**Script for Week 4 LTCL**

***After Abilities Discussion Dori***

**P – Personality :45 Becky**

Let’s move on to discuss the P in your SHAPE, Personality.

As we’ve shared, God has designed each of us uniquely and part of that is the personality He’s given us. We don’t live long on the earth before we start to notice that not everyone acts or views things in the same way.
Our personality includes our preferences in how we interact, make decisions, plan and much more.

Personality assessments are great tools just to help us understand ourselves and understand other people and how they are different from us. But they are just tools and that unique thumbprint of Gode makes us very different from people who may have the same personality type as we do. God delights in our uniqueness!

Big point in personality. We are talking about your preferences. Not CAN you do something as we just discussed in Abilities. So as you think about it, use this filter: more often than not, which one of these would I prefer?

The SHAPE tool uses a type of DISC assessment which has been around for 40 years, and that is what we will be reviewing, but I do believe that if you’ve ever done any other personality assessments and you gained some great truths or key learnings from them, I’d include those in your personality portion of the oak or SHAPE box.

With any personality tool, you have to work through what is accurate for you. The way we like to say in the world of personality assessments is that you are the final determinate of your personality type and what is truly defining you. You have from the tool what we call your reported type. Once you review it, do the exercises and decide what fits you best, that is called your verified type.

Now we’re going to do some exercise to reinforce the learning, plus they are fun!

**CIRCLE Active Vs. Reserved 1:15 +4 = 5:15 Becky**

*Homemade signs/ white board*

Let’s do a personality exercise.

Helps us to think about it in different ways

First we are going to look at the **preference of action and pace**

This wall represents 100% Active and Outgoing, which is described as more fast paced, bold or a go getter while the other wall represents 100% Reactive and Reserved which is described as more moderate paced (could be slow), thoughtful or methodical.

We recognize that we aren’t all 100%, so this exercise gives us the opportunity to think about where we are on the continuum.

Tables more middle.

Give myself as an example.

Everybody stand up

Where would you place yourself?

Let’s get moving. This exercise is for our kinesthetic learners!

**CIRCLE Task vs. People 4** to do this. Becky

Okay, stay where you are and, let’s break it down in another way.

Now we are going to look at the **preference of Focus**

Keeping in alignment with where you are on the Active vs. Reserved scale, now choose, where would you place yourself between these two dichotomies? This wall represents 100% Task focused, which is described as more logical, inquiring and objective (vs. subjective) while this wall represents 100% People Focused which is more empathetic, accepting and feelings oriented.

Give myself as an example.

Where would you place yourself?

**DISC Complete Circle 5 Becky**

If we drew a circle around us all, we would see our DISC circle and where we fall on the DISC wheel which helps us understand our natural preferences better and also helps us understand others who are very different from us.

So the active/outgoing and task focused people to assemble in the upper left as we look at it toward the stage. These are the ones who usually expect to see DiSC results with higher D-style results. They are the more Dominant, Determined, Driven, Decisive members of this group.

I love how they use alliteration to help us remember.

To the upper right should be the people who identify as more active/outgoing and people focused. These are the high I-style people. They can be described as more, Influencer, Inspiring, Intuitive, Interpersonal.

The more Reactive / Reserved and people focused folks should now be in the Lower right. They are those with high S styles. They will be seen as more Steady, Sensitive, Supportive, Security.

The people with high C styles will be in the remaining lower left quadrant, the more Reactive / Reserved and task focused people. They identify more with being Conscientious, Careful, Concerned with Order, Compliant.

Take a snapshot in your mind as to where you are standing and then **let’s go back to our seats** to learn a bit more about the DISC.

(Pause as return to seats)

I’d put a mark on the circle on your handout on page 28 as to where you placed yourself for future reference.

As you look at each of the descriptors - how do they fit with how you would describe yourself? Circle the ones that really make sense to you.

A couple things to please note:

1)Remember, it’s up to you to determine what is truly defining you. Even if it’s different from your reported results.

