

Discover Your Personality

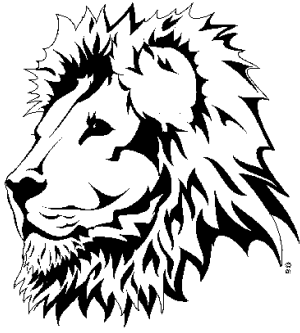
Here is a small test to take to find out what your personality is . . . From: www.new-life.net/persnty1.htm

Instructions: In each box chose the words that best describe your personality. Double the number of words you chose and record that number on the blank for each animal.

TIPS:

- Do not pick what you want to be. Pick things that best describe you.
- Do not over think it. Move rather quickly. Don't ask for explanations.
- Think primarily about you in your ministry context. Some traits we display at work more than at home and vice-versa.
- Do not pre-conceive any ideas about which one you are. Take it openly.
- There is no formula for correct or incorrect. Some will score heavily in one area. Some will have two that are quite equal. There is no correct pattern, except the truthful one.

Lion		Beaver	
Likes authority	Takes charge	Enjoys instructions	Accurate
Confident	Determined	Consistent	Controlled
Firm	Enterprising	Reserved	Predictable
Enjoys challenges	Competitive	Practical	Orderly
Problem solver	Productive	Factual	Conscientious
Bold	Purposeful	Perfectionist	Discerning
Goal driven	Adventurous	Detailed	Analytical
Strong willed	Independent	Inquisitive	Precise
Self reliant	Controlling	Persistent	Scheduled
Persistent	Action oriented	Sensitive	Deliberate
Double the number chosen: _____		Double the number chosen: _____	
Otter		Golden Retriever	
Enthusiastic	Takes Risks	Sensitive feelings	Loyal
Visionary	Motivator	Calm	Even keeled
Energetic	Very verbal	Non-demanding	Gives in
Promoter	Friendly	Avoids confrontations	Indecisive
Mixes easily	Enjoys popularity	Enjoys routine	Dislikes change
Fun-loving	Likes variety	Warm and relational	Dry humor
Spontaneous	Enjoys change	Adaptable	Sympathetic
Creative-new ideas	Group oriented	Thoughtful	Nurturing
Optimistic	Initiator	Patient	Tolerant
Infectious laughter	Inspirational	Good listener	Peace maker
Double the number chosen: _____		Double the number chosen: _____	



LION

This personality likes to lead. He/she is a powerful leader who loves to be in the driver's seat. The lion is a good decision maker and is very goal-oriented. He/she enjoys challenges, difficult assignments, and the opportunity for advancement. Lions are problem-solvers. They are rarely conversational.

Their Strengths: goal-oriented, strong, direct, produce results, confident, challenge others

Their Environment: lots of projects, awards on the wall, large calendar, office furniture arranged in a formal way

They Gain Security by: control

Their Pace: fast and decisive

Their Needs: a climate that responds, wants others to be efficient and to the point

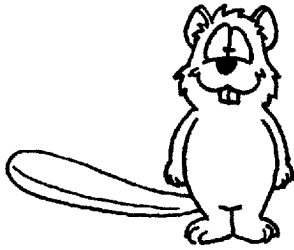
They're Irritated by: wasted time, being unprepared, arguing, blocking results

For Growth They Need to: appear less critical, respect people's personal worth, develop tolerance for conflict, pace themselves. Avoid killing morale by being too heavy handed. Be softer and include others in making decisions. Recognize that directness can hurt others. Learn to express grace.

In Dealing With Them: Avoid attacking his/her character, telling them what to do, presenting win-lose scenarios. Provide them with options, the freedom to act. Be efficient and competent. If you disagree – argue facts, not personal feelings. Be precise, time-disciplined, and well organized. Do not waste their time. They don't need a lot of information in order to make a decision.

Examples: The Apostle Paul, Lucy (Charlie Brown), Donald Trump.

For Youth / Young Adult Ministry: Comfortable with being in front of the group. Great at providing direction, casting vision, and drives the ministry. Does not get bogged down by decisions. Kids like a sense of purpose and direction. Lead kids into challenges. Parents have confidence in a ministry led with vision and purpose.



