

Print this pdf to take the following self-assessments on Heart, Abilities, & Personality.

## HEART

**Directions: Please check each that you feel applies to you.**

### The people I would like to serve most are:

- |  |                                    |                                      |                                     |
|--|------------------------------------|--------------------------------------|-------------------------------------|
| <input type="radio"/> Children         | <input type="radio"/> Homeless     | <input type="radio"/> Single Parents | <input type="radio"/> Young Married |
| <input type="radio"/> College Students | <input type="radio"/> Hospitalized | <input type="radio"/> Singles        | <input type="radio"/> Youth         |
| <input type="radio"/> Disabled         | <input type="radio"/> Infants      | <input type="radio"/> Teen Moms      | <input type="radio"/> Poor          |
| <input type="radio"/> Divorced         | <input type="radio"/> Men          | <input type="radio"/> Unemployed     | <input type="radio"/> Other: _____  |
| <input type="radio"/> Elderly          | <input type="radio"/> Parents      | <input type="radio"/> Widowed        | <input type="radio"/> Other: _____  |
| <input type="radio"/> Empty Nesters    | <input type="radio"/> Prisoners    | <input type="radio"/> Women          | <input type="radio"/> Other: _____  |

### The issues or causes I feel most strongly about are:

- |   |                                   |  |  |
|---|-----------------------------------|--|--|
| <input type="radio"/> Abuse/Violence      | <input type="radio"/> Drug Abuse  | <input type="radio"/> Homelessness       | <input type="radio"/> Sanctity of Life |
| <input type="radio"/> Alcoholism          | <input type="radio"/> Education   | <input type="radio"/> Injustice Issues   | <input type="radio"/> Sexuality        |
| <input type="radio"/> At-risk Children    | <input type="radio"/> Environment | <input type="radio"/> Law/Justice System | <input type="radio"/> Spiritual Apathy |
| <input type="radio"/> Compulsive Behavior | <input type="radio"/> Ethics      | <input type="radio"/> Marriage/family    | <input type="radio"/> Other: _____     |
| <input type="radio"/> Deafness            | <input type="radio"/> Finances    | <input type="radio"/> Parenting          | <input type="radio"/> Other: _____     |

- Disabilities       Health/Fitness       Policy/Politics       Other: \_\_\_\_\_  
 Divorce       HIV/AIDS       Poverty/Hunger       Other: \_\_\_\_\_

## ABOUT ABILITIES

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Each of us has abilities that we have discovered and learned over our lifetime.

Read through this list of specialized abilities and check the ones that you excel at and love doing:

### ABILITIES

- Adapting – The ability to adjust, change, alter, modify
- Administrating – The ability to govern, run, rule
- Analyzing – The ability to examine, investigate, probe, evaluate
- Building – The ability to construct, make, assemble
- Coaching – The ability to prepare, instruct, train, equip, develop
- Communicating – The ability to contend, win, battle
- Competing – The ability to contend, win, battle
- Computing – The ability to add, estimate, total, calculate
- Connecting – The ability to link together, involve, relate
- Consulting – The ability to advise, discuss, confer
- Cooking – The ability to prepare, serve, feed, cater
- Coordination – The ability to organize, match, harmonize
- Counseling – The ability to guide, advise, support, listen, care for
- Decorating – The ability to beautify, enhance, adorn
- Designing – The ability to draw, create, picture, outline
- Developing – The ability to expand, grow, advance, increase
- Directing – The ability to aim, oversee, manage, supervise

- Editing – The ability to correct, amend, alter, improve
- Encouraging – The ability to cheer, inspire, support
- Engineering – The ability to construct, design, plan
- Excelling – The ability to be the best and make my team the best, setting and attaining the highest standard
- Facilitating – The ability to help, aid, assist, make possible
- Forecasting – The ability to predict, calculate, see trends, patterns, and themes
- Implementing – The ability to apply, execute, make happen
- Improving – The ability to better, enhance, further, enrich
- Influencing – The ability to affect, sway, shape, change
- Landscaping – The ability to garden, plant, improve
- Leading – The ability to pave the way, direct, excel, win
- Learning – The ability to study, gather, understand, improve, expand self
- Managing – The ability to run, handle, oversee
- Mentoring – The ability to advise, guide, teach
- Negotiating – The ability to discuss, consult, settle
- Operating – The ability to run mechanical or technical things
- Organizing – The ability to simplify, arrange, fix, classify, coordinate
- Performing – The ability to sing, speak, dance, play an instrument, act out
- Persevering – The ability to see things to completion, persisting at something until it is finished
- Pioneering – The ability to bring about something new, groundbreaking, original
- Planning – The ability to arrange, map out, prepare
- Promoting – The ability to sell, sponsor, endorse, showcase
- Recruiting – The ability to draft, enlist, hire, engage
- Repairing – The ability to fix, mend, restore, heal
- Researching – The ability to seek, gather, examine, study
- Resourcing – The ability to furnish, provide, deliver



