

# **Your Personality and Your Ministry**

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# Your Personality and Your Ministry

## Your Personality Traits

Paul used the human body as a metaphor of what the “body” of believers is like. The head is different from the hand. The nose differs from the toes. Each is important, each has a job to do, each would be missed if they weren’t part of the body. Hopefully, by now, you are celebrating your uniqueness and are starting to understand how God can use almost everything about you for His glory. Now we want you to consider the many different personality traits that God has endowed you with.

Our approach to personality is to show you different traits and the broad range of behavior in each one.

## Understanding Ourselves

The main reason for going over personality traits is so we can understand more about our own behavior. Insight into our behavior will help us choose vocations and volunteer situations that best suit who we are. How can we maximize our effectiveness and experience the deep joy and satisfaction of serving God if we are constantly striving against our self and the situations that we are in? Knowing our traits not only allows us to discern where we may be most effective but it also shows us how to be the most effective in situations where we do not have a choice to serve or not. For example let’s look at parenting. God has called all of us with children to be good parents. He does not give out excuse slips to those that might be high in one personality trait and low in another. He calls us all to be a good parent. What we need to do is to understand the goals of good parenting and accomplish them through the way that we were designed. We are responsible for our behavior no matter what our traits are. Knowing who we are allows us to adjust and adapt any traits that we need to and to use our others to their fullest advantage.

## Understanding Others

We cannot do ministry alone. We need each other, yet so many times we let our differences in personality separate us. Instead we need to celebrate our differences. God has created a wide range of human experience. We need to understand those that we fellowship with better. How else will we be able to minister effectively together? To do this we first describe the wide range of normalcy in the different traits. So often we narrow what we believe to be acceptable behavior. We look at others through our own bias. We hope that this section will shed some light on why people behave the way they do and that we would extend our hand of love, grace and understanding to each other.

## Bearing Each Other’s Burdens

Not only have we explained the wide range of normalcy for each trait we have included descriptions of excessive behavior. Which of us does not have times when we are excessive in our behavior? Our goal is to help us see these excessive ranges so we can correct them and move more toward a more Biblical range of acceptable behavior. The power of the word of God, the fruit of the Spirit, and the fellowship of loving Christians can be the strength we need for any of our weaknesses. When we can see where our behavior is becoming excessive or we begin to understand someone else's excessiveness, we can help each other to patiently move more into normalcy. When this happens, I believe that we will minister together in ways we never dreamt possible. The world will see our love for each other and it will speak volumes of our Savior whom we represent. We need to reach a hurting and dying world, but how if we do not understand, accept and help one another?

This book is about you volunteering for ministry. In so many churches the routine is to recruit someone to do a ministry. We look at the person’s skills, ability and experience and recruit them. The trouble is that we do not take into consideration their personality traits and the resulting preferences they have. We hope that the result of this section will be a better knowledge of where and how you want to serve the Lord so you can talk to those at your church about volunteering in a ministry that fits you best. What a joy, excitement and passion burns in our soul when we are serving God in a way that best compliments the way He has created us.

## Personality Theory

The study of temperaments, which was a primitive form of personality theory, goes back to the time of Hippocrates in 460-370 B.C and the Greek civilization. In the late seventeen hundreds Kant again popularized temperament theory. Personality theory, as we know it today, started in the early nineteen hundreds with great advances in the 1950's. Although he is more famous for his experiments with LSD and other mind expanding drugs, today much of our personality testing has its roots in Timothy Leary's famous study in 1957 at the Kaiser Foundation in Oakland, California. He was also joined by LaForge and Suzek's study of the Interpersonal Check List. Leary's diagram, known as CircumPlex, was illustrated by a circle with a vertical/horizontal grid in the middle. The grid's vertical axis going north and south represented the opposites: Dominant and Submissive. This line intersected the horizontal axis, going east and west, which represented the opposites; Hostility and Affection. This landmark grid created a whole field of personality research resulting in many different variations of this early research.

There has been widespread use of personality study in Christendom. While I see the usefulness in the theory of personality traits and want to make some applications in this book, I am concerned about the oversimplification with the use of many personality tests. We are not automatons, programmed with a personality, and therefore destined to behave in certain predictable behavior. We have no excuse for poor interpersonal relationships simply because we are a certain personality type and may not be perfectly compatible with someone having a different type personality.

The Bible concerns itself with a wide spectrum of personality traits. The beauty of the Bible is that it shows that all types of personalities can indeed live for God. There is no "perfect" personality. Rather, every human being is uniquely created and is responsible for their behavior before God. For example, people representing all the personality types marry. Are anyone of them excused from being a good marriage partner? No, God is able to work through each of us, no matter what our personality type, using our strengths and helping us with our weaknesses. It is up to each individual to be responsible for their behavior. With the help of the Holy Spirit and the fruit that it produces in our life, we are able to overcome any personality deficiency or overcompensation. All the personality traits, when lived in a responsible way, can be used for God.

## Personality Trait Profile™

We have created a self test of different personality traits. This is to help you discover any patterns in your behavior and whether or not you need to adjust any of them. It is important that you read the guidelines for the test and the section on how to use and score the test before you take the profile.

### Guidelines for the interpretation

We are not looking at Personality Types; instead we have created a survey to indicate how you score on different personality traits and values. The tendency of many personality tests is to categorize the different traits that you indicate on their test and then generalize about your behavior with a Personality Type. Perhaps you have heard of personality types such as sanguine, amiable, expressive or extroverted. One test even categorizes you as either a tiger, owl, bull or lamb. Tests like DISC, PF16, Taylor Johnson or the Myers Briggs Type Indicator have years of research from which to draw conclusions and they can be very useful in helping you better understand yourself, however, I feel we need to be careful of labeling each other. There is a danger in assuming that we are the sum total of our Personality Type. We are much more complicated than that. Labeling is similar to stereotyping that often leads to false assumptions and expectations. Instead, I am suggesting that we look at our traits and our resulting behavior. This is where God holds us accountable and where our hope is. God is all about our behavior.

The purpose of our Personality Trait Profile is to help you consider what ministries you might like to volunteer for. We want to give you information about your generalized traits without type casting you. Before we start, we have four guidelines to remember when considering your personality.

#### 1. We Are More Than A Personality Type

While labels are good for identification and categorization, they do not always tell the whole story. In clinical psychology we were taught to beware of labels that allow for self fulfilling prophecy. Labeling a person manic-depressive might be good for insurance forms and keeping copious notes on clients, but how many times

have both the clinician's and the client's expectations been skewed by labels? Is it possible that a person starts to believe and behave like the labels that are put upon them? Yes, you may have strong indicators showing extroverted tendencies, but that does not mean you are no good at a ministry that requires you being alone. A person who is labeled introverted or shy may have many situations where they feel free to communicate and express themselves. Some of today's best business managers are professionals who use both the right and left side of their brain and can function both logically and emotionally.

You are a complex human being. The survey results are a form of information for you to process, not to label you, so you can make informed decisions on ministry. The goal is that you will minister with your strengths and in full harmony with the way God intended you to.

## **2. We Change Over Time**

We are individually known by God and are a product of ever changing variables. We are not deterministically created, unable to change from the temperament or personality trait that we were dealt. While it is true that someone may stay somewhat introverted over time, they will not be the same introvert at 50 than they were at 20. A person that is socially oriented can find later in life that they love long hours of financial analysis or have a tremendous propensity for project management. Life experiences, our relationships, God and other influencers help us grow in many areas over time. We often learn new behaviors and find out that we have interest in new traits as we go through different circumstances. Some of the scores that you rate today will no doubt change as you go through life.

## **3. You Are Responsible For Your Own Behavior**

Ministry is a team project. We are working with other brothers and sisters in Christ and have an obligation to treat each other with love, grace and mercy. Because we have a trait, it doesn't mean that it is okay to fully express it. After all, what are the traits? Ultimately, they are behaviors, patterns that we choose to express. Yes, some seem to be inborn, others part of our upbringing, but others are a way that we choose to behave. We cannot say that low integrity or high aggression is a way that God created us, so we are excused to behave that way. God has allowed our disposition, environment and situations to work together to help influence us, but we are still responsible for our behavior.

