

**DISCOVERING
WHO YOU ARE**

Ephesians 2:10(ESV)

For we are his workmanship, (poem)
created in Christ Jesus for good works,
which God prepared beforehand, that
we should walk in them.

**Do you think your personality is
something you are born with?**

- It predates our adulthood
- Fundamental to who we are
- Foundational to how we respond
- Discovering who we are –leads to self-acceptance.
- It grants **PERMISSION!**
- Gives opportunity to better manage relationships

What is personality?

Relatively stable pattern of behaviour, thoughts, motives, and emotions that characterize an individual over time.

What does science say about personality?

- Children show distinct individuality with in first few weeks of life.
- Discernable characteristics persist.
- Personality pattern basically formed by age 6.

Why begin here?

Interpersonal conflicts:

Discovering your personality is a starting point, which allows us to adapt our responses with others in a healthy, respectful manner.

WHO ARE YOU?

- **DISC Survey**
- **Myers Briggs- Typology**
- **Now Discover Your Strengths**
- **3 Colours of Ministry**
- **Spiritual Gifts**
- **Emotional Intelligence**
- **Enneagram**

Both **DISC** and **MBTI** are assessment tools, designed to provide insight into personality and behavior. Both are widely respected. There are, however, a few notable differences between DISC and

MBTI tests sorts individuals into 16 personality types, while **DISC** focuses primarily on 4 dominant personality types (Dominance, Influence, Steadiness, and Compliant)

MBTI is largely an indicator of an individual's internal thinking, while **DISC** is designed to measure how personality translates to external behavior

Dominant (D)- **Direct, outspoken, results-oriented, a leader, problem-solver : Donald Trump**

Influencing (I)- **Friendly, outgoing, talkative, optimistic, the life of the party, people: Bill Clinton**

Steady (S)- **Team player, stable, consistent, maintains the status quo, peacemaker, family-oriented, patient : Fred Rogers**

Compliant (C)- **Logical, organized, data-driven, methodical, perfectionist, detail-oriented: Bill Gates**

Myers Brigg Type Indicator (MBTI)- 4 Categories

1. **Our flow of energy**- Introvert/Extrovert- do we receive energy from external world or from within ourselves.
2. **How we take in information**- Sensing/Intuition- do we trust our five senses or do we rely on intuition.
3. **How we prefer to make decisions**- feeling/thinking-to decide things based on logic and objective consideration (**T**hinking), or based on our personal, subjective value systems (**F**eeling).
4. **Day to day lifestyle we prefer**-perceiving/judging-Are we organized and purposeful, comfortable with scheduled, structured environments (**J**udging), or are we flexible and diverse, and more comfortable with open, casual environments (**P**erceiving)?

Extrovert – **I**ntrovert

Sensors – **I**Ntuitives

Thinkers – **F**eelers

Judgers – **P**erceivers

Extroverts-Introverts

Favorite world:

- focus on the outer world*
- or on the inner world*



| Extroverts | Introverts |
|---|---|
| Are energized by being with other people | Are energized by spending time alone |
| Like being the center of attention | Avoid being the center of attention |
| Act, then think | Think, then act |
| Tend to think out loud | Think things through inside your head |
| Are easier to read and know and share personal information freely | Are more private and prefer to share personal information with a select few |
| Prefer breadth to depth | Prefer depth to breadth |
| Talk more than listen | Listen more than talk |
| Communicate with enthusiasm | Tend to keep enthusiasm to yourself |
| Respond quickly and enjoy fast pace | Respond after taking the time to think things through |

HOW WE TAKE IN INFORMATION: SENSORS-INUITIVES
FOCUS ON THE BASIC INFORMATION TAKEN IN
PREFER TO INTERPRET INFORMATION AND ADD
MEANING



Which one adds meaning
the intuitive or the
sensors?

| Sensors | Intuitives |
|---|--|
| Trust what is certain and concrete | Trust inspiration and inference |
| Like new ideas only if they have practical applications | Like new ideas and concepts for their own sake |
| Value realism and common sense | Value imagination and innovation |
| Like to use and establish skills | Like to learn new skills and get bored easily after mastering new skills |
| Tend to be specific and literal, giving detailed descriptions | Tend to be general and figurative, using metaphors and analogies |
| Present information in a step by step manner | Present information through leaps, in a round about manner |
| Are oriented to the present | Are oriented to the future |



THINKERS/FEELERS HOW YOU MAKE DECISIONS:
PREFERS TO LOOK AT LOGIC AND CONSISTENCY
PREFERS TO LOOK AT THE PEOPLE AND SPECIAL
CIRCUMSTANCES