## ABOUT PERSONALITY

Understanding the personality God has given you will help you more effectively express your spiritual gifts, heart, and abilities for His sake.

“Like stained glass, our different personalities reflect God’s light in many colors and patterns.”  
– Rick Warren

**We are going to focus on only two aspects of your personality:**

- How you are **energized**
- How you are **organized**

## PERSONALITY

DIRECTIONS:

- For each statement, circle the number towards the statement that most accurately describes what you would prefer in most situations.
- Do not answer according to what you feel is expected by a spouse, family member, employer etc.
- Select the behavior or perspective that would come naturally to you if you knew there were no restrictions on or consequences for your personal expression.

### How Are You Energized?

**I’m more comfortable:**

Doing things for people    1   2   3   4   Being with people

**When doing a task, I tend to:**

Focus on the goal                    1   2   3   4   Focus on the relationships

**I get more excited about:**

Advancing a cause                    1   2   3   4   Creating a community

**I feel I’ve accomplished something when I’ve:**

Gotten a job done                    1   2   3   4   Built a relationship

**It is more important to start a meeting:**

On time 1 2 3 4 When everyone gets there

**I'm more concerned with:**

Meeting a deadline 1 2 3 4 Maintaining the team

**I place higher value on:**

Action 1 2 3 4 Communication

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Add all the prior numbers and record the total here: Total = \_\_\_\_\_

