Welcome to Heart-to-Heart!
Putting on the Armor of Light...
by UNDERSTANDING PERSONALITIES

Week 4 | 03.14.12 (AM) | 03.19.12 (PM)
Put on the armor of light …
clothe yourselves with the Lord Jesus Christ.

ROMANS 13:12B, 14A (NIV 1984)
“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
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 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.
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.
Parenting a Lion (cont’d):

- 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!**
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, 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.
- Seek out friends who enjoy having fun.
- Take time to think about a decision, even buying something small.
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.
Parenting an Otter (cont’d):

- 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!**
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 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.
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.
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.
Parenting a Golden Retriever (cont’d):

- 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!
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 a lots 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.
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.
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.
Parenting a Beaver (cont’d):

- 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 routine.

Life View: Rules!
### 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>
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</tbody>
</table>
# Beaver – Introvert – Task-Focused

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<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>
<tr>
<td>Characteristics</td>
<td>Strengths</td>
<td>Weaknesses</td>
</tr>
<tr>
<td>-------------------------</td>
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<td>--------------------------------------</td>
</tr>
<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>
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Golden Retriever – Introvert – People Focused

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<tr>
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</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>
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