



NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

### DEFINING YOUR PERSONALITY

- The word **PERSONALITY** is taken from the Latin word “persona”; the verb form being “personarie” which means **TO SOUND THROUGH**.
- Personality is the **INWARD** and **OUTWARD** expression of emotional traits and characteristics that **SHAPE** who we are, how we **ACT** and what we **DO**.
- **God has considered our personalities in His foreordination of our lives.** *“Before I formed thee in the belly I knew thee; and before thou camest forth out of the womb I sanctified thee, and I ordained thee a prophet unto the nations.” Jer 1:5 KJV*
- **The benefit to understanding and appreciating our own personalities is that we also begin to understand and appreciate the different personalities found in others.**

### PERSONALITY TYPES OR PROFILES

A personality profile is a way of categorizing people with similar characteristics into groups. These characteristics cause individuals to think and act in certain ways. An individual’s profile is compiled by reviewing past beliefs, values, attitudes, actions, and behaviors. Looking at an individual’s past thinking and behavior generally indicates that an individual will behave in similar patterns (ways) in the future.

This simplified version of a personality assessment is based on **FOUR** personality categories. Everyone will have some characteristics from all four categories, but generally one or two categories will emerge as primary and secondary within a profile. There are no good or bad personality profiles. It is how we use our personality that makes it

**positive or negative. There are strengths and growth areas within each blend of the personality profiles. By understanding ourselves, we can maximize our strengths and minimize our weaknesses. Also, we will be able to understand others better and improve our relationship with all kinds of people.**

### **KEY THOUGHTS**

These Personality Assessments do not account for the Holy Spirit living in and influencing a Christian's life. Also, they do not allow for emotional maturity and skills that develop through training and/or life experiences; all of which combine to teach us how to behave in situations. Much of the language used to describe personalities is taken to an extreme for the purpose of identification. Then too, most individuals will not be able to relate to every descriptive word of a personality type since most individuals are a blend of more than one personality type.

**INSTRUCTIONS:** Everyone is unique because of their Personality. This assessment can help guide you in the process of identifying your Personality. Read each of the following sets of responses to the numbered statements. **CIRCLE** the one that **most often** describes you. When more than one applies, **circle the one that best describes you** in your home, church, school, or work environment.

Upon choosing your best response to each of the 24 questions, complete the Personality Profile Scoring & Graph Chart which can be found at the end of this assessment.

1. When it comes to working on tasks...
  - a. I know I need your help, but I prefer to operate independently.
  - b. I love coming up with the ideas, but I prefer not to have to make it happen.
  - c. I know I'm idealistic and theoretical. My perfectionism may drive you nuts or make you glad I'm on the team.
  - d. My goal is to be as fair and inoffensive to others as possible.
  
2. The phrase I might repeat most often is...
  - a. I'll do it myself
  - b. Why can't everyone get involved?
  - c. If it's worth doing, it's worth doing right
  - d. The more the merrier

3. My favorite verse from Proverbs could be...
  - a. 17:22 "Being cheerful keeps you healthy"
  - b. 27:12 "A sensible man watches for problems ahead and prepares to meet them..."
  - c. 15:4 "Gentle words cause life and health..."
  - d. 11:14 "Without wise leadership, a nation is in trouble..."
  
4. It makes my day...
  - a. To know that I kept my cool when others were losing theirs.
  - b. To win. I just love beating the competition.
  - c. To make someone laugh, or to have someone appreciate my story.
  - d. To have everything in perfect order.
  
5. I absolutely hate...
  - a. Not being able to effect changes.
  - b. Feeling like I need to be "up" all the time.
  - c. Being pushed.
  - d. Being alone or not being able to talk.
  
6. In my overall attitude, I am more...
  - a. Unemotional and action-oriented than most.
  - b. Introverted and reflective than most.
  - c. Low-key and accepting than most.
  - d. Extroverted and optimistic than most.
  
7. Of course...
  - a. They must be upset with me – they passed me at church this morning and didn't even speak!
  - b. I would never get impatient if others would just do what I told them to do when I told them to do it!
  - c. I am excited. This is just how excited looks on me.
  - d. It's not a lie! Well, maybe just a teeny bit of an exaggeration!
  
8. When it comes to working on tasks...
  - a. I create lots of energy and excitement, even on the boring tasks.
  - b. I tend to know the best way to accomplish things and don't hesitate to tell others how to do it.
  - c. I often get so bogged down in the details that I can get frustrated and indifferent about the project.
  - d. I usually sense how to do things, but am hesitant about sharing my ideas.