Some of the traits when taken to an extreme are wrong. A leader can become demeaning. An extravert can dominate a discussion. A take-charge type person can do all the work and not let others participate. We need to look at each of our traits and examine our own heart. That is why we put the extremes on our self inventory, so you could be brutally honest with yourself. The truth is not something to run from. Instead Jesus said, "you shall know the truth and the truth will set you free!"

I have worked in volunteer situations for many years and it is never a balanced personality trait that causes a problem. It is when a person is acting inappropriately, way out of the boundary of acceptable behavior, that there is friction. In counseling people, I have often run across the expression, "I could not help myself, that is the way I am!" While it may be true that many of our personality traits are deeply ingrained in our lives, it is not an excuse to live any way we please. God calls us to be responsible for our behavior and to act in love toward each other.

## **4. The Holy Spirit Is Our Strength For Any Weakness**

The real secret to effective and joyful ministry, is to work in the fullness of the Holy Spirit through the personality traits that He has given us. The fruit of the Spirit is the great equalizer. We need to submit our whole self to God and ask Him to produce the love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control in our lives needed to balance out any extremes that we have in our personality traits.

God has created you and I for ministry. Knowing who we are and how we think will help us decide what ministry God wants us to participate in and how to use our strengths to further His Kingdom.

Do not be afraid to be totally honest in your answers. This test is for you. On the self scoring test we have purposely put the ability for you to score yourself in the low, mid, high or excessive ranges. The reason for this is to allow you to be honest with yourself and see if there are areas that you may want to improve in. All of us have low, mid, high, and yes, even excessive areas in our lives. None of us were raised in a perfect environment. We are complex human beings. The good news is that no matter where we rate ourselves, with God's help we can improve where we need to. We are not stuck or predetermined to stay wherever we currently find ourselves. God is a personal and powerful God. He is committed to our growth. As we assess ourselves and come to Him in prayer,

He is able to do great and mighty things with our life.

## **How To Score The Test**

### **What Is Normal?**

Normalcy is a very wide range of behavior. Let me repeat that. Being normal fits into a broad expansive range of behavior. God has created us differently! He has allowed for many variations of personality traits. That is why we have divided each personality trait into low, mid and high ranges.

### **But What About Good and Bad Traits?**

For the most part a low score does not mean your trait is bad or that high is good. It means that high and low scores are different! However, where the difference matters is when the trait is really a virtue. The difference between a virtue and a trait is the universal moral necessity of a virtue. If the trait is only a trait, then it may be that in some circles a low range score may be preferred over a high or in other circles a high score is preferred over a low but that is more of a tradition, a social preference by a certain group, than a moral virtue. Social preference doesn't make the one score more moral than the other.

### **Let The Bible Be Your Guide**

The other side of the moral argument is that we must not trade normalcy in for morality. The Bible teaches that we are responsible for our behavior and has standards that we are to live by. For example, if we were to let normalcy be our criterion for what is right and wrong, we would have to say that divorce is God's way. Over 50% of marriages end in divorce; it is the norm, but that does not make it right.

One of the personality trait scales we go over is "integrity." When you read the low Integrity definition, you will see that it describes a lot of peoples' attitude, even in the church. If really honest, you and I will have to admit that there have been times when we have taken a low integrity stance. However, our sin and the commonality of it, does not mean that it is God's way. Because low integrity is part of normalcy in America does not make it acceptable to Christians. We see integrity as a virtue, something to be attained by Christians no matter what their temperaments are.

We need to beware. Many believe that "situation ethics" should be the norm for the church. This is simply not the way the Bible teaches. Instead, we believe that the fruit of the Spirit, the ten commandments and much of Paul's writings are the normative Christian experience.

### **But What About The Excessive High And Low Scores?**

We have included these categories for an important reason. Many of us have times when we are excessive in our behavior. When you study the different traits you may have a feeling that you are excessive low or high in one or more of them. This is no cause for alarm. Rather it should indicate that you may want to stop and consider some of your thoughts, feelings and behaviors in that particular area. If, after reflection, you feel that you may be excessive in one of the traits, then there are three things you can do.

#### **1. Pray and ask God for wisdom**

God has said that He will give wisdom to any of us that asks for it. Ask God to reveal to you the truth about your situation. Tell Him that you are willing to submit to His will and do whatever it takes to live the way He would have you.

#### **2. Do a reality check**

Find a trusted friend. Someone who is mature and wise and ask them to rate you. Be careful, do not go to them presenting a problem. Do not tell them how you rated yourself on the particular trait you are concerned about. Talking to them about your concerns before they can rate you may bias their score. Instead ask them to rate you in a few areas and include the trait that you rated yourself excessive in. This will allow you to see if they agreed with your other scores and will not bias their score with your answer.

#### **3. Seek Appropriate Help**

After you share with your trusted friend, you should have a better handle on whether you need to share further with someone who may specialize in the area you feel you are having difficulty in. There are wonderful Christian counselors that can help you with insight and behavioral techniques on how to bring your extremes more into the broad range of normalcy. You will find the experience very rewarding and will enable you to help

others that are in a similar situation.

# Personality Trait Profile™

Please, for your complete understanding, before you take this test, read the section Guidelines For The Interpretation Of Personality Trait Profile and How To Score This Test first.

## Section 1 ~ Our Social Style

Our social style is the way we interact with others due to our personality traits and behavioral preferences. How do we relate to others? In ministry it is hard to get away from people all together. It is good to consider our social style so we can try to volunteer for ministry that will take full advantage of our style.

### Rate Yourself On The Following Scales

#### 1. People Orientation Scale

How do you relate to people in different situations? Do you like to socialize or would you prefer to spend time by yourself or with only a few people? Are you interested in a mission, vocation or ministry with a lot of social activity or do you prefer spending time one on one or, at the most, a small group? Would you prefer working on projects, reading, studying, being on the computer or working with things?

##### Mid to High People Orientation

You enjoy being around people. You are diplomatic, attentive, enthusiastic, and outgoing. You are charismatic, talkative and extraverted. You enjoy companionship, social interaction and personal relationships. *This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

##### Excessive High People Orientation

A problem can present itself when a desire for social interaction becomes a need. When you draw your own self worth and popularity solely by your reputation for being with certain social groups instead of who you are, then you may be too dependent on social interaction. If your interaction becomes manipulative or political to where you are hurting others, or if your constant "going all the time" takes you from other responsibilities, then there needs to be some correction.

*This explains what I am like (excessive high 11,12,13)*

##### Low People Orientation

You tend to be shy and reserved. You enjoy being by yourself or in small groups, and can be fairly private. Whether it is art, being outdoors, computers, academics, research or on the job, you enjoy working with things, subject matter or ideas more than people.

*This explains what I am like (low 1,2,3)*

##### Excessive Low People Orientation

The excessive side of being low on the social scale is becoming anti-social. This is not a natural desire to live in solitude but where, for unhealthy reasons, you become too avoidant and live as a recluse. Being extremely socially withdrawn can lead a person to suffer from extreme loneliness, despair, bitterness or even paranoia.

*This explains what I am like (excessive low -1,-2,-3)*

### Rate Yourself On The People Orientation Scale

Excessive Low Mid High Excessive

-3, -2, -1 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 11, 12, 13

Your Score \_\_\_\_\_

## 2. Agreeable/Conforming Scale

How are you when someone asks you to do something? Would you like a vocation, mission or ministry where you are your own boss or do you like working on a team? Do you like everything spelled out for you or do you like to create your own rules?

### Mid to High Agreeable/Conforming

A person that is agreeable/conforming is often cooperative, a team player, easy going, understanding and basically trusting and may be slightly impulsive. They will often comply with the wishes of others. They are obedient and submissive. They put the interest of the group in front of themselves.

An agreeable/conforming person is often conservative and collaborative.