*If your score was 7-17: You are more task-oriented*

*If your score was 18-28: You are more people-oriented*

**How Are You Organized?**

**While on vacation I prefer to:**

Be spontaneous 1 2 3 4 Follow a set plan

**I prefer to set guidelines that are:**

General 1 2 3 4 Specific

**I prefer to:**

Leave my options open 1 2 3 4 Settle things now

**I prefer projects that have:**

Variety 1 2 3 4 Routine

**I like to:**

Play it by ear 1 2 3 4 Stick to a plan

**I find routine:**

Boring 1 2 3 4 Restful

**I accomplish tasks best:**

By working it out as I go 1 2 3 4 By following a plan

Add all prior numbers and record the total here: Total = \_\_\_\_\_

*If your score was 7-17: You are unstructured*

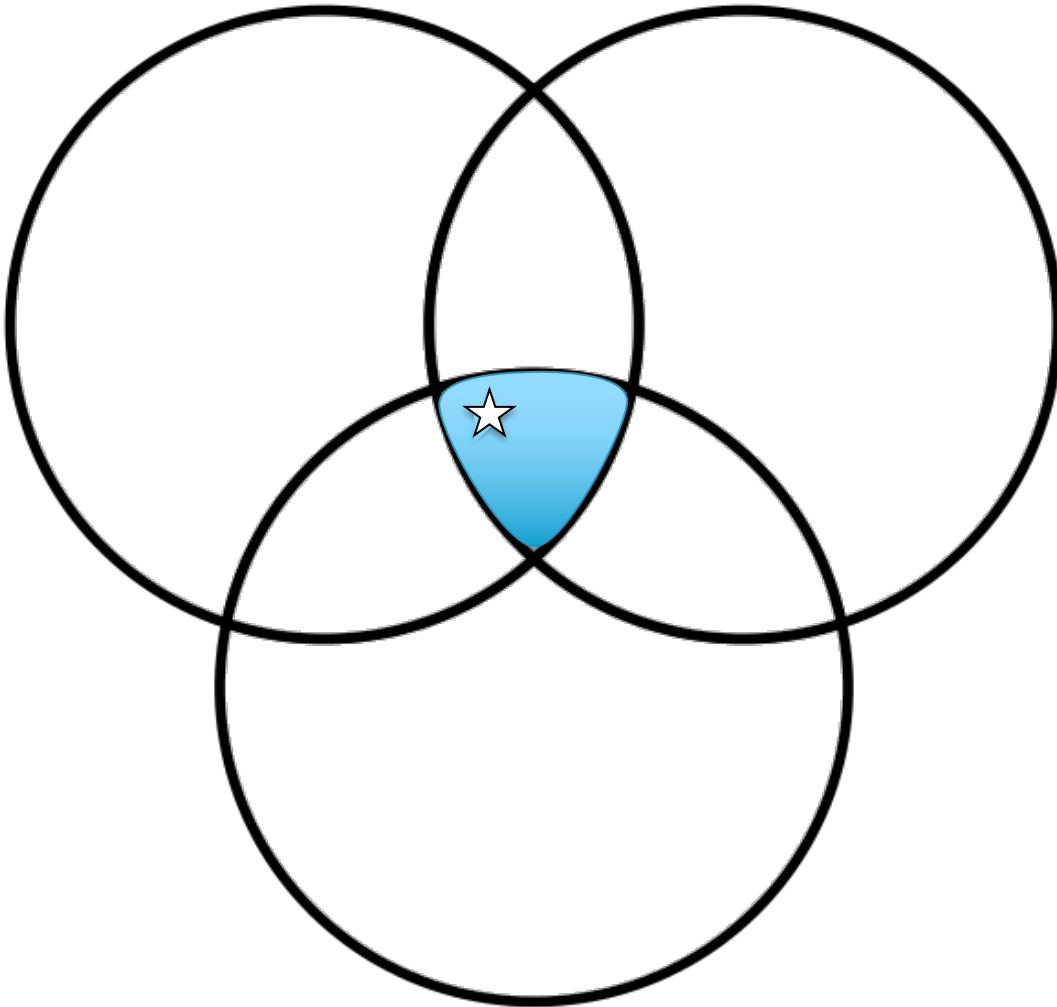
*If your score was 18-28: You are structured*

Record your results:

I am \_\_\_\_\_/\_\_\_\_\_

SPIRITUAL GIFTS

STRENGTHS/ABILITIES



STORIES/EXPERIENCES

# Becoming Like Jesus While Being Yourself

A  
discipleship  
guide for  
the  
16 Myers-  
Briggs  
personality  
types





## About Myers-Briggs

The Myers-Briggs type indicator (MBTI) is one of the most popular personality inventories in the world. Many Fortune 500 companies use it as a tool to hire and place people in positions where they can be most productive. For followers of Jesus, the MBTI can be a powerful tool to help you to identify how God has made you, and what that means for your relationships with others.

Based on the research of psychologist Carl Jung, Myers-Briggs provides a framework for understanding how people function alone and in teams. While a tool like Myers-Briggs isn't intended to be a definitive judgement about every aspect of your personality, it can be helpful for understanding yourself (and others) better. Increasing your awareness of various personality types can help you:

- Resolve conflict
- Discover unique strengths in yourself and others
- Identify gaps in your teams
- Lead others' productivity
- Empathize more effectively
- Improve your church culture

### **How the MBTI works**

At the heart of Myers-Briggs are four major categories that look at how you're energized, how you process information, how you make decisions, and how you process life. Combining your preferences for each category gives you your Myers-Briggs personality type.

In each pair, you will prefer one type over the other. The letters associated with each trait are combined to give you your Myers-Briggs personality type. For example, having preferences for I, S, F, and J makes you an ISFJ.

## How you're energized

### **Introverts**

- Process inwardly and generally prefer to work alone or in small, intimate groups.
- They prefer working through one task at a time and love tackling fewer tasks with more depth.
- When collaborating, they listen more than they speak, and would rather communicate via text where they feel they express themselves better.

### **Extroverts**

- They're verbally expressive and often need to work through ideas out loud. They're at their best when they can collaborate with others.
- They're great multi-taskers that are happiest when they can bounce back and forth between many different duties.
- Because they process outwardly, they tend to speak before they have thought through a topic, and might change their minds multiple times. They prefer face-to-face discussion.