9. My fantasy job would be...
  - a. Any job where I'm president or CEO.
  - b. Renting myself out as the "perfect party guest."
  - c. A mediator or counselor.
  - d. One that requires bringing organization and structure to a group.
  
10. Two weaknesses I have are...
  - a. Lack of follow-through and over-committing.
  - b. Being moody and pessimistic.
  - c. Being overbearing and pushy.
  - d. Lack of organization and discipline.
  
11. At work...
  - a. I often set the standards too high for myself and others.
  - b. I'm easily distracted, and find it difficult to prioritize.
  - c. I often lack motivation, and find it difficult to set goals.
  - d. I tend to be a workaholic, and get bored easily with details.
  
12. A hallmark I'm known for is my...
  - a. Inability to accept change quickly.
  - b. Adventurous spirit and willingness to take more risks than the average person.
  - c. Deep thinking and cautiousness before making a decision.
  - d. Animation and storytelling.
  
13. One thing you should know about me is...
  - a. I'm warm, engaging, and fun to be around.
  - b. At times I can be too forceful in trying to get something done.
  - c. If I tell you I will do something, you can rest assured I'll do it!
  - d. As much as I love making new friends, I often need the other person to make the first move.
  
14. If you watch me in a crowded situation, you'll probably see me standing...
  - a. Wherever I'm told to stand.
  - b. Alone, or moving the crowd over to where I am.
  - c. On the fringes, just outside the action.
  - d. In the center of the crowd.
  
15. As a friend...
  - a. I'm usually popular, but might dominate conversations.
  - b. I have many casual relationships, and might tend to use people.
  - c. I'm fairly loyal, and may seem insecure socially.
  - d. I have deep relationships and struggle making new friends.

16. As far as my leadership of people...
- a. I enjoy being part of a team and making sure no one gets their feelings hurt.
  - b. I prefer to loosen things up on the team – help people relax and have a good time.
  - c. I thrive in leadership roles and am very independent and self-confident.
  - d. I make a better follower than a leader, and actually prefer it that way.
17. The most common phrase I hear about myself is...
- a. He/She is always thinking and planning.
  - b. He/She is just a blast to be around.
  - c. He/She is so patient and calm.
  - d. Don't worry, he/she will handle everything.
18. I really thrive on...
- a. Creating fun and excitement for others.
  - b. Taking special care with the details and logistics.
  - c. Leading others to a mutual goal.
  - d. Harmony and absence of conflict.
19. My family, friends, and co-workers would likely describe me as being...
- a. Persuasive about things I believe in.
  - b. Playful and spontaneous.
  - c. Non-confrontational about issues.
  - d. Persistent when I am sure about something.
20. People admire me most for...
- a. My warmth, enthusiasm, humor, and people skills.
  - b. My deep concern and compassion, and for being cautious and economical.
  - c. My staying calm, cool and collected, and being happy and well-balanced.
  - d. My strong-willed leadership, decisiveness, and being goal-oriented.
21. People probably like this about the way I communicate with them...
- a. I am direct and don't mind speaking the truth.
  - b. I can listen well and give good counsel.
  - c. I express my thoughts and opinions in a precise and detailed way.
  - d. They love my stories, and when I am in a positive mood it gives them a lift.

22. If someone tells me my idea can't be done...
- a. I just can't wait to prove them wrong, and I proceed with even more determination.
  - b. I get discouraged and worry about all of the time I've wasted in planning.
  - c. I'm usually glad, because it sounded like too much work anyway.
  - d. I just thank them profusely and cheerfully quit.
23. When someone offends me, the first thought that might run through my head would be...
- a. I'm sure they didn't mean to do that to me...
  - b. Oh, it doesn't matter...really!
  - c. They're not going to get away with that!
  - d. Why do they keep doing that to me?
24. My philosophy about forgiveness is...
- a. So...what's there to forgive anyway?
  - b. That was unforgivable.
  - c. An eye for an eye.
  - d. Whatever...don't worry about it.

Note: Total up your score on page (7), and post your findings on this graph.

### PERSONALITY SCORING GRAPH

	D	I	S	C
24				
20				
16				
12				
8				
4				
0				

INSTRUCTIONS: On the Personality Chart below, circle the letter you chose from the appropriate numbered question on the Personality Assessment. Add up the columns by counting how many times you circled a letter in that specific column. Transfer your totals to the graph below.

