

## *Leading Different Personalities*

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Intro:

What every leader must know about the personality differences of the organization:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

When the leader fails to understand the different personalities within the organization and relate well to them...PROBLEMS RESULT.

Goals of this lesson: \_\_\_\_\_

To help you as a leader to...

- (1) Develop an \_\_\_\_\_ of the different personalities
- (2) Develop an \_\_\_\_\_ of the different personalities
- (3) Develop an \_\_\_\_\_ working with different personalities

\*\*\*Successful leaders READ their people and then LEAD them\*\*\*

A survey of the top three traits employers preferred in employees revealed a surprising top choice. \_\_\_\_\_ of the respondents included good interpersonal skills. Only \_\_\_\_\_ included education and experience among their top three. (Executive Female Magazine, May/June 1991, pg. 12)

Are you:

1. The \_\_\_\_\_  
Who wants everything to be fun, but has a short attention span
2. The \_\_\_\_\_  
Who believes that anything worth doing is worth doing right

3. The \_\_\_\_\_  
Who wants to be in charge and gets upset when people don't see it your way
4. The \_\_\_\_\_  
Who would rather not participate if it's going to cause problems

**Personality Puzzle Comparison Chart**

<i>Personality Puzzle</i>	Popular Sanguine	Powerful Choleric	Perfect Melancholy	Peaceful Phlegmatic
Larry Crabb	Emotional	Volitional	Rational	Personal
Cary Smalley & John Trent	Otter	Lion	Beaver	Golden Retriever
Personal Profile System	Influencing	Dominance	Cautious	Steadiness
Alessandra & Cathcart	Socializer	Director	Thinker	Relater
Merrill-Reid Social Styles	Expressive	Driving	Analytical	Amiable

The popular SANGUINE - Ways to spot them:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Their work space:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

The most important things to do for a sanguine:

Give them \_\_\_\_\_

Their cry (or motto): \_\_\_\_\_

The perfect MELANCHOLY - Ways to spot them:

1. \_\_\_\_\_
2. \_\_\_\_\_

Their work space:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

The most important thing you can do for a melancholy:

Recognize their emotional need for \_\_\_\_\_

Their cry (or motto): \_\_\_\_\_

The powerful CHOLERIC - Ways to spot them:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

Their work space: \_\_\_\_\_

The most important thing you can do for a choleric: \_\_\_\_\_

Their cry (or motto): \_\_\_\_\_

The peaceful PHLEGMATIC -Ways to spot them:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

Their work space:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

The most important thing you can do for a phlegmatic: \_\_\_\_\_

Their cry (or motto): \_\_\_\_\_

Questions I am asked about different personalities:

1. "Which ones make the best leaders?"

The two most natural leaders are (1) \_\_\_\_\_

- (2) \_\_\_\_\_
- 2. "Which ones make the best followers?" (1) \_\_\_\_\_  
(2) \_\_\_\_\_
- 3. "Which ones cause the most problems?" (1) \_\_\_\_\_  
(2) \_\_\_\_\_
- 4. "Who is the most loyal?" \_\_\_\_\_
- 5. "Who is the most gifted?" \_\_\_\_\_
- 6. "Who is the most loved?" \_\_\_\_\_
- 7. "Who is the most natural leader?" \_\_\_\_\_

How To Effectively Lead The Different  
Personalities Of Your Organization

- 1. \_\_\_\_\_
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_
- 4. \_\_\_\_\_
- 5. \_\_\_\_\_

- Congregation Care = \_\_\_\_\_
- Musician = \_\_\_\_\_
- Education = \_\_\_\_\_
- Worship leader = \_\_\_\_\_
- Youth worker = \_\_\_\_\_
- Evangelism = \_\_\_\_\_
- Equipper = \_\_\_\_\_

- 6. \_\_\_\_\_
- 7. \_\_\_\_\_

On February 17, 1992, Newsweek published the results of a survey aimed at finding out what motivates people to work hard and to succeed. The prime motivator, with an 89% positive response was...

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How would you build the self-esteem of a...

1. Sanguine? \_\_\_\_\_

2. Melancholic? \_\_\_\_\_

3. Choleric? \_\_\_\_\_

4. Phlegmatic? \_\_\_\_\_

8. \_\_\_\_\_

The successful leader knows what personality will be displayed in a particular situation.

9. \_\_\_\_\_

10. \_\_\_\_\_

# The Four Personality Types

	<b>Choleric Achievers</b>	<b>Sanguine Talkers</b>	<b>Phlegmatic Affiliators</b>	<b>Melancholy Thinkers</b>
<b>Description</b>	People Mover	Recognition Seeker	Cooperative Group	Reserved Precisionist
<b>Primary Work Traits</b>	Goal-Oriented Acts quickly Organizes Well	People-Oriented Energetic Inspiring	Team-Oriented Administrative ability Steady worker	Numbers-Oriented Accurate, logical Plans, follow-up
<b>Key Words</b>	Directing Dominating	Interacting Influencing	Stabilizing Supporting	Cautious Conscientious
<b>Primary Intent</b>	Obtaining results	Interacting with Others	Stable, controlled environment	Adherence to defined standards
<b>Basic Style</b>	Active Assertive Direct Straight-forward	Enthusiastic Gregarious Impulsive Reactive	Controlled Disciplined Friendly Low-key	Logical Precise Reserved Sensitive
<b>Under Pressure</b>	Bossy Impatient	Emotional Optimistic	Slows down Sulky	Overly critical Strict
<b>Conflict Response</b>	Attacks	Try to sell, then backs off	Bends to authority	Withdraw to prepare
<b>Type of Aggression</b>	Overt	Verbal	Passive	Defensive
<b>Strongly Resists</b>	Personal criticism	Personal rejection	Sudden, vague changes	Criticism of work ideas
<b>Ideas</b>	Generate ideas	Talk about ideas	Do the work	Makes sure work done right
<b>Change</b>	Creates change	Likes to change	Slow to change	Must justify change
<b>Prefers Others Who Are</b>	Fast acting, achievers	Listeners, agree easily	Sincere and-accommodating	Logical and precise
<b>Basic Fear</b>	Being taken advantage of	Social disapproval	Loss of security	Imperfection