## How you make decisions

### **Thinkers**

- When it comes to making decisions, thinkers analyze the situation objectively. They want to follow a logical, rational process.
- They're long-term thinkers who can quickly recognize a system's flaws and weigh the benefits against the costs.
- They value competence and make decisions by identifying principles.

### **Feelers**

- Unlike the thinker, feelers look at things personally and subjectively – empathizing rather than analyzing.
- Focused more on the short-term, feelers are the first to recognize the positives in a situation and make decisions based on the potential impact on others.
- They value experience and make decisions by identifying values.

## How you process information

### **Sensors**

- These people love concrete facts and detailed information.
- They're realists and prefer to gather information in a very sequential, step-by-step fashion.
- When they find a system that works for them, they commit to it. They're achievement-oriented and know how to implement goals in order to succeed.

### **Intuitives**

- Rather than getting lost in details, intuitives focus on the big picture. They tend to think in possibilities and abstract ideas.
- They're idealists who prefer to gather information in more haphazard, random processes.
- They get bored with systems, preferring instead to discover innovative ways to meet their goals.

## How you approach life

### **Judgers**

- For the judger, structure and rules are there to make everything easy and simple.
- They make precise plans and follow them to the T. As much as possible, they prefer to be in control of their environment and schedule.
- They're not very comfortable with ambiguity, preferring clarity and consistency.

### **Perceivers**

- These people like to keep their options open. They tend to be flexible, spontaneous, and willing to take things as they come.
- They procrastinate, not because they're afraid they're not making decisions with all of the available input. They require flexibility.
- They work in quick bursts of energy and approach their job as a mixture of work and play.

## What you can expect from this guide:

While information abounds for the 16 MBTI personalities, there's been very little discussion about how personality types impact people of faith. This resource focuses on the strengths and challenges each personality faces while living out the gospel.

*Become Like Jesus While Being Yourself* is broken into four sections that focus on four closely related personality types:

- **Adventurers (ESTP, ESFP, ISTP, ISFP)**
- **Ambassadors (ENFP, ENFJ, INFJ, INFP)**
- **Architects (INTJ, INTP, ENTJ, ENTP)**
- **Sentinels (ESTJ, ISTH, ESFJ, ISFJ)**

Each section gives a brief overview of the similarities shared between the four personality types, and then looks at each type in turn.

The sections on specific types take a broad look at each personality before delving into ways these traits influence your faith. You'll discover how each type functions for disciples and mentors before examining their specific growth challenges. Lastly, you'll find unique memory verses focused on aspects related to each type.

### **Jesus Film Project**

Jesus Film Project is passionate about giving everyone, everywhere, an opportunity to encounter Jesus, and provide them with tools for growth and discipleship.

We believe that film is one of the most dynamic tools for people to see and hear the greatest story ever told – so we are driven to take Christ-centered video to the ends of the earth. Over 200 million people have come to Jesus after experiencing one of these films.



## Part One: The Adventurers

The four types that make up adventurers (ESTP, ESFP, ISTP and ISFP) share similar traits. They're incredibly comfortable with uncertainty and will jump head first into projects trusting themselves to adapt to whatever situations may arise.

When problems arise, Adventurers are quick to put the skills and tools they've acquired to good use. Each of their toolboxes is a little different, but they know how to use their talents and expertise in a crisis. In fact, if you're in a pinch, you're going to want an Adventurer at your side.

Laid back and relaxed, Adventurers don't enjoy being under anyone's thumb (and don't want anyone under theirs). They prefer the freedom to pursue new ideas and interests, but can struggle to commit to anything that seems monotonous or mandatory.

Adventurers are comfortable people to have relationships with. They're not known for trying to impose their will or force people to fit a certain mold, preferring to take things as they come. They're open to most influences in their life, but can't abide negative people.



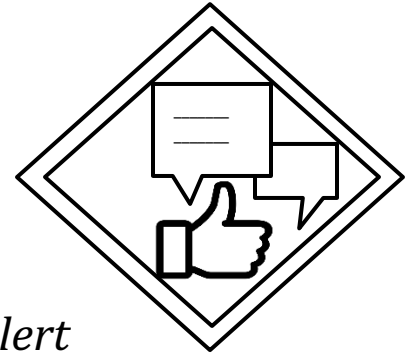
## ESTP: The Producer

*Daring, Pragmatic, Imaginative, Perceptive, Gregarious, Candid*

People are drawn to Producers because they have a flair for drama and style. There's always a fun, almost charged energy around them. As one of the most perceptive people readers, the Producer can pick up on the slightest cues in others like a sideward glance or a nearly imperceptible frown. This allows them to identify hidden thoughts or motives. They have little patience for insincerity.