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

### Excessive High Agreeable/Conforming

A person that is too highly agreeable and conforming can be taken advantage of. They are easily manipulated, seemingly without a will of their own, so that it becomes difficult to say no. This person is often driven by an inordinate fear of rejection or need for acceptance. A person that is excessively agreeable and conforming has trouble with compromising their beliefs and can give in to negative social pressures. It is also possible to be too agreeable to too many requests. This can result in hurting other people, commitments and important projects by over commitment.

*This explains what I am like (excessive high 11,12,13)*

### Low Agreeable/Conforming

A person that is low on the agreeable/conforming scale is more of a free spirit. They are careful, perhaps analytical, judging and suspicious. This person does not easily commit to everything. They are deliberately slow to act and before agreeing to something they often want proof and logical reasons to agree.

A low agreeable/conforming person can say "no" gracefully and has good refusal skills and strategies for resisting pressure to conform.

*This explains what I am like (low 1,2,3)*

### Excessive Low Agreeable/Conforming

A person that is negatively low on agreeing/conforming is constantly contrary and stubborn even when there are good reasons to agree. They can be argumentative just for the sake of arguing. They are often motivated by fear or anger. In extreme situations disagreeableness turns into rebelliousness, aggression, paranoia or becoming anti-social behavior.

*This explains what I am like (excessive low -1,-2,-3)*

### Rate Yourself On The Agreeable/Conforming Scale

Excessive	Low	Mid	High	Excessive	
-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	11, 12, 13			Your Score _____

## 3. Risk Scale

How do you handle risk in social situations? Do you feel comfortable with a mission, vocation or ministry that has you in front of others? Do you like being in a cutting edge situation or something that is more safe? Do you want excitement and adventure or would you prefer a more conservative lifestyle?

**Mid to High Risk** A person that is mid to high on the risk scale is adventurous and open to new groups, ideas and experiences. A high risk person is not bound by traditions or what others may say. They usually know the consequences and are not afraid to "go for it."

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*



## Excessive High Risk

The excessive side of being too risky is to recklessly gamble. To be extreme with the proper precautions is one thing but to be reckless or careless can put a person and others in harm's way. This person is dealing with more than calculated risk. They are dabbling with uncertainty. Too high on the risk scale can also be an indicator that there is a propensity for an addiction to gambling, thrill seeking or a defiance against all odds.

*This explains what I am like (excessive high 11,12,13)*

## Low Risk

A person that is low on the risk scale is often diplomatic and has the ability to say no to what they consider risk. They tend to be sensible in the chances that they take and "play it safe." A low risk person is conservative and conventional, careful and feels stable in their relationships.

*This explains what I am like (low 1,2,3)*

## Excessive Low Risk

A person that is too low on the risk scale is afraid of failure and often procrastinates in situations where they feel they may not succeed. There is an extreme need to please others, often resulting in being easily manipulated. Negative low risk can often be hidden under the guise of self denial but in reality is often fear or apprehension. When a person is trying to avert all risk, then there is no room for faith.

*This explains what I am like (excessive low -1,-2,-3)*

## Rate Yourself On The Risk Scale

Excessive Low Mid High Excessive  
-3, -2, -1 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 11, 12, 13 Your Score \_\_\_\_\_

## 4. Dependency Scale

How dependent are you on others? Would you prefer a vocation, mission or ministry that has strong leadership, is organized and well planned out? Do you like to know exactly what is needed from you and have leaders nearby in case of problems? Perhaps you are more like a pioneer, venturing out, without support or a well structured program? Are you self motivated and pretty self sustaining?

### Mid to High Dependency

All through our life we go through stages of dependence and independence. Both, in the right circumstances and levels, are natural and healthy. A healthy yet mid to high form of dependence is seen in different degrees of learning, admiration and imitation. A person who has dependency tendencies may not feel that they can strike out on their own but is very comfortable finding others to emulate. Becoming a loyal fan, member or even disciple of different people and groups can be very rewarding and fulfilling. There is often a good reciprocal relationship between a person that is high on the dependency scale and the organization that they are affiliated with. The person feels a need for assistance, support and assurance and finds that by "belonging" to organizations, corporations, churches or other institutions. These organizations depend upon the many people that are loyal and supportive to their cause.

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

### Excessive High Dependency

The negative side of being too dependent is to become helpless to do anything without approval of the group or organization. There is inappropriate need for acceptance. An extreme high dependency is often the result of a crippling fear of rejection or separation. This can lead to anxiety, being easily manipulated and even obsessive in one's allegiance to the organization that they are dependent on. Being too dependent can break the natural flow of dependence/independence that is involved in so many learning situations. It also stops us from growing and stretching ourselves.

*This explains what I am like (excessive high 11,12,13)*

## Low Dependency

A person that is low on the dependency scale is a person that tries to be free from the control or influence of others. They are often self-governing and manage their own affairs. They are seen as a “free-spirit” and are comfortable with being unconnected to any strong allegiances. The individualist, often labeled a “rebel,” can in actuality be a “change agent”. Change agents have been involved in many scientific discoveries, music and art forms, inventions and freedoms that we often take for granted. Of course, a person can choose who or what they want to be independent from. A person who is independent in some circumstances and not in others would be more in the middle of the scale.

*This explains what I am like (low 1,2,3)*

## Excessive Low Dependency

A person that is too low on the dependence scale leans toward an extreme independence. They want to be free of all help and assistance. They see dependence as a character flaw and an attack on their self worth. This type of extreme independence can be expressed through a lonely recluse lifestyle being “dependent on no man”. A more severe independence sees the other person or group as the enemy. This is more than recoiling from micromanagement, it is severe reaction where a person rejects help and assistance by means of rebelliousness, anarchy or anti-social behavior.

*This explains what I am like (excessive low -1,-2,-3)*

## Rate Yourself On The Dependency Scale

Excessive	Low	Mid	High	Excessive	Your Score
-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	11, 12, 13			_____

## 5. Assertive

How do you handle negative situations? How far will you go to get your own way? What does power mean to you? Do you want a vocation, mission or ministry where you can use your leadership capabilities? Do you gravitate toward jobs that others may not because you are strong willed?

Perhaps you are low assertive person. You enjoy structure where you can use your strengths and not have to worry about a lot of conflict.

## Mid to High Assertiveness

Almost all the personality inventories have a place for aggression or power. Instead, we have chosen the word assertive. There is plenty of room for a person to be “healthily assertive” without crossing the line into unhealthy aggression. To be assertive means to have enough confidence in yourself or what you are doing to be direct in your dealings with others. A mid-assertive person pushes toward a healthy response when they are asked for their opinion or have to lead in an aversive situation. Even though they are uncomfortable, they are able to “speak the truth in love.” A mid to high assertive person would be one that voices their opinions freely. They feel positive. A high assertive personality is sometimes dogmatic about their views. This deep conviction can be expressed with confidence or, if needed, the attitude of “my way or the skyway.”

Tough love is no problem for a high assertive. A task oriented person that is high assertive can drive people much like a “drill sergeant”, firm, tough minded and without wavering. A high assertive person can be competitive, and somewhat intimidating.

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

## Excessive High Assertiveness/Aggression

When assertiveness goes too high, it crosses over into aggression. When a person stops attacking the problem and attacks a person, there is an aggressive stance taken. This pushy, authoritarian attitude borders on being anti-social. A person that is aggressive becomes easily frustrated and lashes out with abrasive emotional sarcasm or put-downs, not to win their position, but to hurt the other person. When they constantly make threats or eventually act out in violence, then what may have been assertiveness crosses into aggression.

*This explains what I am like (excessive high 11,12,13)*

## **Low Assertiveness**

A low-assertive person can be a person whose passiveness is due to being at peace in their situation. They are not easily riled, are optimistic and have a deep contentment. A person who is low assertive may also be passive because they are afraid. Afraid of what others may say if they spoke their mind. Fear and self doubt have intimidated this person and even though inside they know what they want to say or do, they acquiesce and become passive. They may be modest or embarrassed. They are uncomfortable with the thought of confrontation and will back down if challenged.

