Leading Others Module 3 • Leading Different Personalities (Pages 51-76)

Character: Charity (52-55)

Charity means evaluating people from a humble posture, giving people the benefit of the doubt, recognizing that we don't know everything there is to know about a person, and remembering that we aren't perfect ourselves.

Charity requires humility and self awareness to see things from someone else's perspective and give grace when people act and think differently than we do.

Read 1 Corinthians 12:20-27. How do you feel when you believe your unique contribution is not needed by a group or team? According to Paul, what actions or attitudes do followers of Christ need to show one another? How often do you show these actions or attitudes to people whose personalities are different from yours?

Competency: Leading Different Personalities
Pre Assessment (56)

Rate yourself in the following proficiencies.
10 being an expert, 1 being totally unfamiliar

- See and value the unique, God-given style of each person on the team _____
- Utilize an understanding of the DISC personality profile to form those you lead into a strong team or group that respects one another _____
- Communicate and connect relationally with individuals based on their primary personality style _____
- Recruit a team of people that are highly diverse in personalities _____
- Assign tasks that align with individuals' personality strengths _____

Totally Unique but a Lot Alike (58-59)

God made each of us unique! We each have our own strengths, style, way we see the world, and principles that are important to us. How would you describe your personality in five words? How can you tell if a conflict is rooted in a personality style, or something else?

Personality Types (60-65)

Although there are many different personality tests available, for the sake of simplicity we are going to use the DISC model. If you want to take the DISC test and a spiritual gifts test, go to https://www.arcchurches.com/disc/.

- D- Dominant people contribute drive. They press hard to achieve results.
- I- Influential people contribute influence. They inspire others to join what they are doing.
- S- Steady people contribute support. They provide a consistent, calming presence.
- C- Conscientious people contribute clarity. They use accurate knowledge to do things the right way.
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What is your DISC personality? How do you know the personality of someone on your team?

Common Mistakes (66-71)

- **Recruiting people just like yourself.** A team composed of people just like you feels safe and strong, but it limits your perspective. If you recruited a team of people just like yourself, where would you excel? How would it fail?
- **Not maximizing the strengths of different personality types.** Everyone enjoys doing things they're good at! How can you help the people on your team serve where they are passionate? Does your team have a 'have to' or a 'get to' attitude?
- **Pigeonholing people by their personality type.** Don't let a personality type get in the way of knowing someone personally! Have you ever judged someone based on their personality before you got to know them?

Be sure to read 'Leading Others' chapter 3 for completion of the module.