Active and enthusiastic, the Producer needs to keep moving. They begin to bristle when they feel restricted or confined. Their enthusiasm is contagious, but it quickly wanes when they're stuck in a routine. This means that they're great at getting people to rally around a new idea or project, but they can't always be expected to lead that project to completion.

<p><b>Producers as disciples:</b> Producers struggle with theoretical discussion about faith, they'd much rather roll up their sleeves and get to it. When it comes to biblical study, they prefer some idea of direct application. Spending a lot of time focused on abstract ideas and concepts eventually grates on them. Once they're convinced it's important, the Producer can develop a rich prayer life. It is best if they're allowed to respond to opportunities to pray as the moment leads. If they're expected to maintain a scheduled, regimented prayer life, it can cause them to struggle with the practice.</p>	<p><b>Challenges for Producers:</b> The producer's lack of follow-through can be a huge deficit. While we can't expect everyone to follow regimented disciplines. Producers need to develop their self-discipline. If they don't learn to follow through, they put themselves in danger of disappointing people around them or making decisions without weighing the cost or consequences of their choices.</p>
<p><b>Producers making disciples:</b> For young Christians, Producers can make valuable, perhaps unconventional, mentors. The mentorship will probably not go on indefinitely, but that doesn't negate its value. With a Producer discipling you, you'll benefit from keen insight into your behavior and motives. You'll also discover the value of listening and responding to God in the moment.</p>	<p><b><i>Memory verses for Producers</i></b></p> <p><i>Psalm 90:17</i></p> <p><i>1 Thessalonians 5:16-18</i></p> <p><i>James 2:17-18</i></p>



## ESFP: The Performer

*Fearless, Original, Flashy, Practical, Affable, Alert*

The performer is the life of the party. They're capable of squeezing joy out of every possible moment, and long to help others experience that as well. Like other extroverts, the Performer seems to have an endless amount of energy. What separates them from others is how much they love exhausting that energy for the benefit of others.

Unless they're on the platform, Performers can struggle to get through a church service. It's not that they don't care; it's that they can't wait to get over by the punch and cookies and start "fellowshipping." One of their greatest gifts is the ability to make everyone around them feel loved and accepted.

### **Performers as disciples:**

Always on the hunt for a way to experience and serve others, Performers are poised to discover God in acts of service – especially when it's service that makes them the center of attention. The Performer has a deep reservoir of feelings but, because they're externally focused, those feelings are more empathetic than introspective. Maintaining a journal can be a helpful way for Performers to get more grounded in their own feelings and values.

### **Performers making disciples:**

Nobody can get someone motivated like a Performer. For new Christians, Performers can play a critical role getting them enthusiastic and motivated to pursue their faith. If given an opportunity, Performers can really shine by discipling children and youth. This personality type has a unique ability to encourage zeal during this pivotal time in a disciple's life.

### **Challenges for Performers:**

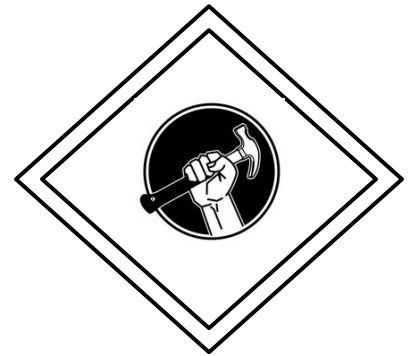
The Performer's enthusiasm has been known to lead them astray. If they're not well grounded, they can find themselves drawn in by deceptive teachings and ideas. Being so upbeat and "in the moment," Performers can struggle to deal with negative experiences or emotions. When difficult situations arise, Performers can struggle to deal with negative experiences or emotions. When difficult situations arise, Performers can opt to not deal with them or get extremely stressed out.