*This explains what I am like (low 1,2,3)*

## **Excessive Low Assertiveness/Aggression**

The low assertive person becomes negative when they are too easily pushed aside. There is a time to “turn the other cheek” and to put away pride and trust in God for the outcome. Here, however, we are talking about a person who feels they are unworthy of an opinion. This is not self-denial; it borders on self-annihilation. This non-person is a unhealthy form of low assertiveness. It is unhealthy when we let fear rule our behavior. The fear of retribution or excessive punishment, separation or total rejection can be crippling emotionally. They are avoidant and suffer from extreme low self esteem.

Another negative non-assertive trait is when a person is passive-aggressive. This person will acquiesce while inside they are seething. When they “can’t take it anymore”, they “explode” with their anger. The more excessive the low assertiveness, the higher the angry feelings.

*This explains what I am like (excessive low -1,-2,-3)*

## **Rate Yourself On The Assertiveness Scale**

<b>Excessive</b>	<b>Low</b>	<b>Mid</b>	<b>High</b>	<b>Excessive</b>	
-3, -2, -1	1, 2, 3, 4, 5,	6, 7, 8, 9, 10	11, 12, 13		<b>Your Score</b> _____

## **6. Control**

People live with varying degrees of control. How do you view your social network? Is it hostile, volatile, something you have protect yourself from, or are you able to be yourself, spontaneous and free?

Are you are looking for a vocation, mission and ministry that is ordered, predictable, with well explained objectives and desired outcomes? Or are you open to risks looking for a vocation or ministry that will stretch you, one that needs someone who can think on their feet, is able to handle emergencies and change? .

## **Mid to High Control**

A mid controlling person believes in responsibility and discipline and keeping the status quo. This person wants things to go okay but if things don’t, they can let the situation go. They learn from mistakes and want to try again, getting it right. The higher the need for control the more emphasis on avoidance of risk and playing it safe. Preparation, avoidance, rules and authority are all part of a safety net.

A high controlling person wants to avoid risk or surprises. There is a strong desire to be in charge, to govern and make sure that everything is okay. Everything needs to be ordered, status quo or “fixed” in order for things to go smoothly. The higher the control the more the person feels like they need to protect themselves by dominating their surrounding. Often control switches from trying to be in total control to worrying about the lack of control. Both come from a high need to have everything okay and safe.

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

## **Excessive High Control**

There are two ways a person can be excessive with control. One is to isolate themselves from any “risky” situations. Control is so much of an issue that they can become compulsive in their routine and maintaining their environment. If a controlled environment does not come naturally, they will manipulate people and situations to make sure that it does. The other type of excessiveness is a person who has an excessive “need” for control. They

“want” to be in control but are not successful at it. When control does not happen, it is devastating. They become anxious and depressed. If they feel anxious enough, substance abuse can offer a reprieve from the shame or anger that they feel. An over concern with control can often lead to an over suspicious nature and in extreme cases paranoia. The paradox is that an excessive need for high control can lead to a spiral of complete lack of control. *This explains what I am like (excessive high 11,12,13)*

## Low Control

A person who is low controlling takes things as they come. Rather than anticipate and control, they adapt. They are spontaneous, going with their instincts. They improvise and are either survivors or victims. If things go wrong, there are excuses, blame or denial. Discipline and responsibility are often a low priority. They live from day to day and cannot plan too far ahead. They believe in “live and let live”. *This explains what I am like (low 1,2,3)*

## Excessive Low Control

A person who is excessive in low control takes no responsibility for their actions. They believe that everything “happens” to them and that it is beyond their ability to influence. This can lead to chaotic feelings of helplessness, anxiety or depression. Substance abuse and other forms of addiction are another manifestation of excessive low control. Finally, a person excessive in low control is overly servile and submissive to someone else. They assume a subordinate role. This can lead to complete submissiveness to another leader such as in a cult. *This explains what I am like (excessive low -1,-2,-3)*

## Rate Yourself On The Control Scale

Excessive	Low	Mid	High	Excessive	
-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	11, 12, 13			Your Score _____

## 7. Culturism

How do you socialize with people of other cultures? How open are you to inclusion? Are you open to a vocation, mission or ministry that reaches out to people from different cultures? Would you be interested in fellowshipping and ministering together with people that have a different cultural background from yours?

## Mid to High Culturism

A person that is mid in culturism believes we should accept others. There is not an avoidance of multi-cultural experiences, but this is not to say that there is a deliberate move toward integration. They know that being open to other cultural groups is the right thing to do but are not comfortable making the first step. They have multi-cultural acquaintances at school and work but haven't shared in each others home life, community or culture. The higher we go up the scale the more deliberate our actions toward inclusion of other races. A person that is high on the culturism scale believes that we should strive to know people from cultures other than our own. This is more than a casual acceptance of other people groups. It is a pro-active belief in social harmony through diversity and understanding. This person seeks out multi-cultural experiences and advocates integration whenever possible. More than being personally pro-active a person that is high culturism sees that segregation is wrong and does what they can to educate and fight prejudice and bigotry. *This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

## Excessive High Culturism

Excessively high culturism would take a much stronger position toward a blending of our cultures. A total assimilation of all ethnic groups into one mainline group. This is more than advocating mixed communities. It is a strong agenda with the goal of the assimilation of all ethnic groups into one melting pot, not allowing for our cultural heritages, differences and customs. *This explains what I am like (excessive high 11,12,13)*

## Low Culturism

A person that is low in culturism lives in a mostly segregated world. While not overtly prejudice, they are very happy the way things are and do not make many attempts to get to know people of other races. They know that the world is becoming more and more diverse but are not moving with the changes. They believe in "live and let live". The lower the scale the more there is a resistance to change due to a form of covert prejudice.

*This explains what I am like (low 1,2,3)*

## Excessive Low Culturism

This person does not want integration. They are very happy with the way things are. They have a separatist viewpoint. A higher degree would be the person that is an elitist and feels that they and their "people" are "above" the rest by nature of their race. The most extreme is the prejudiced person that doesn't believe in assimilation but believes in the domination or annihilation of the other cultural groups. This is more than a separatist view; this is hatred and bigotry.

*This explains what I am like (excessive low -1,-2,-3)*

## Rate Yourself On The Culturism Scale

Excessive Low Mid High Excessive  
-3, -2, -1 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 11, 12, 13 Your Score \_\_\_\_\_

## 8. Competition

How do you view status, power, position? Are these attributes that must be won at all costs? Do you see life as being friendly or antagonistic?

Do you want a vocation, mission or ministry that is challenging, that will help you stretch and test your abilities? Or do you want a job or ministry that uses your strengths but doesn't push, one that you can excel in and succeed?

## Mid to High Competition

A person who is a mid competition person likes to prove themselves through rivalry and contest. They enjoy the challenges and adrenaline rush from working hard and winning at something. They make work a contest and push themselves to reach their goal. The mid score person doesn't take competition overly serious nor are they devastated if they lose.

The high competition person sees their whole life as a contest. They are constantly keeping score. They are either winning or losing. They process great drive and determination to either be number one, among the best or to be part of the elite in a chosen field. For these reasons a person that is high competition hones their skills, works very hard in areas where they can get ahead. They like challenge and don't mind losing as long as they can have a chance to win the next time. They place a lot of personal value at being the best and often will not risk in areas that eventually will diminish their perceived value.

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

## Excessive High Competition

Many people are competitive. Because we live in such a competitive society, it is hard not to be. Competition is excessive when a person becomes inordinately devastated if they do not achieve their goals. This kind of excessive high competition can lead to anger, depression, jealousy or envy. They can become consumed with other people's approval and must be a "winner" at any cost. This can include exaggeration, deceit, manipulation, intimidation and corruption.

*This explains what I am like (excessive high 11,12,13)*

## Low Competition

A person that is low in competition stays away from conflict that would result in an unfavorable outcome. There is very low risk. They excel in certain tasks and stick with them. If they do compete, it is in a safe environment, on a team, or in a real low key friendly competition. If given a choice, they would rather avoid or minimize competition.

*This explains what I am like (low 1,2,3)*

### **Excessive Low Competition**

A person that is excessive low on the competition scale is someone who believes that it does no good to compete. They have resigned to the fact that they will not win, so why try? Some people who are low in competition are afraid of failure, rejection and rather play it safe, be dependent on others or settle for mediocrity.