2) Most people are a combo of two, but you can prefer just one or three. Very Rare to have all 4 – SUPER DISC – but it happens

3) We can all exhibit behaviors from all four DiSC quadrants and disc profile types. However, some of these behaviors will come naturally to us with very little concentration or effort required. Whereas, other behaviors will require a lot more energy and focus.

4) This is Not a tool for judging other. But to help understand self and others – communicate, connect, understand and work better with others. Also some are not to be used for hiring but we have seen definite misuses of them, so use with caution!

**From DHC:45 Becky**

 If you took Discover Hill Country – we didn’t have a tool, but instead used dichotomies, asking which you prefer. See that on slides on page 28

These are honestly the same points that many personality assessments evaluate, including the DISC. We just did it in a self-reported style.

We wanted to share these in case there are any takeaways which are beneficial here.

**Animals** :45 + 3.5minutes buffer for this section = 20 minutes for this complete P section Becky

In the SHAPE assessment you took, they used Gary Smalley’s animals with correlate with each DISC letter. They give you some additional insights in the reports on your top “animals” in terms of traits, strengths, weakness, limitation.

I have a couple things I’d like to “assign” for your further understanding of what best fits you. First of all, go back and review those descriptions on your SHAPE results and even use a highlighter to mark key phrases that really resonate with you. It’s okay if it's not 100%, but focus in on what does fit you. And remember you can be a blend, so look at one or two.

**DiSC Profile Worksheet 3 teaching and 7 complete the sheet= 10minutes**. Becky. 2:15 if not doing any on own.

The other assignment I have for you is in your handout on page **33** to help you extract even more insights from the tool. This is where I believe that personality tools of any kind are particularly beneficial. They really get down to the meat of what we can gain from understanding our personality and how to apply them to our lives in a variety of situations, including motivations, fears, irritations, limitations, what we need or don’t need from others.

Write in animal names above the DISC letters, if helpful. What animal does D correlate with? I? S? C? (get answers from crowd

*Walk through my example on how I’d complete it.*

Let’s take some time now to have you work on it. Simply circle those points that fit you and see how it goes. I’m available for questions. Just giving you 7 minutes, so may not get completely through it.

*After work on to wrap up.* Of course, an added benefit of a tool like this is that you can also use it to help you understand others and how to best work with them, etc. So for instance,…Give an example Drew (have his permission) Hi D – irritations – 35 years I know this, but I had to laugh as I read this. Will finish my sentence if I don’t get things out quickly enough!

After you’ve had the chance to review the tool descriptors and the worksheet and even these dichotomies, we want you to fill in those branches of your oak of righteousness or in your SHAPE box.

*Include Key Learnings in Your Personality Branches or SHAPE box*

**Personality Table Discussion 10min Becky**

Now I’d like to have you share at your table if you’ve gained any insights either in your reading about your results in the SHAPE tool on personality or from today. What would be your top two takeaways?

**Elevator video 3:16 Becky**

Personality comes out in all sorts of places. Maybe you’ve seen personality at work when you’ve used an elevator recently!

*USE THIS VIDEO https://www.youtube.com/watch?v=\_VqvjeXgUi4 (Funny leadership lady – elevator vignette*

***Dori Experiences, through Boxes example***

**Intro Barbara Praed testimony**

We have a special guest tonight, Barbara Praed. Barbara is here to share her story of how God used her Mission Exploration assignment when she took the class a few years ago.

**Homework Review for week 5**

Here you can see your assignments for this week.

**Mission Exploration Spotlight Operations: Connections, Hospitality, Communication, Finance, Prayer, Tech & More**

It takes a lot of different gifts to keep a church going and you may have a passion for using your gifts in a way that helps a function. Greeting people, serving coffee, putting together posts, helping manage the finances or collecting offerings, prayer team, tech are all important. Remember how I said last week that behind every out front person, there are 20 more behind them, supporting them? This is where some of those gifts best shine.

**Cohort discussion Experiencing God**

Like to have you have time in your group tonight discussing what you read this week – any key takeaways, what was its impact, how have you made adjustments based on this, etc.

**Becky Closing and Prayer**

Prayer cards.