

# Leading Different Personalities

## How to Connect with the People Who Follow You

*“Conduct yourself with wisdom toward outsiders, making the most of the opportunity. Let your speech always be with grace, seasoned as it were with salt, so that you may know how you should respond to each person.” (Colossians 4:5-6)*

### BIBLICAL BASIS

## The Foundation for This Lesson

As leaders mature, they better understand the differences in people. They recognize that those who follow them are motivated by different causes; they respond to different ideas; and they get excited for different reasons. Every leader must learn these basic personality differences that exist within their organization:

1. People should be \_\_\_\_\_. (This is the beauty of the Body of Christ.)
2. There is \_\_\_\_\_ in their differences. (Their differences balance weaknesses you have.)
3. Their personalities won't \_\_\_\_\_. (Personalities don't fundamentally change.)

When the leader fails to understand and relate to the different personalities within the organization, problems result.

## Goals for This Lesson

1. Develop an awareness of the different personalities.
2. Develop an appreciation for the different personalities.
3. Develop an effective plan to work with different personalities.
4. Develop a team with a variety of personalities who share a common vision and values.

Good leaders recognize the influence, the personalities and the spiritual gifts of their people. They READ people, and then they LEAD people.

## Four Basic Personality Types and How to Spot Them

1. The popular \_\_\_\_\_
  - a. They want everything to be fun and are energized by people.
  - b. Their work space is a bit messy with clutter and collections.
  - c. They often crave people, activity and conversation.
  - d. They can be self-centered.
  - e. Their motto is, “Look at Me!”
2. The perfect \_\_\_\_\_
  - a. They think anything worth doing is worth doing right.
  - b. Their work space is tidy – everything is in its place.
  - c. They are detailed and are energized by thinking.

- d. They often are a bit moody. They can be artistic.  
e. Their motto is, "Please understand me."
3. The powerful \_\_\_\_\_
- They want to be in charge; they are strong and are energized by setting goals.
  - Their work space reflects more function than form.
  - They want results and want it done their way.
  - They can be demanding and impatient.
  - Their motto is, "Do it my way, now!"
4. The peaceful \_\_\_\_\_
- They are easy going, peaceful, happy and relaxed.
  - Their work space is informal and simple.
  - They would rather not be involved if it causes conflict.
  - They may miss deadlines and fail to reach goals because they are in no hurry.
  - Their motto is, "What difference will it make?"

### The Most Effective Way to Connect with These Personality Types

The Sanguine: Give them \_\_\_\_\_ and \_\_\_\_\_.

The Melancholy: Recognize their emotional need for \_\_\_\_\_ and \_\_\_\_\_.

The Choleric: Communicate you \_\_\_\_\_ and their \_\_\_\_\_.

The Phlegmatic: Learn to \_\_\_\_\_ them.

KEY  
POINTS

### Questions and Answers about Personality Types

- Which ones are the most natural leaders? Answer: Choleric and Melancholy
- Which ones are the most natural followers? Answer: Phlegmatic and Sanguine
- Which ones cause the most problems? Answer: Melancholy and Choleric
- Which one is the most loyal, naturally? Answer: Phlegmatic
- Which one is the most naturally gifted? Answer: Melancholy
- Which one is the most loved naturally? Answer: Sanguine
- Which one influences most naturally? Answer: Choleric
- Do some have a mix of personality types? Answer: Yes. Most people do have a mix.

### The Same Basic Idea but with Various Names

There are several people who have created their own unique descriptions of these four basic personality types. We've listed a few of them below.

<b>Personality Puzzle</b>	Sanguine	Choleric	Melancholy	Phlegmatic
<b>Personal Profiles</b>	Influencing	Dominance	Cautious	Steadiness
<b>Smalley and Trent</b>	Otter	Lion	Beaver	Golden Retriever
<b>Larry Crabb</b>	Emotional	Volitional	Rational	Personal
<b>Alessandra &amp; Cathcart</b>	Socializer	Director	Thinker	Relater
<b>Merrill-Ried Styles</b>	Expressive	Driving	Analytical	Amiable



### How to Effectively Lead Different Personalities

1. Know your \_\_\_\_\_ personality.  
*You must understand and lead yourself before you lead anyone else.*
2. Recognize the personality of your \_\_\_\_\_.  
*Each church and organization possesses its own personality and strengths.*
3. Learn the different personalities of your \_\_\_\_\_.  
*Good leaders identify the style of their staff, volunteers and board members.*
4. Fill team positions by \_\_\_\_\_.  
*Certain positions require various strengths; match a person's strengths with a task.*
5. Place the team members closest to you according to your \_\_\_\_\_.  
*Manage your weaknesses by placing team members with strengths where you are weak.*
6. \_\_\_\_\_ your team members according to their personality.  
*The three primary motivators: achieving a goal; being together; influencing a team.*
7. Be careful not to \_\_\_\_\_ people.  
*The successful leader will know what personality will be displayed in a certain situation.*
8. Teach your \_\_\_\_\_ about the different personalities.  
*Your team members should also recognize personality strengths as they form their teams.*
9. Form ministry teams with complementary \_\_\_\_\_ and personalities.  
*When you form teams to perform a task, be sure you have various strengths on that team.*
10. Lead others from their \_\_\_\_\_ style.  
*The Law of Connection: Leaders touch a heart before they ask for a hand.*

### A Summary Chart

Remember that most people are a combination of the four personality types. We usually have a primary and secondary type within our personalities.

	<b>Choleric</b>	<b>Sanguine</b>	<b>Phlegmatic</b>	<b>Melancholy</b>
<b>Description</b>	People mover	Recognition seeker	Cooperative group	Reserved perfectionist
<b>Work Traits</b>	Goal oriented Acts quickly	People oriented Energetic; inspiring	Team oriented Steady worker	Numbers oriented Plans, organizes
<b>Basic Style</b>	Directing	Interacting	Stabilizing	Cautious
<b>Under Pressure</b>	Bossy Impatient	Emotional Optimistic	Slows down Sulky	Overly critical Strict

	<u>Choleric</u>	<u>Sanguine</u>	<u>Phlegmatic</u>	<u>Melancholy</u>
<b>Conflict Response</b>	Attacks	Tries to sell, then backs off	Bends to authority	Withdraws to prepare
<b>Favorite Biblical Word</b>	Fruitful	Joy	Peace	Truth
<b>Strongly Resists</b>	Personal criticism	Personal rejection	Sudden, vague changes	Criticism of work and ideas
<b>Ideas</b>	Generates ideas	Talks about ideas	Does the work	Makes sure the work is done right
<b>Change</b>	Creates the change	Likes to change the change	Slow to change	Must justify
<b>Basic Fear</b>	Being taken advantage of	Social disapproval	Loss of security	Imperfection/disorganization

KEY  
POINTS

**ASSESSMENT:** *What is your personality? What are the personalities of your team?*

**APPLICATION:** *List one action you can take to connect with each member of your team.*

ACTION PLAN