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Pastor-Teacher | Chris Regas

## The Power to Accept and Affirm

Basic Principles for Accepting the Four Basic Personality Types

Lesson 2

### Each of Us Is Strangely Unique!

- What makes us “strange” to others is our God-given **UNIQUE SHAPE**.

Every Believer Has a God-given Unique S.H.A.P.E.

**S = SPIRITUAL** Gifts

**H = HEART** Desires

**A = ABILITIES**/Natural Talents

**P = PERSONALITY** Type

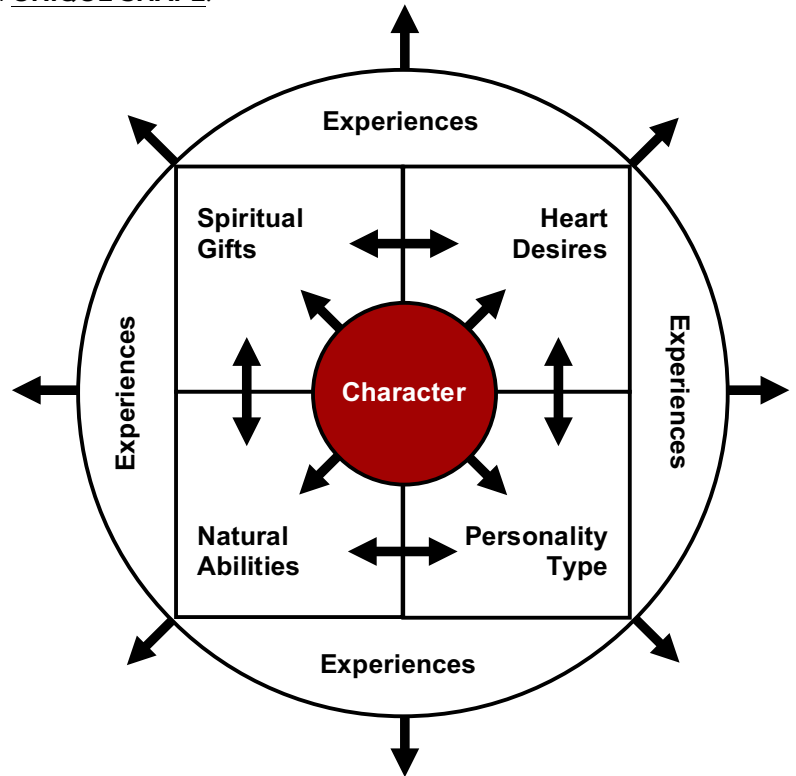
**E = EXPERIENCES** in Life

*Relational, educational, vocational, spiritual, and painful!*

Every Believer Needs Their Unique S.H.A.P.E. to Be S.H.A.P.E.D.!

**D = DISCIPLESHIP** in Christlikeness!

[SEE S.H.A.P.E.D. Handout]



- What are the four basic personality types?

*The **POWERFUL** Choleric, The **PERFECT** Melancholy, The **POPULAR** Sanguine, The **PEACEFUL** Phlegmatic*

Four Basic Personality Types Comparison Chart				
Personality Puzzle <i>Francis Littauer</i>	Popular Sanguine	Powerful Choleric	Perfect Melancholy	Peaceful Phlegmatic
<i>Larry Crabb</i>	Emotional	Volitional	Rational	Personal
<i>Gary Smalley &amp; John Trent</i>	Otter	Lion	Beaver	Golden Retriever
<i>DISC Personal Profile System</i>	Influencing	Dominance	Cautious	Steadiness
<i>Alessandra &amp; Cathcart</i>	Socializer	Director	Thinker	Relater
<i>Merrill-Reid Social Styles</i>	Expressive	Driving	Analytical	Amiable
<i>Myers-Briggs Kiersey-Bates</i>	Extroverted Sensers ESTJ, ESTP, ESFJ, ESFP	Extroverted iNtuitives ENTJ, ENTP, ENFJ, ENFP	Introverted iNtuitives INTJ, INTP, INFJ, INFP	Introverted Sensers ISTJ, ISTP, ISFJ, ISFP

### Did You Take the Personality Profile?

[SEE Myers-Briggs/Kiersey-Bates Handouts]

## Further Insights into Personality Blends

[SEE 12 Personality Blends Handout]

1. Who Are the Most Task-Orientated? The **CHOLERIC** and **MELANCHOLY**.  
**Choleric** ↔ **Melancholy** is a *complimentary blend* that is task-orientated.  
**Choleric** ↔ **Sanguine** is a *natural blend* that yields high influence and optimism that is **ENERGIZED** by people.
2. Who Are the Most Relational Orientated? The **PHLEGMATIC** and **SANGUINE**.  
**Sanguine** ↔ **Phlegmatic** is a *complimentary blend* that is relationship-orientated.  
**Melancholy** ↔ **Phlegmatic** is a *natural blend* that yields high analysis and negativism that is **DRAINED** by people.
3. Who Often Tends to Be the Most Headstrong? Goal-oriented **CHOLERIC**s, detail-oriented **MELANCHOLIES** and quiet-willed **PHLEGMATIC**s.
4. Who Often Tends to Be the Most Loyal? **PHLEGMATIC**s (and **MELANCHOLIES**)
5. Who Often Tends to Be the Most Gifted? **MELANCHOLIES**
6. Who Often Tends to Be the Most Loved? **SANGUINE**s
7. Who Often Tends to Be the Most Influential? **CHOLERIC**s

