**ROMANS 13:12b, 14a (NIV 1984)** Put on the armor of light … clothe yourselves with the Lord Jesus Christ.

“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

**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
Personality assessments can help you understand your basic personality type. Many such tests are available. Here’s a very simple one adapted from *The Two Sides of Love*, by Gary Smalley and John Trent. Using the four lists of words and phrases in the boxes below, circle the words in each list that describe you most of the time.

<table>
<thead>
<tr>
<th>Type 1</th>
<th>Type 2</th>
<th>Type 3</th>
<th>Type 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Takes charge</td>
<td>Takes risks</td>
<td>Loyal</td>
<td>Deliberate</td>
</tr>
<tr>
<td>Determined</td>
<td>Visionary</td>
<td>Non-demanding</td>
<td>Controlled</td>
</tr>
<tr>
<td>Assertive</td>
<td>Motivator</td>
<td>Even keel</td>
<td>Reserved</td>
</tr>
<tr>
<td>Firm</td>
<td>Energetic</td>
<td>Avoids conflict</td>
<td>Predictable</td>
</tr>
<tr>
<td>Enterprising</td>
<td>Very verbal</td>
<td>Enjoys Routine</td>
<td>Inquisitive</td>
</tr>
<tr>
<td>Competitive</td>
<td>Promoter</td>
<td>Dislikes change</td>
<td>Practical</td>
</tr>
<tr>
<td>Enjoys challenges</td>
<td>Avoids details</td>
<td>Deep relationships</td>
<td>Orderly</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Factual</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Scheduled</td>
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<td></td>
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</tr>
</tbody>
</table>

In which box did you circle the most words?  _________________________________________

Although most people are a combination of two personality types, the box with the most words circled indicates your dominant type.
A Lion is also known as a choleric, a domineering “D” or a controlling/taking personality.

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 need 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 others make the decision.
- Humble yourself often before God.

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

- You will need the power of the Holy Spirit to temper their strong-will without breaking their spirit.
- Recognize they were born a leader by God’s design.
- Teach them to listen before they talk sometimes; don’t allow them to control others or situations!
- Understand that they don’t mean to be bossy or hurt the feelings of other people.
- Make your expectations clear and explain “why”.
- Accept that they are not naturally compassionate by nature; encourage them to consider people more important than things but don’t force it on them.
- Let them make some of their own decisions; it makes them feel valuable and significant.

Life View: WORK!

Affirm your Lion:
Otter Personality

Extrovert and people-focused

An Otter is also known as a sanguine, an influencing “I”, or a supporting/giving personality.

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, need 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, not be controlled by circumstances and thus, by your emotions.
• Seek out friends who enjoy having fun and having a good time!
• Take time to think about a decision, even buying something small.

“A cheerful heart is good medicine!” Proverbs 17:22
Parenting an Otter:

- You will need the power of the Holy Spirit to temper their emotions without smothering their enthusiastic approach to life.

- Encourage and require them to complete things that they start.

- Accept their sheer joy in performing and making others happy, most often it is not prideful.

- Help them to not commit or offer to do more than they can realistically get done.

- Teach them the importance of being on time but don’t expect them to be. 😊

- Praise! Praise! Praise! They crave verbal affirmation.

- Understand they tend to be highly circumstantial, controlled by their circumstances and emotions.

Life View: **FUN!**

Affirm your Otter:
Golden Retriever Personality

Introvert and people - focused

A Golden Retriever is also known as a phlegmatic, a steady “S” or an adapting/dealing personality.

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 help others and be empathetic toward them
- 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.
- 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 a Golden Retriever:

- You will need the power of the Holy Spirit to temper their resistance to change without scaring them.
- Recognize their tendency to be lazy because they are so easy going.
- Don’t expect enthusiasm from them.
- Require them to make some of their own choices; but too many decisions in a short period of time will be overwhelming.
- Be cautious that they don’t get blamed for everything; they can easily become the family scapegoat.
- Help them to express themselves to others, tell them what to say.
- Encourage but don’t force them to take on responsibility.

Life View: **PEACE!**

Affirm your Golden Retriever:
Beaver Personality

Introvert and task-focused

A Beaver is also known as a melancholy, a conscientious “C” or a conserving/holding personality.

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 a lot of questions
- Prefers things to be done as they always have been, resists change
- Detail oriented
- Drained by people
- Agonizes over decisions, wants it to be the right one
- Typically, need 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.
- 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 a Beaver:

- You will need the power of the Holy Spirit to temper their moods without discouraging them.
- Understand that they are highly sensitive and get their feelings hurt very easily.
- Encourage them to see the “bright side” as they are typically programmed with a negative outlook.
- Help them learn to handle disappointment and failure without letting it affect them in a profound way.
- Give them time to do things, rushing them frustrates them and makes them feel insecure.
- Accept that they often have a need for quiet, provide it for them.
- Try to keep a reasonable family schedule; they crave the security of a routine.

Life View: **RULES!**

**Affirm your Beaver:**
### Lion – Extrovert – Task Focused

<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>
</tbody>
</table>

### Golden Retriever – Introvert – People Focused

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Strengths</th>
<th>Weaknesses</th>
</tr>
</thead>
<tbody>
<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>