Beaver

Beavers are very organized. They think that there is a right way to do everything and they want to do it exactly that way. They are perfectionists. Beavers keep all the T's crossed and the I's dotted. They desire to solve everything and take their time to do it right. Beavers do not like sudden changes and often need reassurance.

Their Strengths: Hard-working, detailed, accurate, focused on quality. Have high-standards.

Their Environment: structured and organized, charts and graphs, functional decor, formal seating arrangement

They Gain Security by: preparation

Their Pace: slow and systematic

Their Needs: a climate that describes and focuses on accuracy and preciseness

They're Irritated by: people who do not know what they are talking about, lack of attention to detail, surprises, unpredictability

For Growth They Need to: make faster decisions, tolerate conflict, learn to compromise, adjust to change and disorganization. See the optimistic side of things. Learn to relax and don't expect others to do things just like you.

In Dealing With Them: Avoid criticizing, blunt personal questions, incomplete or inaccurate recommendations. Provide them with evidence that what you say is true and accurate. Give frequent progress reports and reviews. Avoid gimmicks and don't rush decision making.

Examples: Moses, Martha, Eeyore, Linus.

Youth / Young Adult Ministry: Never sloppy in organization. Kids and parents know events will run smoothly and efficiently. Keep people informed and stick to budgets diligently. Their stability and faithfulness is comforting and inspiring to participants.



Otters are very social creatures. They are the life of the party. This personality loves people. They enjoy being popular and influencing and motivating others. Otters are sometimes hurt when others do not like them. They love to goof-off and are notorious for having messy rooms. Otters like to hurry to finish jobs. They are always ready to have fun and create a fun environment for others. They are energized by being around a lot of people.

Their Strengths: Ability to rally troops to achieve goals or desired outcome. Open and positive attitude.

Their Environment: cluttered, awards and slogans on the wall, personal pictures, friendly

They Gain Security by: flexibility

Their Pace: fast and spontaneous

Their Needs: a climate that collaborates

They're Irritated by: too many facts, too much logic, boring tasks, same old approach, routine, being alone, people who are ignoring their opinions

For Growth They Need to: respect priorities, more logical approach, follow through, get better organized, remember commitments, concentrate on the task at hand. Think before they speak and consider consequences before acting or making a decision.

In Dealing With Them: Avoid negativism, rejection, arguing. Be interested in them. Support their dreams, feelings, and opinions. Do not hurry the discussion – give them a chance to talk. Don't deal with details. Put everything to them in writing. Everyone likes to spend time with Otters, except Beavers.

Examples: Peter, Tigger, Snoopy

Youth / Young Adult Ministry: Make sure every kid in the ministry feels good. Creates a positive atmosphere that attracts youth and is comfortable. Fill youth with energy and life. Participants feel good about the group and their involvement in it.



Golden Retriever

GOLDEN RETRIEVER: Golden Retrievers are great at making friends. They are very loyal. This personality type does not like big changes. They look for security and can be very sensitive. Retrievers are very caring and have deep relationships. A Golden wants to be loved by everyone. He looks for appreciation and works best in a limited situation with a steady work pattern. They are known as peaceful leaders. The love to care for others and be cared for.

Their Strengths: Accommodating, calm, affirming. Possess a great amount of compassion. Listening.

Their Environment: family pictures, slogans on the wall, personal items, relaxed friendly decorations

They Gain Security by: close relationships

Their Pace: slow and easy

Their Needs: a climate that processes

They're Irritated by: pushy and aggressive behavior, insincerity, being put on the spot, disrupting the status quo

For Growth They Need to: take risks, delegate to others, confront, develop confidence in others, learn to change and adapt. Work on internal motivation as they are hard to motivate and frustrate the other personality types. Practice saying no. Making firm decisions.

In Dealing With Them: Avoid conflict, sudden unplanned risky changes, overloading or confusing concepts. Give them assurances, reliability, and assistance in presenting to others. Be non-threatening and sincere. Show interest in their feelings. Don't push. Assure them you will stand behind their decision.

Examples: Abraham, Mary, Pooh, Charlie Brown.

Youth / Young Adult Ministry: Great are there for those they serve. This is especially important during adolescence. Offer time and much needed listening. Concerned personal needs of participants are met. Youth / YA feel they have a friend and a sense of connectedness.