*This explains what I am like (excessive low -1,-2,-3)*

### **Rate Yourself On The Competition Scale**

Excessive    Low            Mid            High            Excessive  
-3, -2, -1    1, 2, 3, 4, 5, 6, 7, 8, 9, 10    11, 12, 13            Your Score \_\_\_\_\_

## **Section 2 –Our Working Style**

Our working style is the way we approach our vocation, mission or ministry due to our personality traits and task oriented preferences. If given a choice, do we prefer a working style that is involved with people, tasks or things? Do we like routine, a job with a lot of tasks, are we a problem solver or want a job that is simple and straight forward? Have we allowed Biblical principles of integrity, personal responsibility and excellence effect the way we work? These and other issues will be addressed in this section.

### **9. Task Orientation**

How are you staying on task? How do you handle details and organization? Are you able to focus and handle a task-oriented job or ministry? Do you like to keep busy using your organizational skills or would you prefer something less taxing with fewer things to do?

#### **Mid to High Task Orientation**

A person that scores mid to high on the task orientation scale is driven, motivated, has high energy and enthusiasm. They are determined, persistent and disciplined to get the job done. This person is achievement oriented, self managed and organized in order to accomplish their many tasks.

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

#### **Excessive High Task Orientation**

A person who is excessive in their task orientation is often thought of as a workaholic. Accomplishing their tasks is an obsession, so much that other relationships suffer. Irritability and frustration are common when obstacles get in the way of the goals. They do not know what to do with time off. Depression often accompanies any down time. It is hard to find meaning apart from their work. Often substance abuse can result as pressure builds from such a hectic lifestyle.

*This explains what I am like (excessive high 11,12,13)*

#### **Low Task Orientation**

A person that is low on the task orientation scale has trouble handling many tasks at any given time. They are more socially, cognitively or “thing” oriented. They like to spend their time in a less structured environment. The lower down on the scale the more the person is apt to procrastinate. The low task oriented person is more indecisive and often lacks the discipline for details that a high task oriented person would have.

*This explains what I am like (low 1,2,3)*

#### **Excessive Low Task Orientation**

A person that is excessively low on the task orientation scale lacks any task orientation. They do not live in a structured environment but are free of schedules, to do lists and accountability. Instead of living by a highly defined existence, this person is ruled by more base needs and impulses.

Some people who score on the excessive low end seem to be task oriented, because of their larger than life single focus. Perhaps it is to be a “rock star”, “poet” or some other grandiose idea. But upon closer inspection,

this goal is not based on reality. There is no organized plan with tasks to be managed. Instead this idea is simply a grand obsession that consumes them , allowing them to dream but never really reach their goal.

*This explains what I am like (excessive low -1,-2,-3)*

## Rate Yourself On The Task Orientation Scale

Excessive    Low            Mid            High            Excessive  
-3, -2, -1    1, 2, 3, 4, 5, 6, 7, 8, 9, 10    11, 12, 13            Your Score \_\_\_\_\_

## 10. Responsibility

Are you ready for a significant ministry? Are you stable, disciplined and trustworthy? Are you resourceful, self reliant and conservative?

Or do you desire to be carefree, impulsive and ambivalent? Would you rather have a ministry that is more relaxed and at your own pace?

### Mid to High Responsibility

A person that scores mid to high in personal responsibility takes their job and ministry seriously. They are disciplined and have personal integrity. They have good traits such as loyalty, obedience and being trustworthy. They are intrinsically motivated, self reliant and often an over-achiever. When you give them something to do, you can count on it being done to the best of their ability.

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

### Excessive High Responsibility

The responsible person that is excessive is usually driven to perform correctly, to become compliant to other people's standards. The truth is, what seems so cool and collective on the outside, is really a masquerade for what is boiling over with fear and anxiety on the inside. Responsibility in this case, however, is more than a hollow performance. Often behind the performance is the fear of failure, rejection and even abandonment. It is a sincere effort to avoid negative punishment or rejection for anything less than perfection. The excessive responsible person can become all consumed with their need for perfection. They can become demanding, overbearing, obsessive and suffer from anxiety disorders. If a person is too consumed with what others think or is over wrought trying to get everyone's approval, it can hurt the relationships of those closest to them.

*This explains what I am like (excessive high 11,12,13)*

### Low Responsibility

A person with low responsibility is more prone for the carefree, undisciplined life. There are different types of people that have low responsibility. The first is a person that has decided on a different value system that is less task oriented and more reflective, idealistic and less encumbered. This does not mean "no responsibility". There are still bills to be paid, relationships and community life. The difference is this person chooses not to take on a great number of responsibilities. They enjoy simplicity and have enough to do in their normal existence.

The second is a person that is low responsibility not by choice but because they feel that they have no options. They feel insecure, unable to perform well under pressure. They are afraid of failure and shrink away from risky situations that demand too much responsibility thus becoming an underachiever. Ironically, this is often the same motivation that causes someone to become an overachiever. The difference is that in the early stages of development this person learned that it was safer to "agree" with their critics and be an "underachiever" then to try and prove them wrong with "overachievement."

*This explains what I am like (low 1,2,3)*

### Excessive Low Responsibility

A person that is excessively low in responsibility has learned to become helpless, totally extrinsic in their motivation and dependent on others to make choices for them. They have become overwhelmed and are blocked

at making many of life's decisions. They cannot hold a job long, are self sabotaging, move from place to place and are sometimes homeless. It is easy to fall into substance abuse or other forms of addiction. Survival becomes the number one priority with their focus on the immediate situation. Since these are no long term goals, rational and moral consequences are often forgotten, allowing for whatever means to survive another day.

*This explains what I am like (excessive low -1,-2,-3)*

## Rate Yourself On The Responsibility Scale

Excessive Low Mid High Excessive

-3, -2, -1 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 11, 12, 13

Your Score \_\_\_\_\_

## 11. Integrity

*Integrity is more than a trait. It is a moral issue. It is an issue that desperately affects the church. Our description of low integrity is accurate, but it does not mean we condone it. Please read the [Guidelines For Using This Test](#) section for further explanation.*

How are you with the dissemination of facts, figures and testimony? How are you on keeping your word? How are you with critical deadlines? Are you able to handle a lot of responsibility and can be trusted with buildings, equipment, vehicles and finances? Are you organized, accomplishing tasks on schedule.? Do people trust you with much responsibility?

### Mid to High Integrity

A person with mid to high integrity believes in being trustworthy. They believe in being honest and open. They believe in keeping their word by giving honest and realistic projections. They seek to make sure that all facts are accurate. Loyalty is important and so is getting ahead, but not at the cost of their personal integrity. They strive to keep from misrepresenting themselves with half-truths, misleading or exaggerated facts and figures.

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

### Excessive High Integrity

A person that is too high in integrity uses truth as a way to get ahead by presenting themselves in a favorable light and others in a negative way. They use the truth as a weapon by "mudslinging", deliberately hurting or defaming others. There is a pharisaic aspect to the person that has excessive high integrity. They keep the "letter of the law" and on the outside seem very moralistic and high in integrity. But like the Pharisees, they do not have integrity where it really counts. The excessive high integrity person uses a façade of deep concern for integrity to bring others down and elevate their own position before others.

*This explains what I am like (excessive high 11,12,13)*

### Low Integrity

A person with low integrity sees truth as being relative and open for interpretation. They believe that being totally "honest" in all situations is naïve, that it is being unrealistic. They see some situations as hostile and that questions and demands that are stated the wrong way or with the intent to hurt are unfair. They see these situations as gray and not black and white. This person believes that the situation is more important than the raw truth and that they should balance the truth realistically to each predicament. They see self preservation as an important virtue and allows "white lies", shrewdness, being cunning and discrete as part of getting ahead. The important thing is not were you 100% honest but whether you were honest overall, with no major lies or fraudulent behavior and that you did not hurt others.