Thinkers

Feelers

Step back and apply impersonal analysis to problems

Step forward and consider effect of action on others

Value logic, justice, and fairness, with one standard for all

Value empathy and harmony, seeing the exception to the rule

Naturally see flaws and tend to be critical

Naturally like to please others and show appreciation easily

May be seen as heartless, insensitive and uncaring

May be seen as overemotional, illogical and weak

Consider it more important to be truthful than tactful

Consider it important to be tactful as well as truthful

Believe feelings are valid only if they are logical

Believe any feeling is valid, whether it makes sense or not

Motivated by a desire for achievement and accomplishment

Motivated by a desire to be appreciated

Judgers-Perceivers

STRUCTURE:
PREFER TO GET THINGS DECIDED

PREFERS TO STAY OPEN TO NEW
INFORMATION AND OPTIONS



| Judgers | Perceivers |
|---|---|
| Are happiest after decisions have been made | Are happiest leaving their options open |
| Have a work ethic, that is work first, play later | Have a play ethic, that is enjoy now and finish later |
| Set goals and work toward achieving them on time | Change goals as new information becomes available |
| Prefer knowing what you are going into | Like adapting to new situations |
| Are product oriented, with emphasis on completing the tasks | Are process oriented with emphasis on how the task is completed |
| Derive satisfaction from finishing projects | Derive satisfaction from starting projects |
| See time as a finite resource and take deadlines seriously | See time as a renewable resource and see deadlines as elastic |

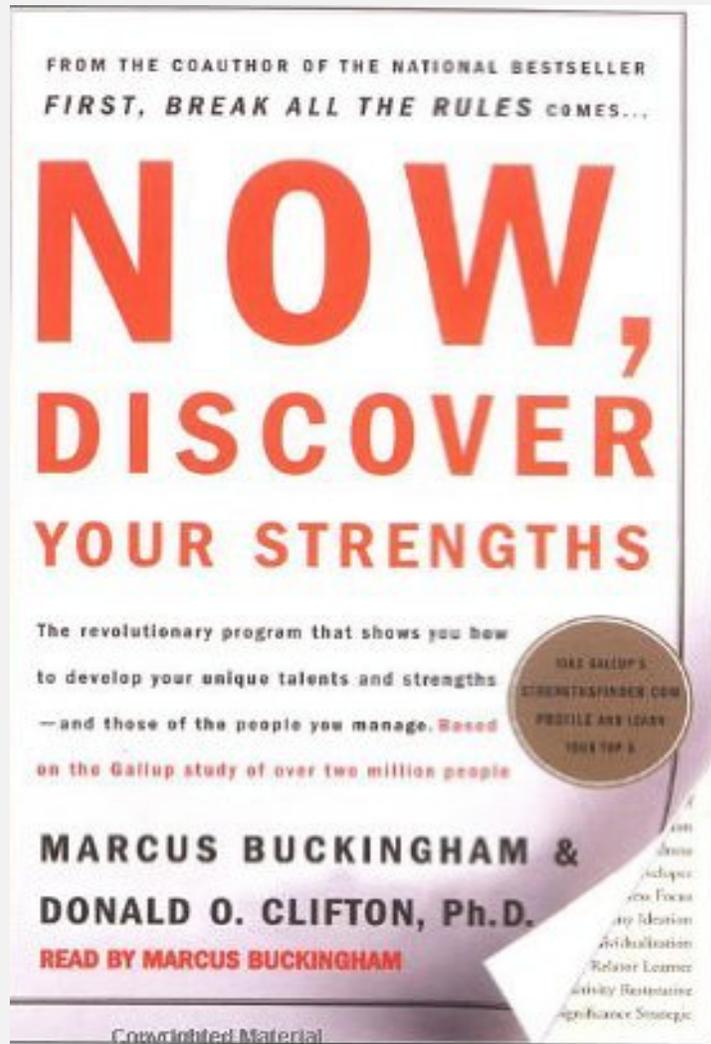


Thinking

Sensing

Intuition

ESTJ



DISCOVERING YOUR TALENTS
STRENGTH BASED

DISCOVER YOUR NATURAL
TALENT AND IT BECOMES A
STRENGTH WHEN YOU ADD SKILL
AND KNOWLEDGE

| <u>NAME</u> | <u>JUNG</u> | <u>DISC</u> | <u>NOW DISCOVER YOUR STRENGTHS</u> |
|-------------|-------------|-------------|---|
| Cheryl | ESTJ | D | Focus, Strategic, Learner, Activator, Relator |
| Karl | ENTP | D/I | Relator, Ideation, Competition, Achiever, Activator |
| Kelly | ENTJ | S | Harmony, Belief, Achiever, Learner, Discipline |
| George | ESFJ | I | Consistency, Self-Assurance, Deliberative, Includer, Adaptability |
| Madeline | ESFJ | C/S | Includer, Discipline, Consistency, Harmony, Responsibility |
| Zach | INTP | D/C | Strategic, Learner, Achiever, Relator, Competition |