### ***Memory verses for Performers***

Psalm 8:2

Proverbs 17:22

1 Thessalonians 5:11



## ISTP: The Artisan

*Confident, Energetic, Creative, Laid back, Flexible, Rational*

The Artisan is driven to understand how things work. Stories abound of Artisan children taking apart household appliances to see what's inside of them. However, this curiosity is purely functional. They're not as interested in abstractions or figuring out what makes people tick. Their interest is practical application.

One of the most adaptable and spontaneous personality types, the Artisan is all about action – but they have little interest in long-term planning. Because of their attention to details and practical issues, they can feel prepared to act quickly – sometimes to their detriment.

### **Artisans as disciples:**

Working on projects and troubleshooting problems are the Artisan's ideal form of devotion. In the Old Testament, they would have considered their work on constructing the Temple the highest form of worship. Since Artisans tend to prefer to work alone, they can benefit from listening to Scripture and using their tinkering time to pray and meditate.

### **Artisans making disciples:**

Artisans aren't known for sensitivity or shows of emotion, so they're not the ideal disciple for regularly scheduled coffee appointments. But that doesn't mean that they can't be good mentors. In a perfect world, Artisans would issue invitations to join them as they worked on a project. Opportunities that allow Artisans to work alongside of others and talk casually are ideal.

### **Challenges for Artisans:**

It might seem like Artisans are going with the flow when, in fact, they're ignoring it entirely. It's not that they're rebellious with authority; it's that they have a tendency to ignore expectations altogether. When pushed, Artisans can lack compassion in their response. Artisans need some room to pursue their own interests, but it's important that they develop an ability to follow the lead of others as well.

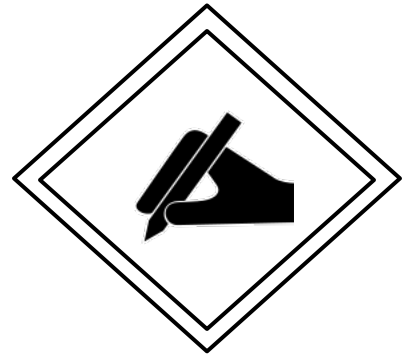
### **Memory verses for Artisans**

1 Corinthians 10:31

1 Thessalonians 4:11

Hebrews 13:17





## ISFP: The Artist

### *Endearing, Sensitive, Resourceful, Ardent, Curious, Imaginative*

Quiet and reserved, the Artist enjoys being around others, preferring to observe conversation more than contribute. They're remarkably accurate in their perceptions of people. But you don't have to worry about the severity of their opinions. The Artist is warm and sympathetic, often giving people the benefit of the doubt.

Despite being sensitive and introverted, Artists are adventurous doers. They like to experiment with ideas and push themselves by taking risks. When they find something they're passionate about, they will pursue it intensely.

#### **Artists as disciples:**

Like all Adventurers, Artists like to actually do things. They're typically drawn to behind-the-scenes work and prefer small intimate groups over large worship gatherings. Because they tend to focus on creating and doing good, Artists can let feelings downplay the value of theological thought. It's good for Artists to supplement their Scripture reading with commentaries and other works to move them beyond a belief system based on what seems obvious to them.

#### **Artists making disciples:**

Artists make great disciples because they're generally loyal and devoted to people in their life. They're not domineering, and their sensitive natures make them incredible listeners. Instead of issuing directives, Artist can help others discover ways that they're particularly suited to serve and respond to God.

#### **Challenges for Artists:**

The Artist lives passionately in the present. When things get difficult, they can respond uncharacteristically, either shutting down or blowing up. This can be difficult in community, and the Artist needs to develop a process for dealing with negative emotions – like a strong support system.

#### **Memory verses for Artists**

Romans 12:1

1 Peter 3:8

1 John 3:16-19



## Part Two: The Ambassadors

Intuitives and Feelers (those with N and F in their Myers-Briggs type) make up the Ambassadors. These four types (ENFP, ENFJ, INFJ, and INFP) share similar traits.

All of the Ambassador types are tuned into the world's wavelength in an entirely different way than personality types that are more rational or systematic. They're exceptionally perceptive and often intuitively pick up insights that others miss. They're deeply reflective and self-aware and this tendency gives them discernment into the inner workings of others.

With a strong pull toward idealism, Ambassadors are passionate about leaving the world around them better than they found it. But their innate empathy makes it difficult for them to confront others. They'd prefer to lead and encourage others onto the right track than prod and push.