Questions	D	I	S	C
1	A	B	D	C
2	A	D	B	C
3	D	A	C	B
4	B	C	A	D
5	A	D	C	B
6	A	D	C	B
7	B	D	C	A
8	B	A	D	C
9	A	B	C	D
10	C	A	D	B
11	D	B	C	A
12	B	D	A	C
13	B	A	D	C
14	B	D	A	C
15	B	A	D	C
16	C	B	A	D
17	D	B	C	A
18	C	A	C	B
19	A	B	C	D
20	D	A	B	B
21	A	D	D	C
22	A	D	C	B
23	C	A	B	D
24	C	A	D	B
<b>TOTAL</b>				

**PERSONALITY TYPE “D”      (CHOLERIC)**

<b>Discipline?</b>	<b>Tends to have a higher level of risk taking Tends to have a higher level of self discipline</b>
<b>Relationships?</b>	<b>Tends to have more friends and shallower friendships Tends to need people</b>
<b>Leadership?</b>	<b>Tends to want an environment of control Tends to lead and be active</b>
<b>Communication?</b>	<b>Tends to be more talkative Tends to be less people-oriented</b>
<b>Forgiveness?</b>	<b>More “present-to-future” oriented Tends to dwell on offenses, be bitter, or take revenge</b>

- **How does Personality D affect your will and your self-discipline?**  
For “D’s”, will is the controlling factor. Life consists of action and work as a show of their urge toward self-determination and a response to external factors. (D;s also like making decisions for others). They possess strong will power, a sharp mind, focus, and stamina which helps their actions be quick, bold, and decisive, though perhaps hasty and impulsive. D’s are not dismayed by barriers or adversities, but see oppositions as challenges that spur them on in their adventures. They are risk-takers, avoiding the safe and everyday, and drawn to the hazardous and unknown. D;’s often are active, but unreflective; unyielding, but over the edge; persistent but practical; fiery but foolhardy.
- **How does Personality D affect how you relate to other people?**  
Relationships can be a problem for D’s who often act out of their Personality in self-centered ways that show disrespect and lack of consideration for others. D’s are seen as overly self-confident, proud, and haughty. Although they can be good leaders, they can also be domineering in relationships, lack patience with people, and not appreciate the abilities in others. D’s often lack compassion for those who are suffering, whether physically, emotionally, or spiritually. They also use their good judgment of human nature to gain



information for their own advantage. Because they see people as tools for their plans, they may be clever, manipulative, and show false concern to get their way. D's consider apologizing as perhaps the ultimate humiliation; thus committing to apologizing consistently can help conquer their relational weaknesses.

- **How does Personality D affect your leadership roles?**

D's love to lead and will often volunteer to do so. Ironically, D's want an environment of freedom and of control so they can do what they want. Their action-orientation does not mean their plans are any better than those developed by other personalities, but their aggressive, firm, and consistent nature pushes their plans through. The leadership/authority style of D's tend to be energetic, impulsive, self-confident, reckless, forceful, crafty, achievement-minded, dictatorial, and bossy. D's bring goal-orientation and action to a group; they can also bring an "opportunistic end justifies the means" mentality, and a stubborn spirit.

- **How does Personality D affect your communication style?**

D's may be extroverted, but that does not mean they communicate clearly or kindly with people. D's are often known for finding it difficult to apologize or show approval, and often for communicating disapproval. They can speak in ways that are blunt and sarcastic, cutting, stinging, unaffectionate, and harsh. D's are so driven by their own goals that they tend not to focus on others or listen to what they are saying. They don't care if people disagree with them, they'll do what they want to anyway. Their communication is direct and to the point. Others generally know what D's think about a subject or another person. D's are extremely good at communicating goals and direction for themselves and others.

- **How does Personality D affect how you act when you are offended?**

D's are known for being revengeful. They do not easily forgive or forget an insult or an injury. Instead, they allow these to encourage them into future actions where they repay people for what they perceive as injustices or wrongs committed against them. D's tend to be bitter, wrathful, and angry, which, along with the other elements in their response to offenses, makes them ulcer-prone.

