

BREAKOUT MATERIAL – LORI LORIG

Uniquely Different: Building Diverse Teams for God's Glory

1 Peter 2:1-3 (NIV)

¹ Therefore, rid yourselves of all malice and all deceit, hypocrisy, envy, and slander of every kind. ² Like newborn babies, crave pure spiritual milk, so that by it you may grow up in your salvation, ³ now that you have tasted that the Lord is good.

1 Peter 4:1-11 Living for God

¹ Therefore, since Christ suffered in his body, arm yourselves also with the same attitude, because whoever suffers in the body is done with sin. ² As a result, they do not live the rest of their earthly lives for evil human desires, but rather for the will of God. ³ For you have spent enough time in the past doing what pagans choose to do—living in debauchery, lust, drunkenness, orgies, carousing and detestable idolatry. ⁴ They are surprised that you do not join them in their reckless, wild living, and they heap abuse on you. ⁵ But they will have to give account to him who is ready to judge the living and the dead. ⁶ For this is the reason the gospel was preached even to those who are now dead, so that they might be judged according to human standards in regard to the body, but live according to God in regard to the spirit.

⁷ The end of all things is near. Therefore be alert and of sober mind so that you may pray. ⁸ Above all, love each other deeply, because love covers over a multitude of sins. ⁹ Offer hospitality to one another without grumbling. ¹⁰ Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. ¹¹ If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen.

1 Corinthians 12-13

1 Corinthians 12:27

Now you are the body of Christ, and each one of you is a part of it.

Revelations 7:9-10

James 2:1-4

Romans 12:3-5

Personality Assessment by Gary Smalley

In the space provided, identify the degree in which the following characteristics or behaviors most accurately describe you at home or in relationships with others.

0 = not at all, 1 = somewhat, 2 = mostly, 3 = very much

COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4
<input type="checkbox"/> Likes control	<input type="checkbox"/> Enthusiastic	<input type="checkbox"/> Sensitive	<input type="checkbox"/> Consistent
<input type="checkbox"/> Confident	<input type="checkbox"/> Visionary	<input type="checkbox"/> Calm	<input type="checkbox"/> Reserved
<input type="checkbox"/> Firm	<input type="checkbox"/> Energetic	<input type="checkbox"/> Non-demanding	<input type="checkbox"/> Practical
<input type="checkbox"/> Likes challenges	<input type="checkbox"/> Promoter	<input type="checkbox"/> Enjoys routine	<input type="checkbox"/> Factual
<input type="checkbox"/> Problem Solver	<input type="checkbox"/> Mixes easily	<input type="checkbox"/> Relational	<input type="checkbox"/> Perfectionistic
<input type="checkbox"/> Bold	<input type="checkbox"/> Fun loving	<input type="checkbox"/> Adaptable	<input type="checkbox"/> Detailed
<input type="checkbox"/> Goal driven	<input type="checkbox"/> Spontaneous	<input type="checkbox"/> Thoughtful	<input type="checkbox"/> Inquisitive
<input type="checkbox"/> Strong willed	<input type="checkbox"/> Likes new ideas	<input type="checkbox"/> Patient	<input type="checkbox"/> Persistent
<input type="checkbox"/> Self-reliant	<input type="checkbox"/> Optimistic	<input type="checkbox"/> Good listener	<input type="checkbox"/> Sensitive
<input type="checkbox"/> Persistent	<input type="checkbox"/> Takes risks	<input type="checkbox"/> Loyal	<input type="checkbox"/> Accurate
<input type="checkbox"/> Takes charge	<input type="checkbox"/> Motivator	<input type="checkbox"/> Even-keeled	<input type="checkbox"/> Controlled
<input type="checkbox"/> Determined	<input type="checkbox"/> Very verbal	<input type="checkbox"/> Gives in	<input type="checkbox"/> Predictable
<input type="checkbox"/> Enterprising	<input type="checkbox"/> Friendly	<input type="checkbox"/> Indecisive	<input type="checkbox"/> Orderly
<input type="checkbox"/> Competitive	<input type="checkbox"/> Popular	<input type="checkbox"/> Dislikes change	<input type="checkbox"/> Conscientious
<input type="checkbox"/> Productive	<input type="checkbox"/> Enjoys variety	<input type="checkbox"/> Dry humor	<input type="checkbox"/> Discerning
<input type="checkbox"/> Purposeful	<input type="checkbox"/> Group oriented	<input type="checkbox"/> Sympathetic	<input type="checkbox"/> Analytical
<input type="checkbox"/> Adventurous	<input type="checkbox"/> Initiator	<input type="checkbox"/> Nurturing	<input type="checkbox"/> Precise
<input type="checkbox"/> Independent	<input type="checkbox"/> Inspirational	<input type="checkbox"/> Tolerant	<input type="checkbox"/> Scheduled
<input type="checkbox"/> Action oriented	<input type="checkbox"/> Likes change	<input type="checkbox"/> Peace maker	<input type="checkbox"/> Deliberate
<input type="checkbox"/> TOTAL SCORE	<input type="checkbox"/> TOTAL SCORE	<input type="checkbox"/> TOTAL SCORE	<input type="checkbox"/> TOTAL SCORE

Your high score represents your personality strength.

Column 1 = Lion

Column 2 = Otter

Column 3 = Gold Retriever

Column 4 = Beaver

The Smalley Institute: Personality Interpretations

	The Lion	The Otter	The Golden Retriever	The Beaver
Relational Strengths:	Takes charge. Problem solver. Competitive. Enjoys change. Confrontational.	Optimistic. Energetic. Motivator. Future Oriented.	Warm & relational. Loyal. Enjoys routine. Peace-maker. Sensitive to feelings.	Accurate & precise. Quality control. Discerning. Analytical.
Strengths out of Balance:	Too direct Impatient. Too busy. Cold blooded. Impulsive. Takes big risks. Insensitive to others.	Unrealistic. Day-dreamer. Impatient. Over-bearing. Manipulator. Pushy. Avoids details or lacks follow through.	Attract the hurting Missed opportunities. Stays in a rut Sacrifice own feelings for harmony. Easily hurt or holds grudges.	Too critical or too strict. Too controlling. Too negative of new opportunities. Lose overview.
Communication Style:	Direct or blunt. One-way. Weakness: Not a good listener.	Can inspire others. Optimistic or enthusiastic. One-way. Weakness: High energy can manipulate others.	Indirect. Two-way. Great listener. Weakness: Uses too many words or provides too many details.	Factual. Two way. Good listener (tasks). Weakness: Desire for detail and precision can frustrate others.
Relational Needs:	Personal attention and recognition for what they do. Areas where he or she can be in charge. Opportunities to solve problems. Freedom to change. Challenging activities.	Approval. Opportunities to verbalize. Visibility. Social recognition.	Emotional security. Agreeable environment.	Quality. Exact expectations.
Relational Balance:	Add softness Become a good listener.	Be attentive to other's needs. There is such a thing as too much optimism.	Learn to say no. Establish emotional boundaries. Learn to confront when own feelings are hurt.	Total support is not always possible. Thorough explanation isn't everything.

Additional Resources:

“Wired that Way” by Marita Littauer

Doing Church as a Team by “Wayne Cordeiro

Strength Finders 2.0 Clifton Strengths and Strength Based Leadership by Tom Rath and Barry Conchie

For more information contact Lori Lorig at lori.lorig@faithunleashedconsulting.com or N16W23377 Stone Ridge Dr. Waukesha, WI 53188.

Notes: