

# *Reformed University Fellowship*

## Summer Conference

### *Personality Seminar*

- I. Understanding Personality.
  - A. Personality profile workshop.
    - 1. Instructions.
    - 2. Complete the profiles.
  - B. Human characteristics contrasted.
    - 1. Personality: a configuration of habits that uniquely identifies a person.
    - 2. Temperament: inborn predisposition to certain habits.
    - 3. Talent: inborn predisposition to a certain ability.
    - 4. Skill: ability brought to maturity by practice.
    - 5. Experience: situations that have enabled practice of skills.
    - 6. Character: adherence to moral standards.
  - C. Biblical critique of Jung/Myers-Briggs personality theory.
    - 1. Unbelievers can discover truth because of common grace.
    - 2. Unbelievers do not see the same things believers do.
    - 3. Conclusion: unbelievers are an important source of truth, but it must always be evaluated by the scripture.
    - 4. Even when unbelievers accurately understand truth, they are unreliable as interpreters.
    - 5. I find the Myers-Briggs theory an accurate description of human personality.
    - 6. It only partly explains how to live more godly.
  - D. The Myers-Briggs Theory.
    - 1. Source of energy.
      - a. Extroverts: people.
      - b. Introverts: solitude.
    - 2. Focus of attention.
      - a. Senses: material world.
      - b. Intuition: ideas.
    - 3. Manner of thought.
      - a. Thinking: merits of the facts.
      - b. Feeling: views of others.
    - 4. Decisiveness.
      - a. Judging: push toward a decision.
      - b. Perceiving: relish the possibilities.
  - E. Temperament.
    - 1. Four classical types.
      - a. Sanguine/Artisan.
      - b. Melancholic/Guardian.
      - c. Choleric/Idealist.
      - d. Phlegmatic/Rationalist.
    - 2. Thus we are denying the uniformitarian or blank slate views of Freud, Maslow, Sullivan, Adler, etc.

<b>Temperaments:</b>	<b>SP – Artisan</b>	<b>SJ – Guardian</b>	<b>NF – Idealist</b>	<b>NT – Rationalist</b>
<i>Life goal</i>	Impact	Belonging	Romance	Achievement
<i>Motivation to act</i>	Impulse	Authority	Intuition	Reason
<i>Emotional state</i>	Excited	Concerned	Enthusiastic	Calm
<i>Preoccupation</i>	Technique	Morality	Morale	How things work
<i>Immediate quest</i>	Stimulation	Security	Personal identity	Knowledge
<i>Secret ambition</i>	Virtuoso	Executive	Sage	Wizard

F. Sanguine/Artisan.

1. His life goal, his long-term pursuit: impact – make a splash, command attention.
2. What motivates him: his impulses, immediate interests – he is spontaneous, impetuous.
3. His favorite emotional state: being excited – charged up by an outside excitement.
4. What he is prone to work hard at: perfecting his technique.
5. What he is seeking at any given time: stimulation – excitement, action.
6. What he secretly dreams of becoming: the virtuoso – the world’s best in performance.

G. Melancholic/Guardian.

1. His life goal, his long-term pursuit: belong to social units – family, church, club.
2. What motivates him: authority – he is obedient.
3. His favorite emotional state: being concerned – charged up when others deviate from social units or morals.
4. What he is prone to work hard at: improving the morals of himself and others.
5. What he is seeking at any given time: security – steady relationships, job, lifestyle.
6. What he secretly dreams of becoming: the executive – top authority, and able to improve the morals of everyone else.

H. Choleric/Idealist.

1. His life goal, his long-term pursuit: live romantically.
2. What motivates him: his intuition, gut feeling – he is intuitive.
3. His favorite emotional state: being enthusiastic – charged up by internal ideas.
4. What he is prone to work hard at: improving the morale of his group.
5. What he is seeking at any given time: personal identity – he never feels he knows himself.
6. What he secretly dreams of becoming: the sage – the one people seek for understanding themselves.