*This explains what I am like (low 1,2,3)*

### Excessive Low Integrity

A person with too low of integrity believes that the end justifies the means even if it means hurting others. Dishonesty is a tool to be used for getting ahead. They are unscrupulous, dishonest and fraudulent, using the rationalization that the "end justifies the means." In extreme cases a person may be dishonest and deceiving because of confusion and even paranoia; believing that others are trying to hurt and deceive them.



*This explains what I am like (excessive low -1,-2,-3)*

## **Rate Yourself On The Integrity Scale**

Excessive Low Mid High Excessive  
-3, -2, -1 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 11, 12, 13

Your Score \_\_\_\_\_

## **12. Energy**

How is your vigor? Do you have the power and stamina for a long grueling job? Are you the type of person that “bounds” into a situation with enthusiasm, intensity and power or are you cautious, pacing yourself and conserving energy for the long run?

### **Mid to High Energy**

The person that is mid to high energy can be a great asset. They often have boundless energy and enthusiasm giving encouragement to those around them. A high energy person knows how to “gut” something out and keep up the intensity when it is needed. This makes them a great project person. A person with high energy is highly social, charismatic and gets other people involved, often setting the pace. A person that is more withdrawn will probably do the work by themselves. The mid to high energy person is dynamic, driven, energetic and intense. Their eagerness and fervor along with their passion and zeal can be channeled into good work attributes.

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

### **Excessive High Energy**

A person that is excessive in energy can exhibit it several ways. The most obvious would be someone that is in a manic state. They have really high energy but it is unfocused, confused and chaotic. Another type of negative excessive energy is when it is induced by substance. Many people, trying to cope in such a busy world, revert to a form of self medication through drugs.

When a person is excessive in their output, it can lead to burnout. Exhaustion, depression, apathy can strike a person that does not pace themselves and works until there is no energy left.

Another form of excessive energy can lead to becoming a “workaholic”. It is the inordinate amount of personal time and energy spent on our career. Just because a person has high energy doesn’t mean that it all should be spent on their occupation. Of course, this same imbalance can be applied to ministry, whether full time or part-time, that does not allow time for our other responsibilities. Excess energy could be better spent with family, church, community and personal time.

*This explains what I am like (excessive high 11,12,13)*

### **Low Energy**

A person that rates themselves as low energy is one that has trouble maintaining a high level of excitement over extended periods of time. They are slow to get “worked up” over something. They pace themselves at a slow rate and keep a steady course of events. They maintain a low level of intensity and drive.

*This explains what I am like (low 1,2,3)*

### **Excessive Low Energy**

A person with excessive low energy as a working style does not function with the needed energy. They can be lethargic or apathetic. This could be due to emotional or stress related problems. Interpersonal relations both at work or at home can produce a depression state making it hard to have energy for work. People that are underemployed often lack enthusiasm for the job, are apathetic or angry toward the company. The same could be said of those that feel they have been cheated or taken advantage of. All of this can produce low energy.

*This explains what I am like (excessive low -1,-2,-3)*

## **Rate Yourself On The Energy Scale**

Excessive Low Mid High Excessive  
-3, -2, -1 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 11, 12, 13

Your Score \_\_\_\_\_

## 13. Problem Solving

How do you handle the pressures of life? When a situation comes up do you: take care of it, put “solving it” off, delegate it to someone else or ignore it? What happens when the “chips fall” and your back is against the wall?

Are you looking for a vocation, mission or ministry where you can use your problem solving skills or would you prefer a service that doesn't have that many “problems” to handle?

### Mid to High Problem Solving

A person that is mid to high on the responsibility scale is someone that has high coping skills and can assess a situation and help bring resolve. There are different kinds of problems but most need someone who can be level headed, analytical, resourceful, has the knowledge and experience to solve the particular problem or find someone who can. With people related problems the mid to high problem solver is able to referee, negotiate and help people bring closure.

*This sort of explains what I am like (mid 4,5,6,7). This really explains what I am like (high 8,9,10)*

### Excessive High

Someone who is excessive in the problem solving has a deep desire to be needed. They always need to have a crisis to solve. They are a rescuer. They need to be in the middle of a conflict so they can experience their own self worth. They draw their meaning from putting out fires and have a hard time of letting go, of stop worrying or being “busy”. They become upset when they are not needed.

*This explains what I am like (excessive high 11,12,13)*

### Low Problem Solving

A person with low problem solving skills has real difficulty with pressure. They would rather avoid confrontation or negative consequences. They are proactive and spend a lot of time “preventing problems.” Their motto is “The best way to fix a problem is to never let one happen.” Good planning, low expectations and avoidance of any dangerous or difficult situations are ways that this person is able to cope.

Another way a low pressure person can cope is to become dependent on others to solve their problems for them. Due to fear of failure, anxiety, or various other reasons, they have a hard time fending for themselves.

*This explains what I am like (low 1,2,3)*

### Excessive Low Problem Solving

People that are excessive low on the problem solving scale are inept at handling problems that arise. They become overly anxious, withdrawn or angry when things get out of line. They shield themselves from problems through withdrawal, avoidant behavior, over dependence on others, or an compulsive preparedness.

*This explains what I am like (excessive low -1,-2,-3)*

### Rate Yourself On The Problem Solving Scale

Excessive	Low	Mid	High	Excessive	
-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	11, 12, 13			Your Score _____

## 14. Spontaneity

How instinctive, automatic, uninhibited are you? Do you do things that are unplanned, natural, unprompted? Are you impulsive?

Do you want a vocation, mission or ministry where you can be yourself, be instinctive and unbridled in your expression of service? Do you desire to serve where you always have new challenges and things are different every time you participate. Or do you want a more stable environment that has routine and predictability?

### Mid to High Spontaneity

A person that is mid to high in spontaneity enjoys living in the moment. Although they can function with routine, they come alive when given an opportunity to be flexible, impulsive and unstructured. They are good at getting an idea off the ground and running with it. They are great at spur of the moment ideas and would rather not have to plan. Their high energy and enthusiasm is often contagious.

*This sort of explains what I am like (mid 4,5,6,7). This really explains what I am like (high 8,9,10)*

### **Excessive High Spontaneity**

A person that is excessive high in spontaneity scale has a hard time staying on task. They are easily distracted. They can get excited about something but when something new comes along, they get excited about something else. They are easily bored and always looking for the next “rush” of adrenalin that comes along. A person who is too extreme can become easily distracted. They are not able to finish the task at hand. In a severe form spontaneity can be similar to a manic state.

*This explains what I am like (excessive high 11,12,13)*

### **Low Spontaneity**

A person that is low in spontaneity is often afraid to act impulsively. They can be indecisive and often uncertain about what direction to go. A person that is low in spontaneity needs to contemplate their actions, often needing outside verification. They are careful and reserved and do not like to risk embarrassment or rejection. They see spontaneity as undisciplined and immature behavior. They would rather be calculating and precise.

*This explains what I am like (low 1,2,3)*

### **Excessive Low Spontaneity**

A person that is excessively low on spontaneity is often ridged and frozen when it comes to showing emotion or acting uninhibited.

For some it becomes difficult to accept any change. The fear of spontaneity causes ridged and conforming behavior. Compulsive routines and order must be maintained to protect themself.

*This explains what I am like (excessive low -1,-2,-3)*

### **Rate Yourself On The Spontaneity Scale**

Excessive    Low            Mid            High            Excessive  
-3, -2, -1    1, 2, 3, 4, 5, 6, 7, 8, 9, 10    11, 12, 13            Your Score \_\_\_\_\_

## **15. Routine**

How do you value routine? Is it a big part of your life? Do you need to have a routine or are you more prone to be impulsive and open to change?

Are you looking for a vocation, mission or ministry that will use your ability to stick to a routine? Do you get excited about using a systems approach to ministry, improve efficiency? Or are you more excited about using your creative and free spirit to shake things up?

### **Mid to High Routine**

A person who is mid to high routine enjoys turning a task into procedures and routines. They like order and the comfort that comes when they continue the same safe routine.

