

# Strengthening Your *Personality Blend!*

## Leadership Resource

You and your team have taken the Personality Café assessment. Now what? Strengthening Your Personality Blend will help you get to know your team so you complement each other's strengths and weaknesses as you work together.

### Step One

Review "The Perfect Blend" section of the Personality Café assessment. This lays a foundation of God's purpose as you share your personalities.

### Step Two

Share your personality styles. Refrain from commenting on each other's styles at this point. Encourage women to write down team members' names next to the personality styles to refer to later.

Make copies of this resource for each of your team members so everyone can take notes.

### Step Three

Each personality style has strengths and weaknesses. Understanding who you are and the team God has placed you in, complete with everyone's strengths and weaknesses, is essential for team growth and a healthy ministry.

If you haven't taken the assessment yet, check out "Personality Café" on the *Lemon-Fresh Leader Resources* CD.

What's your  
personality?

Here's a list of some qualities of each of the personality styles. Take a look at your primary personality style and put a star (\*) beside the one that you think is your best strength. Put a "minus" sign (-) beside the quality you think is your biggest weakness.

<i>Espresso</i>	<i>Mocha</i>	<i>Chai</i>	<i>Latte</i>
• Take charge	• Fast-paced	• Listener	• Perceptive
• Change-agent	• Talkative	• Dependable	• Reliable
• Confrontational	• Social	• Cautious of change	• Precise
• Determined	• Encouraging	• Investor	• Organized
• Leader	• Fixer	• Avoid conflict	• Hesitant to change
• Confident	• Optimistic	• Comforter	• Analyzer
• Assertive	• Avoid details	• Patient	• Task-focused
• Big-picture focus	• Accept change	• Consistent	• Intentional
• Decisive	• Energetic	• Downplay details	• Practical
• Persistent	• Creative	• Supporter	• Avoid conflict

Share the biggest strength and weakness of your personality. Note what women with different personality styles consider as their strengths and weaknesses.



### Step Four

Discuss the following questions:

- Think about the qualities women indicated as strengths. Would everyone consider those qualities as strengths? Why or why not?
- Consider the qualities women indicated as weaknesses. Would everyone consider those qualities as weaknesses? Why or why not?
- In what circumstance can your strength become a weakness?
- In what circumstance will your weakness become a strength?

Perhaps you're determined and committed. Taken to an extreme, determination and commitment can become obstinacy and inflexibility. Or perhaps you're disorganized. You don't create lists of things to do, and sometimes you feel like you're running in four directions and wasting time. But because of that, you don't have to be anywhere exactly at four o'clock, so when you run into a friend at the grocery store and you hear she's had a rough day, you invite her to sit and enjoy coffee with you while you listen.

- Why is it important to rethink the qualities God has given us?

## Step Five

People don't fit completely into neat boxes that can be categorized. You may predominantly be an Espresso, Mocha, Chai, or Latte, but other personality styles will emerge in various situations.

Take a look at the lists of qualities again. You've put a star next to the strength in your primary personality style. What about the others? Go through each of the lists and circle the quality that most describes you in each of the *other* personality styles.

Think about each of the qualities you circled. What are the situations most likely to stir up that response in you? Perhaps it's in a time of conflict, relaxation, or a particularly busy schedule. Or perhaps you identify that quality with a specific role, such as mother, wife, employee, volunteer.

Share your reflections with your team.

## Step Six

There are going to be conflicts in your teams. Understanding each other as individuals and as a team helps you work through conflicts. Let's practice, so when conflicts come your way, you'll have some great tools to use.

After reading the "Conflict Crisis," look at the Espresso list of qualities, and decide a way Espressos can help with the particular conflict and how Espressos will potentially make the conflict worse. Repeat for Mochas, Chais, and Lattes. There is a place under each personality style to write "How I Can Help" and "How I Can Hurt."

## Conflict Crisis

Barb felt so stressed out with the final arrangements for the upcoming event. Once the decorating was completed, she would be able to tackle orchestrating the food situation. As she bustled through the room, she realized that a group of women were giggling...whooping and hollering, not staying on task with everything that needed to be accomplished. Can't they look around and see what needs to be done next?

Her thoughts: Why are these women in here pretending to be helping, when they are chatting and laughing up a storm, distracting those of us who are trying to be productive? Don't they realize how significant this is? We are furthering the kingdom, and we have a schedule to keep! Note to self: never invite these women back to help! This is *not* a social party—we have a mountain to conquer!

### *Espresso*

How I Can Help \_\_\_\_\_

\_\_\_\_\_

How I Can Hurt \_\_\_\_\_

\_\_\_\_\_

### *Chai*

How I Can Help \_\_\_\_\_

\_\_\_\_\_

How I Can Hurt \_\_\_\_\_

\_\_\_\_\_

### *Mocha*

How I Can Help \_\_\_\_\_

\_\_\_\_\_

How I Can Hurt \_\_\_\_\_

\_\_\_\_\_

### *Latte*

How I Can Help \_\_\_\_\_

\_\_\_\_\_

How I Can Hurt \_\_\_\_\_

\_\_\_\_\_

Some of the qualities you listed as strengths may create opposition. When an Espresso wants to quickly resolve the conflict and a Chai wants everyone to have time to openly share and doesn't want anyone's feelings to get hurt, the conflict can easily escalate from the issue you're discussing to overall team discord.

This is some tough stuff to consider. After all, does anyone really want to bring the team down? No! But what you say you want and how you behave can be two very different things, and you have to look at yourself and your team realistically so you can grow.

There ARE ways to use your strengths and your team's strengths to work through conflicts, but you have to...

- Look at the big picture...which is an Espresso trait.
- Connect with each other...which is a Mocha trait.
- Listen compassionately to each other...which is a Chai trait.
- Keep focused...which is a Latte trait.

You need the balance. You need every personality!

### **Straight from the Bible...**

Conflicts are tough, but they're also inevitable. Think about Shadrach, Meshach, and Abednego. They were in big trouble with King Nebuchadnezzar because they wouldn't worship the king's gods. They could have avoided conflict, which would have compromised the "big picture" of their faith. They could have made individual decisions of how to respond. They could have pouted, complained, gossiped, or walked away.

But they "replied" to the king (not yelled, screamed, or ranted): *"O Nebuchadnezzar, we do not need to defend ourselves before you"* (Daniel 3:16). Of course, they got thrown into a fiery furnace! Think of that fiery furnace as your conflict. Go through it as a team instead of sacrificing someone to it or avoiding it.

Do you know that the soldiers who took Shadrach, Meshach, and Abednego to the furnace died from the heat? And yet these three men, who walked through it together because of God's will, trusting in him, came out alive. Not only were they alive, but *"the fire had not touched them. Not a hair on their heads was singed, and their clothing was not scorched. They didn't even smell of smoke!"* (Daniel 3:27).

When God purposefully creates you and puts you together with a team of women, there is a reason, and if you completely trust and follow him, no matter how hot that fire of conflict is, he'll walk you through to the other side so that not only are you not burned...but you become a testimony to those around you, and your team grows together.