## PERSONALITY TYPE “I” (SANGUINE)

<b>Discipline?</b>	<b>Tends to have a higher level of risk taking Tends to have a lower level of self discipline</b>
<b>Relationship?</b>	<b>Tends to have more friends and shallower friendships Tends to be loyal and stick with people</b>
<b>Leadership?</b>	<b>Tends to want an environment of freedom Tends to lead and be active</b>
<b>Communication?</b>	<b>Tends to be more talkative Tends to be more people-oriented</b>
<b>Forgiveness?</b>	<b>More “present-to-future” oriented Tends to forgive offenses, release, move on</b>

- **How does Personality I affect your will and your self-discipline?**

When it comes to self discipline, “I’s” have good hearts, but undependable follow-through. Their will is not particularly stirred, and so their actions are unpredictable and inconsistent, if they show initiative in new ideas or projects. I’s may prove spontaneous and surprising, but are also shallow, forgetful, and distracted. They may even invent excuses for why they “could not” (actually “did not”) carry out their obligations. They may be the Personality most likely to enjoy life, but also to leave this world with a trail of unaccomplished goals. The bottom line: They have good intentions in their promising, but are unreliable in deciding, and weak-willed in persevering.

- **How does Personality I affect how you relate to other people?**

Overall, I’s have the ability to establish heartwarming relationships with a wide range of people. They are warm, cheerful, and extravagant in relating. They accept people as they are, and aren’t bothered by whether people meet certain standards or not. An I’s receptive spirit helps them adjust to others and be genuinely interested in hearing their concerns. They do not disturb other’s happiness with skepticism, criticism, or ridicule, but instead enter into their feelings and thoughts. I’s are tender, sympathetic, and comforting. They are unlikely to become calloused toward people, and will consistently rejoice with those who rejoice and weep with those who weep. However, they also function by “out of sight, out of

mind.” This makes them unreliable, and easily charmed. Fortunately, of the four personalities, I’s can humble themselves and apologize the most easily.

- **How does Personality I affect your leadership roles?**

Ironically, I’s enjoy being free and unrestrained, while at the same time they are controlled and driven by external forces. I’s embrace freedom, and are not governed by rules and regulations. They are easily molded by their environment. I’s are also susceptible to “conning” themselves and others into following a path where the end justifies the means.

- **How does Personality I affect your communication style?**

I’s are sociable; words come easily to them. They process their thoughts aloud in a stream that does not include much thinking before they speak. Their style can be noisy, boasting, and friendly, impressive, direct, and fascinating. They draw people in, but dominate discussions with topics of personal interest. Still, their conversation is contagious, and it create similar moods in the listener. I’s speak charmingly about everyday things, and are dramatic, colorful storytellers because of their emotional nature. I’s are restless, making it hard to concentrate on listening to others. But they do apologize readily.

- **How does Personality I affect how you act when you are offended?**

In general, I’s forget the past easily and live in the present. Therefore, they tend to quickly forget offenses against them and move on.

## PERSONALITY TYPE “C” (MELANCHOLY)

Discipline?	Tends to have a lower level of risk taking Tends to have a higher level of self discipline
Relationship?	Tends to have fewer friends and deeper friendships Tends to be loyal and stick with people
Leadership?	Tends to want an environment of control Tends to submit and be passive
Communication?	Tends to be less talkative Tends to be less people-oriented
Forgiveness?	More “past-to-present” oriented Tends to dwell on offenses, be bitter, take revenge.

- **How does Personality C affect your will and your self-discipline?**  
Making decisions and engaging in calculated risks are not strong points for C's, in part due to their passive nature. Also, their capacity for endless analysis of every possible angle and consequence paralyzes them. The more possible outcomes C's find, the more difficult it is for them to decide. They finally act only when they must, and then with ongoing doubts and small measures of boldness. C's are also relatively self-disciplined and know their limitations. They would rather commit to fewer and safer things, and finish what they undertake than make promises they know they can't keep. Though they are not risk-takers, C's are self sacrificers and dependable servants.
- **How does Personality C affect how you relate to other people?**  
C's have significant problems in relating. They do not make many friends, but those they make, they keep by being faithful, loyal, and dependable. They consider promises a point of honor to keep. However, C's are hard to get along with or touch, and they are proud. Their sharp ability to analyze lets them see faults in others clearly, and they become critical and judgmental. But their self-centeredness focuses them on how things affect them, not how they affect others. So they cannot analyze their own faults. Their romantic search for the ideal, leads them to be uncompromising,

disappointed, and self-protective. C's are easily hurt, suspicious, distant, and not joyful. They may have a persecution complex. They tend to daydream and harbor grudges, which can increase to unbearable proportions. C's may be the most likely Personality to create disharmony, and to blame, whine, and complain.