I. Phlegmatic/Rationalist.

1. His life goal, his long-term pursuit: achievement – accomplish specific goals.
2. What motivates him: his reason – he is analytical.
3. His favorite emotional state: being calm – dislikes being charged up.
4. What he is prone to work hard at: figuring out how things work.
5. What he is seeking at any given time: knowledge – he never knows enough.
6. What he secretly dreams of becoming: the wizard – the one people see for understanding the world.

## II. Putting Personality to Work.

### A. Perception workshop.

1. Divide into groups of four or five.
2. Choose one person, and the rest guess his temperament.
3. Choose another person, etc.
4. Plenary debriefing.

### B. Teamwork workshop.

1. Return to small groups.
2. Choose one person and discuss his profile.
3. Does the profile match your image of him? Why or why not? Name specific situations where he behaved like or unlike his profile.
4. What motivates him? Where have you seen this? Name a specific situation.
5. What are the strengths of this personality? How will that affect our group?
6. Have you seen these strengths in this person? Why or why not?
7. What are the weaknesses of this personality? How will that affect our group?
8. Have you seen these weaknesses in this person? Why or why not?
9. How are other personalities likely to become irritated with him? Think about his life goal, motivation, preferred emotional state, preoccupation, and immediate quest.
10. Single out another person and discuss how their personalities might interact.
11. What can this person do to integrate better into the team?
12. What can the rest of you do to help him fit better on the team?
13. Return to question 2.
14. Plenary debriefing.

### C. Getting along with people.

1. Distinguish between moral failing and differences in orientation and ability.
  - a. Refrain from condemning others who are different.
  - b. Learn to bear patiently with those who do not have your own strengths.
2. Don't make personality an excuse for irresponsible behavior on your part.
3. Collaborate with others who complement your own strengths and weaknesses.
  - a. Enlist others to assist you in your areas of weakness.
  - b. Willingly help others who are weak in your areas of strength.
4. Appreciate differences.

D. Leading and following.

<b>Temperaments:</b>	<b>SP – Artisan</b>	<b>SJ – Guardian</b>	<b>NF – Idealist</b>	<b>NT – Rationalist</b>
<i>Strength</i>	Tactics	Logistics	Diplomacy	Strategy
<i>Weakness</i>	Diplomacy	Strategy	Tactics	Logistics

1. Artisans.
  - a. Best at responding to the immediate situation.
  - b. Worst at solving interpersonal problems diplomatically.
2. Guardians.
  - a. Best at getting people and things where they need to be, on time.
  - b. Worst at devising a comprehensive long-range plan.
3. Idealists.
  - a. Best at solving interpersonal problems diplomatically.
  - b. Worst at responding to the immediate situation.
4. Rationalists.
  - a. Best at devising a comprehensive long-range plan.
  - b. Worst at getting people and things where they need to be, on time.

E. Mating.

1. SP – Artisan: Playmate.
  - a. Fun.
  - b. Irresponsible.
2. SJ – Guardian: Helpmate.
  - a. Responsible.
  - b. Dull.
3. NF – Idealist: Soulmate.
  - a. Deep, meaningful.
  - b. Introspective, moody.
4. NT – Rational: Mindmate.
  - a. Interesting.
  - b. Distracted.

F. Parenting.

1. SP – Artisan: Liberator.
  - a. Goal: let the little tykes enjoy life.
  - b. Tendency: permissive, indulgent.
2. SJ – Guardian: Socializer.
  - a. Goal: shape the little brutes into civilized human beings.
  - b. Tendency: controlling.
3. NF – Idealist: Harmonizer.
  - a. Goal: form close bonds with the little cherubs.
  - b. Tendency: smothering, over-involved.
4. NT – Rational: Individuator.
  - a. Goal: let each child develop his own individual interests and abilities.
  - b. Tendency: neglectful, under-involved.