*Remember: Apart from Christlike humility and servanthood none of this will mean anything in the coming kingdom!*

## How to Affirm and Not Abuse One Another's Uniqueness

1. How not to abuse insight into **others**: **SHOW love** in **truth** to others!
    - ▶ Don't **ANALYZE** a person's personality type unless you intend to use your insight to better relate to the person.
    - ▶ Don't **LIMIT** the individuals potential due to their personality type.
    - ▶ Don't **TELL** a person what you think their personality type is unless they ask you.
    - ▶ Use insight **GENTLY**, **GENERALLY**, and **CONSTRUCTIVELY**!
    - ▶ Remember there is *no substitute* for getting to know someone **PERSONALLY**.
  2. How not to abuse insight into **ourselves**: **SPEAK truth** in **love** to yourself!
    - ▶ Don't use your personality type as an **EXCUSE** for your attitudes and actions toward others.
    - ▶ Allow the Holy Spirit to **TRANSFORM** your personality type with the fruit of the Spirit.

<b>Spirit Fruit Need</b>	<b>Relational Need</b>
Cholerics: Cultivate <b>GENTLENESS &amp; PEACE!</b>	<i>Tone down and face up!</i>
Melancholies: Cultivate <b>JOY &amp; LONGSUFFERING!</b>	<i>Cheer up and lighten up!</i>
Sanguines: Cultivate <b>SELF-CONTROL &amp; FAITHFULNESS!</b>	<i>Get organized and get serious!</i>
Phlegmatics: Cultivate <b>GOODNESS</b> and <b>KINDNESS!</b>	<i>Get motivated and start moving!</i>
All Four Types: Cultivate <b>LOVE!</b>	<i>Everyone become more like Christ!</i>
- ▶ **MAXIMIZE** your strengths by surrendering them to serve others and **MINIMIZE** your weakness by letting the risen Lord transform them by His Sure Word in the power of His Holy Spirit for gospel-generated godliness!

## How to Accept One Another's Uniqueness

### 1. Simple truths for accepting ourselves and others in our strange uniqueness:

- #1 God **MADE** each of us strangely unique in His image.
- #2 Christ **DIED** to redeem our strange uniqueness in His image for His kingdom purposes.
- #3 Christ **MEETS** each of us in our strange uniqueness to conform us to His holy image.
- #4 Christ **USES** our Christlike, unique shape to showcase the diversity of His grace in using all of us for His glory.

### 2. Why is accepting and affirming different personality types so important?

- It will help you **RESPOND** in love to others rather than **react** to their strange uniqueness.
  - To specific people
  - To certain situations
  - To your own self
- It will enable you to **RELATE** to those around you and **not reject** them for their strange uniqueness.
  - Those you **love** especially in marriage!
  - Those you **raise** as parents!
  - Those you **serve** with in ministry!
  - Those you **follow** in ministry or on the job!
  - Those you **lead** in ministry or on the job!
  - Those you **win & build** for the risen Lord and His coming Kingdom!
- It will **RESULT** in growing in your own maturity and Christlikeness as...
  - You develop an **AWARENESS** of different personality types.
  - You develop an **ACCEPTANCE** of different personality types.
  - You develop an **APPRECIATION** for different personality types.
  - You develop an **APPROACH** for influencing, relating to, and working with different personality types.

## Takeaways for All Personality Types

- **PRAISE** God for how He uniquely **made** you in His image and will uniquely **recreate** His image in you through the gospel.
- **PRAY** for the risen Lord to **meet** you in your uniqueness in order to **conform** you to His likeness.
- **PURSUE** the risen Lord to **so** your uniqueness is **transformed** into greater holiness and happiness.

***Mary as a Popular Sanguine** has a close encounter of the real kind with the living Lord, while emotionally grieving the loss of relationship in a cemetery garden near an empty tomb!*

***The Emmaus Disciples as Perfect Melancholies** have a close encounter of the real kind with the living Lord, while walking away from Jerusalem with profound confusion and deep discouragement at how things didn't work our right.*

***Thomas as a Peaceful Phlegmatic** has a close encounter of the real kind with the living Lord, after willfully choosing to not hang out with the other disciples and refusing to budge until his demands are met*

***Peter as a Powerful Choleric** has a close encounter of the real kind with the living Lord, when he determines to go back to living life his way and on his terms after his leadership failure with the Lord.*