Tips for Balancing a Golden Retriever Personality:

- Purposely take on new **CHALLENGES**, preferably with someone who can and will help you.
- Intentionally offer to be **RESPONSIBLE** for things.
- Ask the Holy Spirit to help you **STAND UP** for **YOURSELF**!
- Recognize your innate resistance to **CHANGE** and make yourself try something **NEW** and uncomfortable once in awhile.

“Blessed is the one who is kind to the needy.” Proverbs 14:21
Parenting the Golden Retriever Personality

1. Recognize their tendency to be **LAZY** because they are so easy going.

2. Don’t expect **ENTHUSIASM** from them.

3. Require them to make some of their own **CHOICES**; but too many **DECISIONS** in a short period of time will be overwhelming.

4. Be cautious that they don’t get **BLAMED** for everything; they can easily become the scapegoat.

5. Help them to express themselves to others, tell them what to **SAY**.

6. Encourage but don’t force them to take on **RESPONSIBILITY**.

LIFE VIEW: **PEACE!**
Beaver Personality

Introvert and TASK - focused

Nickname: The Thinker
Characteristics:

• Dedicated and conscientious
• Desires above all to be helpful and prove their worth
• Pursues excellence naturally
• Typically neat and tidy, noticing every detail
• Innate ability to stick to a job to its completion
• High need to ask lots of questions
• Prefers things to be done the as they always have been done, resists change
• Detail oriented
• Drained by people
• Agonizes over decisions, wants it to be the right one
• Typically needs to process by asking questions and then making lists
Tips for Balancing a Beaver Personality:

- Understand that you are highly sensitive and hurt easily, purpose to not take everything PERSONALLY.
- Work at not having a PESSIMISTIC outlook and attitude.
- Learn to deal with disappointment and failure by not expecting PERFECTION out of yourself, others or circumstances.
- Change your SELF TALK; learn to say what is TRUE, not what YOU think or feel.
Tips for Balancing a Beaver Personality:

- Although you are __QUIET__ by nature, learn good conversation and __SOCIAL__ skills.
- Intentionally be __SPONTANEOUS__ once in awhile.
- Make yourself try __NEW__ things and go into __NEW__ situations.
- Allow yourself __EXTRA__ __TIME__ to accomplish things.

“All hard work brings a profit…” Proverbs 14:23
Parenting the Beaver Personality

1. Understand that they are highly **SENSITIVE** and get their feelings hurt very easily.

2. Encourage them to see the “bright side” as they are typically programmed with a **NEGATIVE** outlook.

3. Help them learn to handle disappointment and **FAILURE** without letting it affect them in a profound way.

4. Give them **TIME** to do things, rushing them frustrates them and makes them feel insecure.

5. Accept that they often have a need for **QUIET**, provide it for them.

6. Try to keep a reasonable family schedule, they crave the security of a **ROUTINE**.

   **LIFE VIEW:** **RULES!**
<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extrovert</td>
<td>Makes decisions quickly</td>
<td>Talks too much; interrupts</td>
</tr>
<tr>
<td>Able to accomplish much</td>
<td>Naturally takes charge</td>
<td>Over Reacts</td>
</tr>
<tr>
<td>Loves a challenge</td>
<td>Self-disciplined</td>
<td>Bossy</td>
</tr>
<tr>
<td>Daring and Brave</td>
<td>Good leader</td>
<td>Rebellious – always wants to do things their way</td>
</tr>
<tr>
<td>Many friends, doesn’t need a best friend</td>
<td>Gets the job done</td>
<td>Doesn’t always think about the feelings of others</td>
</tr>
<tr>
<td>Strong-willed</td>
<td>Accomplishes Goals</td>
<td>Competitive, Poor Loser</td>
</tr>
</tbody>
</table>
## Beaver – Introvert – Task-Focused

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Introvert</td>
<td>Sticks to the job</td>
<td>Misses out on fun</td>
</tr>
<tr>
<td>Task focused</td>
<td>Good at performing but nervous</td>
<td>Very critical of self and others</td>
</tr>
<tr>
<td>Dedicated/conscientious</td>
<td>Self-conscious</td>
<td>Slow – has to do things the right way</td>
</tr>
<tr>
<td>Wants to be helpful</td>
<td>Organized, neat and tidy</td>
<td>Unsure of self, insecure</td>
</tr>
<tr>
<td>Doesn’t like to be in charge</td>
<td>Very creative</td>
<td>Can be moody</td>
</tr>
<tr>
<td>One Best Friend</td>
<td>Pays attention to details</td>
<td>Selfish</td>
</tr>
</tbody>
</table>
**Otter – Extrovert – People Focused**

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extrovert</td>
<td>Flexible</td>
<td>Impulsive</td>
</tr>
<tr>
<td>Life of the Party</td>
<td>Happy 99% of the Time</td>
<td>Interrupts Others</td>
</tr>
<tr>
<td>Loves to Perform</td>
<td>Has A lot of Energy</td>
<td>Lacks Self-discipline</td>
</tr>
<tr>
<td>Talks A lot</td>
<td>Can Perform without Nervousness</td>
<td>Doesn’t Always Complete a Task</td>
</tr>
<tr>
<td>Loves People</td>
<td>Fun to be Around</td>
<td>Typically Very Late</td>
</tr>
<tr>
<td>Many Friends!</td>
<td>Makes Others Comfortable</td>
<td>Emotional Reactions</td>
</tr>
<tr>
<td>Characteristics</td>
<td>Strengths</td>
<td>Weaknesses</td>
</tr>
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<td>----------------------------------------</td>
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<td>----------------------------------------------------------------</td>
</tr>
<tr>
<td>Introvert</td>
<td>Good listener</td>
<td>Doesn’t want to start or finish things</td>
</tr>
<tr>
<td>Moves/Processes slowly</td>
<td>Very loyal</td>
<td>Procrastinates</td>
</tr>
<tr>
<td>Loves to let others do the talking</td>
<td>Happy most of the time</td>
<td>Can be irresponsible</td>
</tr>
<tr>
<td>Likes others to make decisions</td>
<td>Very cooperative</td>
<td>Doesn’t always see the importance of standing up for what’s right</td>
</tr>
<tr>
<td>Easy to be around</td>
<td>Kind-hearted</td>
<td>Late</td>
</tr>
<tr>
<td>Peaceful</td>
<td>A Good Friend</td>
<td>Tends to be Lazy</td>
</tr>
</tbody>
</table>