- **How does Personality C affect your leadership roles?**

Primarily passive, C's would rather be followers, not leaders. Still, they display helpful leadership qualities, such as their self-denial and service, uncompromising nature, and willingness to work behind the scenes. C's effectively analyze plans for their strengths and weaknesses. Unfortunately, this can make it appear that they are against projects. But an ability to judge well does not necessarily mean one is judgmental. C's are prone to be negative, in part because they truly can anticipate upcoming and approaching flaws in plans and actions. They battle disappointment over outcomes that do not match promises. C's know their limitations and rarely take on more than they should/could do.

- **How does Personality C affect your communication style?**

C's generally have opinions (and are often well-informed) about many topics and issues, but they generally withhold them from a conversation unless asked directly what they think. They are accurate and detailed, and tend to dislike exaggeration and ill-advised words. C's are often suspicious and depressing, which does not endear them to others in conversation. Others find it extremely easy to follow a C's directions because they are patient when communicating details. They do not communicate words they do not mean. What they say is what they mean. There are no hidden motives in their communication.

- **How does Personality C affect how you act when you are offended?**

C's are revengeful. In many ways, they live in the past and find it difficult to forget any kind of insult or offense. Their unforgiving spirit serves to compound the impact of the offense and push it into the future; reflecting on the hurt drives it deeper as the slow-burner on their emotions makes them prone to boil with resentment inside. They carry grudges and become bitter and prejudiced against people because of unforgiveness.

## PERSONALITY TYPE “S” (PHLEGMATIC)

Discipline?	Tends to have a lower level of risk taking Tends to have a lower level of self discipline
Relationships?	Tends to have fewer friends and deeper friendships Tends to need people
Leadership?	Tends to want an environment of freedom Tends to submit and be passive
Communication?	Tends to be less talkative Tends to be more people-oriented
Forgiveness?	More “past -to-present” oriented Tends to forgive offenses, release, move on

- **How does Personality S affect your will and your self-discipline?**  
Decision-making and self-discipline are problems for S's. They are often slow, sluggish, and easygoing. Because they don't like inconvenience, they are unwilling to exert themselves or be in a hurry. They do consider issues before acting, but still find it hard to overcome their inertia and tendency to procrastinate. Once S's get moving, they can lay out good plans, efficiently execute them, and prove themselves dependable in follow-through. More often, though, they are calm spectators who are not swayed by emotion. They take the easiest ways instead of being farsighted, and stagnate instead of persevere. S's can be so practical they compromise their standards when convenient.
- **How does Personality S affect how you relate to other people?**  
S's exercise a stabilizing influence in relationships, even in the midst of disturbing circumstances. They are evenly balanced, calm, and seldom stirred up. They are neither quick-tempered nor in a fuss about “stuff”. S's are good natured, easy to get along with, pleasant, cheerful, comfortable, and witty. But they can be apathetic, blasé, not cordial or demonstrative, to the point of being indifferent about others. S's often study people but have little interest in them, except when their opportunist tendencies see

something on which they can capitalize. Otherwise, they can be disinterested spectators who seem apathetic. Their presence has a softening, conciliating effect upon others, and their love of peace and harmony gives them a base for relating with many different kinds of people successfully, and even bringing a unifying presence to groups.

- **How does Personality S affect your leadership roles?**

S's generally won't take leadership upon themselves. They are, however, quite capable when called into a leadership role. S's value freedom, yet ironically they oppose change and can control situations by dragging their feet or even damaging a project when they don't really want to participate in it. When forced into the activities of others that turn out poorly, this fuels a deeper resistance to future activities. S's do not start projects. They are too much work for their laid-back disposition. S's are especially subject to compromising their ideals.

- **How does Personality S affect your communication style?**

S's rate very different evaluations on their communication style. On the one hand, they are said to sometimes have an easygoing manner that makes it easy for them to listen to others, and that they can be quite counselor-orientated. On the other hand, they have been noticed for their hesitation to become involved with others. They communicate in a calm and peaceful tone and do not generate lots of excitement for those listening. They bring harmony through their words and tend to use words that are not strongly positive or negative. They rarely communicate their disapproval of others. Even when they do, it may be difficult to detect.

- **How does Personality S affect how you act when you are offended?**

S's wave off offenses as irrelevant, and do not take offense as easily as other personalities. They live more in the present, not the past, and do not carry grudges when they have felt offended. They are peace loving, have a high boiling point, and seldom explode in anger. However, when they do explode it is in a cold and vengeful manner.