The person who is mid routine sees systems, order and routine as tools that help progress. This person can often take the mundane and break it into ordered parts and become more efficient. A high routine person tweaks and improves procedures creating a system. To them order and discipline are virtues allowing complex routines to be maintained.

*This sort of explains what I am like (mid 4,5,6,7). This really explains what I am like (high 8,9,10)*

### **Excessive High Routine**

A person that is excessive high routine sees change as a threat to their well being. Once a routine has become accepted by them, this person has a hard time changing it. Changing a routine sets off alarms. They turn a

routine into ritual with the authority of an ordinance. If a routine is changed, it must be replaced with another one.

*This explains what I am like (excessive high 11,12,13)*

### **Low Routine**

A person that is low routine enjoys variety. They do not like to subject themselves to a rut or sameness. They are always learning and trying to expand their horizons. They try not to hold any routine as sacred and are more goal oriented than system oriented. They are change agents. They like to “shake things up”, move the furniture around and try different foods. To them, variety is indeed the spice of life. They celebrate their freedom and their search for the new.

*This explains what I am like (low 1,2,3)*

### **Excessive Low Routine**

A person with excessive low routine does not use routine in their life. They are more in the moment and impulsive. They do not exercise the discipline needed to structure their life. Perhaps it is fear of failure, lack of confidence or open rebelliousness, but they disdain tradition, ritual or routine. Because of the lack of routine or structure, there is often trouble trying to reach the goals and objectives that they want for themselves. Dependency on others can take the place of self governing behavior.

*This explains what I am like (excessive low -1,-2,-3)*

### **Rate Yourself On The Routine Scale**

<b>Excessive</b>	<b>Low</b>	<b>Mid</b>	<b>High</b>	<b>Excessive</b>	
-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	11, 12, 13			<b>Your Score</b> _____

## **16. Multi-tasking**

How do you like to approach your work load? Do you like to dig into one project at a time or do you enjoy handling many tasks at once? Can you keep more than one plate spinning in the air at the same time or do you prefer to finish something before you move on to the next?

Are you looking for a vocation, mission or ministry that has many challenges and needs you to be attentive to many tasks at once? Do you enjoy serving where you can do one thing well and honoring to God?

### **Mid to High Multi-tasking**

A person that is mid to high in multi-tasking is able to reach goals and objectives by handling many tasks at once. They have a good management style and sense of timing. They become efficient with their time and travel often bundling tasks that are similar. They enjoy organizing and time management. They are able to see the big picture and all the tasks that are involved in the process. They thrive on project management and schedules.

*This sort of explains what I am like (mid 4,5,6,7) This really explains what I am like (high 8,9,10)*

### **Excessive High Multi-tasking**

Excessive multi-tasking people are those that take on an extreme amount of tasks and projects at the same time. This workaholic behavior can cause this person to be alienated from their family and friends. They may even suffer from stress related maladies that come when a person is this busy.

Another form of excessive multi-tasking results in taking on more than we can handle. When a person takes on too many tasks, they are not able to manage it all and can find themselves in a state of chaos. This can lead to exhaustion, anger or even depression .

Finally, there is the excessive high multi-tasking person who does not finish tasks well. Before they are finished, they are on to the next thing. They are great at starting many projects and can handle many details but does not often complete these projects.

*This explains what I am like (excessive high 11,12,13)*

### **Low Multi-tasking**

A person that is low multi-tasking does not enjoy multi-tasking situations. They enjoy working on a low amount of tasks at any given time. It is important to them that they do one thing at a time and do it well.

*This explains what I am like (low 1,2,3)*

### **Excessive Low Multi-tasking**

A person that is excessive low in multi-tasking is beyond a discomfort when they have to handle more than one task at a time. They become overwhelmed and can become controlling. Irritability and withdrawal are two ways of fending off more demands than they can handle. Often there is a fear or anxiety associated with too much responsibility and if they allow too much stress, they can become overwhelmed, block and begin to feel helpless. This can lead to depression, or in extremes, a place where the person becomes incapacitated.

*This explains what I am like (excessive low -1,-2,-3)*

### **Rate Yourself On The Multi-tasking Scale**

Excessive    Low            Mid            High            Excessive  
-3, -2, -1    1, 2, 3, 4, 5, 6, 7, 8, 9, 10    11, 12, 13            Your Score \_\_\_\_\_

## **17. Quality/Excellence**

How well do things need to be done? Does quality and excellence mean perfection? Are you looking for a vocation, mission or ministry that is challenging and will accept your rigid standards of excellence? Or would you prefer to serve where there is growth, change and forward motion, even if it gets messy and is less than perfect?

### **Mid to High Quality/Excellence**

A person who is mid to high on the quality/excellence scale is competent, responsible, virtuous and committed to a high standard in most things. They are intrinsically motivated to do as best as they can in areas where it counts. This person is reliable, dedicated and self motivated. They set high standards and constantly evaluate themselves against the benchmarks. Quality doesn't always mean "perfection". Rather, it is an acceptable standard of excellence that is predetermined and constantly strived for.

*This sort of explains what I am like (mid 4,5,6,7). This really explains what I am like (high 8,9,10)*

### **Excessive High Quality/Excellence**

A person that is excessive in quality/excellence strives for perfectionism. This person is deeply driven and, if challenged, can become unreasonable and demanding. When their standard is not met, there can be resulting guilt, depression, anxiety and even anger.

*This explains what I am like (excessive high 11,12,13)*

### **Low Quality/Excellence**

A person that is low in quality/excellence has opted to their own standard of acceptability. They may be focused on quality in only a few things and are able to let the rest go. They are not driven by what the majority calls excellence. They see the pursuit of spiritual, natural, theoretical, philosophical, ethereal or interpersonal as more important than material standards. Appearance, office, house, car, schoolwork seem to be of little importance compared to their other pursuits.

*This explains what I am like (low 1,2,3)*

### **Excessive Low Quality/Excellence**

A person that is excessive low in quality/excellence scale has given up on the attempt of any excellence. They have succumbed to some other preoccupation which consumes them. The more excessive, the lower their life submits to any standard. This downward spiral effect can lead to depression, despair and hopelessness. The way back is to take a look at reality and start to succeed in small steps back to a semblance of normalcy.

*This explains what I am like (excessive low -1,-2,-3)*

### **Rate Yourself On The Quality/Excellence Scale**

Excessive    Low            Mid            High            Excessive

## 18. Organization

How good are you at organizing things and events? Are you methodical, orderly and systematic?

Would you like a vocation, mission or ministry where you can use your administration skills? Would you want to help a ministry become more organized and efficient?

### Mid to High Organization

A person that is mid to high in organization is able to use their skills to arrange, marshal, regulate and systematize data, things and tasks. They are able to arrange, administrate and schedule the affairs of a department, reaching goals and objectives. They know how to take tasks and delegate, delay, drop or effectively do them.

### Excessive High Organization

A person that is excessive in organization style is not content with a smooth running organization. They want a hyper-ordered environment. They tend to over organize to a point where progress is being hampered. Obsession with the minutiae keeps this person from tackling real issues. Sometimes this overcompensation is due to a fear of failure, a sense of hopelessness or to an obsessive need for approval.

*This explains what I am like (excessive high 11,12,13)*

### Low Organization

A person that is low organization has difficulty working in a system. They do not arrange their tasks or obligations but are more random in their choice of activities and priorities. They like to be a "free spirit" not hampered by a stringent system of organization. They are preoccupied and busy on what is important to them and are not concerned what others may think of their situation.

*This explains what I am like (low 1,2,3)*

### Excessive Low Organization

The excessive low organization person is excessive in their dependence or independence. The dependent person does not have the organizational or self management skills needed to be autonomous. They need to be told what to do and constantly helped to stay on task. They are dependent on someone else to help them with important details of their life.

The other extreme that leads to excessive low organization is being severely independent. This person refuses to live by a schedule or systems. They live day to day impulsively without connection between the many aspects of their life. They live in the now.

### Rate Yourself On The Organization Scale

Excessive Low Mid High Excessive

-3, -2, -1 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 11, 12, 13

Your Score \_\_\_\_\_

## 19. Management

Do you have what it takes to supervise, guide and coach a team? Do you have the administrative and people skills to direct other workers? In your vocation, mission or ministry do you want to exercise your ability to oversee people and projects?

### Mid to High Management

A person that is mid to high in management is able to use their skills to direct the affairs of a department resulting in reaching their goals and objectives. They have both the administrative and people skills allowing

them to organize, coach, teach and govern a group. This person is a good report to the chain of command above them and can effectively motivate, encourage and give oversight to those that report to them.

*This sort of explains what I am like (mid 4,5,6,7). This really explains what I am like (high 8,9,10)*

### **Excessive High Management**

A person that is excessive in the management style has become too commanding, manipulative and controlling. They have lost the sense of the “team” and begin to exaggerate their own importance, acting more like a dictator. They start to believe that the entity they are managing cannot exist without them. When management is excessive, there becomes a need to stay in power. There becomes a lack of trust and being manager is so important to their ego that they will exaggerate, deceive, create false documents and worst, just to stay on top.

*This explains what I am like (excessive high 11,12,13)*

### **Low Management**

A person with low management skills can manage their own affairs and even delegate but has no deep desire to supervise or manage someone. They prefer to do their job and go home. They do not want to govern other people. They feel awkward when asked to head up a project. They have no trouble working hard. They might mentor or coach a person or small team but basically stay away from managing others.

*This explains what I am like (low 1,2,3)*

### **Excessive Low Management**

The excessive low management person does not have the social skills to manage others. They are either withdrawn, fearful of confrontation and leading people or they are awkward, abrasive and do not command the respect of a manager.

*This explains what I am like (excessive low -1,-2,-3)*

### **Rate Yourself On The Management Scale**

Excessive    Low            Mid            High            Excessive  
-3, -2, -1    1, 2, 3, 4, 5, 6, 7, 8, 9, 10    11, 12, 13            Your Score \_\_\_\_\_

## **20. Leadership**

Do people follow your lead? Do you find yourself inspiring others to great heights? When you see a problem, are you compelled to rally people together to make a difference?

What kind of vocation, mission or ministry would utilize your ability to persuade, direct, exert influence and get something done for God? What are you burdened about that you could use your gift of leadership to mobilize people?

### **Mid to High Leadership**

A person that is mid to high in leadership is a good communicator and someone who can motivate and mobilize people to get something done. A leader is different than a manager. A manager is like the person who steers a big ship. They can make the ship go in the right direction. They can make everything on the ship run smoothly, but it is the Captain, much like a leader, that gives the direction the boat is to go in.

A leader is a visionary, inspiring and charismatic. They have high energy, are determined and exude confidence. Today’s leader is strong willed but able to be diplomatic. They can exert influence and command performance, but yet are able to surround themselves with the vast opinions of many and bring about tremendous collaboration.

*This sort of explains what I am like (mid 4,5,6,7). This really explains what I am like (high 8,9,10)*

### **Excessive High Leadership**

A person who is excessive high in leadership is someone who instead of “leading” is pushing. They are a strong autocratic type, like a dictator, that must have their way, even when they are out of touch with the reality

of the situation. An excessive leader, similar to an excessive manager, is more into the power and commanding than they are the welfare of the organization, event or project that they are leading. Leading has become about them, not the vision or goals that were once the guiding factors.

*This explains what I am like (excessive high 11,12,13)*

### **Low Leadership**

A person that is low on the leadership scale is someone who may have the ability to manage and get things done, but does not have the vision, innate creativity and passion to see a need, create a project and get others involved. A low leadership would rather be part of the team that gets their direction from others and get the job done.

*This explains what I am like (low 1,2,3)*

### **Excessive Low Leadership**

A person with excessive low leadership is someone who shrinks from any role of leadership. They do not desire to head a project or group of people. They are dependent on others for direction.

*This explains what I am like (excessive low -1,-2,-3)*

### **Rate Yourself On The Leadership Scale**

Excessive    Low            Mid            High            Excessive  
-3, -2, -1    1, 2, 3, 4, 5, 6, 7, 8, 9, 10    11, 12, 13            Your Score \_\_\_\_\_

## **Personal Ministry Flow Chart**

In the beginning of this booklet we said that if we were going to live out our ministry in all the fullness that God intended then we needed to stop and consider all that God has allowed in our life to mold and create us as a unique person. To help us consider ministry we looked at our life experiences, skills, expertise, education, work preferences, relational style and personality.

The question we need to consider now, "Is there any interconnectedness between all the variables that we have considered?" To help us see the whole picture we have created a Personal Ministry Flow Chart. As you look at the chart you will see that your Ministry Drives and Spiritual Gifts are innate motivational drives given to you by God. These drives are acted out through your personality's social and working style using the skills, education and experience you acquire throughout your life. All of this effects your mission preferences. Your ministry in life is then lived through your choices of vocations, relationships, causes and ministry volunteerism.

Most of the answers in the flow chart have been discovered in this first section. You can go to page 233 and fill in your answers on a full size chart. The rest of the answers needed to complete the chart, that is your Spiritual Gifts and Ministry Preferences, will be discovered in the next section.



## Personality Trait Profile Summary™

Go back and circle your scores from the Personality Trait Profile. As you look at the whole picture what do you see? What does this tell you about the kind of vocation, mission or ministry you might be good at? What strengths do you need to nurture and expand on? Are there any areas that you need to improve on? From an objective view, if this were someone else's score sheet, what recommendations would you give them?

<b>Social Style</b>	<b>Excessive</b>	<b>Low</b>	<b>Mid</b>	<b>High</b>	<b>Excessive</b>
1. People Orientation	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
2. Agreeable/Conforming	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
3. Risk	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
4. Dependency	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
5. Assertive	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
6. Control	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
7. Culturism	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
8. Competition	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13

<b>Working Style</b>	<b>Excessive</b>	<b>Low</b>	<b>Mid</b>	<b>High</b>	<b>Excessive</b>
9. Task Orientation	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
10. Responsibility	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
11. Integrity	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
12. Energy	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
13. Problem Solving	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
14. Spontaneity	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
15. Routine	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
16. Multi-tasking	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
17. Quality/Excellence	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
18. Organization	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
19. Management	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13
20. Leadership	-3, -2, -1	1, 2, 3, 4, 5, 6, 7, 8, 9, 10			11, 12, 13

**Your Core Traits:** If you could only choose three of your social style traits and three of your working style traits to use in a vocation, mission or ministry, what traits would you choose?

List your top three social style traits:

\_\_\_\_\_

List your top three working style traits:

\_\_\_\_\_

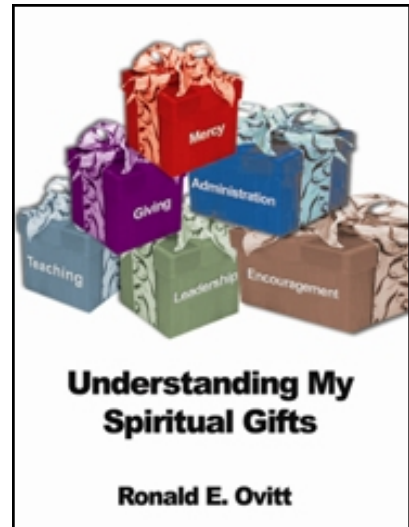
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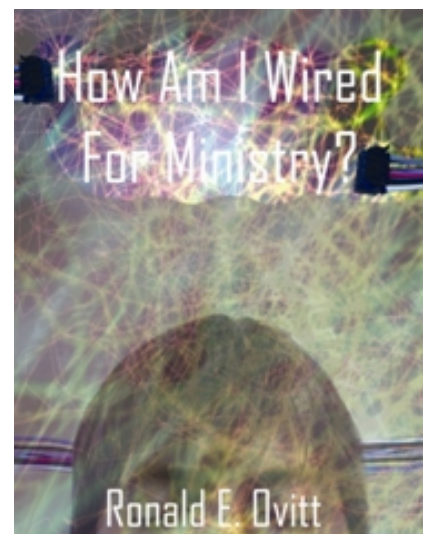
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