This can change when they feel injustice threaten those around them. Their empathetic nature makes them feel people's sadness and pain very acutely. When dealing with corruption or evil, a switch gets flipped with Ambassadors, and they can get combative. This isn't always to their advantage.

Ambassadors live their lives with open hands, loving to give openly and freely. They trust others to give in return and expect that, by taking care of others, their needs will be met as well. This charitable spirit can be naïve. Not only will Ambassadors occasionally overextend themselves, depleting their emotional, physical, and financial reserves, they're easy to take advantage of.



## ENFP: The Champion

*Curious, Attentive, Expressive, Spirited, Popular, Loving*

When it comes to people, the Champion is incredibly inquisitive. They want to get to know others and understand what makes them tick. They long for deep connection and value authenticity. Others are drawn to the Champion's kind, nonjudgemental acceptance, feeling and emotional bond almost immediately.

Champions are incredibly adept at whatever interests them but tire quickly when they're required to do the same mundane tasks every day. Boredom can lead them to change careers more frequently than their peers. The Champion is drawn to novelty, driven by their inner values, a strong independent streak, and the need for self-expression.

### **Champions as disciples:**

Champions are used to feeling things intensely. When they no longer have those feelings, they have a tendency to move on to something they will feel more passionately about. This makes Champions great starters but not the great finishers. For their spiritual maturity, it's important for Champions to recognize this tendency and make steps to push through. It's helpful for them to find others to pray and study with who can help them follow through when the novelty of a new discipline begins to wear off.

### **Champions making disciples:**

In many ways, the Champion's personality is tailored for ministry. Their charm, charisma, and compassion draw people to them, encouraging both enthusiasm and spiritual fervor. Because Champions love getting to know new people, they can find themselves overcommitting to too many relationships. They also make powerful evangelists. They listen to others well, aren't overly confrontational, and trust their intuition to help them respond to tough questions. Champions can hear the question behind the question, giving them the ability to address people's real concerns and feelings.

### **Challenges for Performers:**

For all their relational strengths, the Champion can struggle in Christian community. Their sensitive nature and intuition can create problems. There's a tendency for them to turn exchanges and discussions over and over in their head, trying to discern why something was said or what someone's motive was. Champions need to be wary of attaching too much significance to every interaction.

### **Memory verse for Champions**

Proverbs 15:13

Ecclesiastes 7:8

Matthew 5:9



## ENFJ: The Hero

*Forgiving, Reliable, Appealing, Accommodating, Motivating, Idealistic*

When the Hero looks at a person or situation, the first thing he or she sees is potential. This keen awareness of potential possibilities propels and motivates Heroes. Natural leaders and teachers, Heroes are energized by helping others develop their strengths and grow in their understanding.

Unlike other extroverted personality types, Heroes are more reserved. They worry about coming across too strong when sharing their ideas and opinions. That doesn't mean the Hero doesn't have them; it simply means that the Hero is too focused on being supportive. When a strongly held personal value or opinion conflicts with another person's needs, the Hero usually defaults to serving others.

### **Heroes as disciples:**

Heroes aren't just amazing extroverts; they have a talent for seeing how the individual talents in a church can come together to create something extraordinary. They know how to rally support, and, whether leading or following, they're genuine, dedicated, and loyal. As a disciple, Heroes can benefit from growing in their communication skills. Their natural thought progressions and complex associations make perfect sense to them, but others don't immediately understand. When Heroes learn not to assume that others are making the same connections they are and can communicate the process from one thought to another, God can use them to do amazing ministry.

### **Heroes making disciples:**

Excelling in hospitality, Heroes make wonderful mentors. Their ability to help shape people's values, help them find their purpose, and bring them into community is second to none. The biggest thing a Hero needs to worry about in discipleship process is their tendency to squelch someone else's cognitive dissonance instead of helping them resolve it.

### **Challenges for Heroes:**

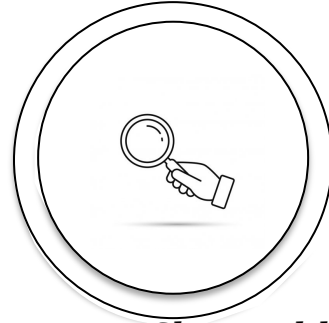
Heroes can be overly idealistic. Their inability to live up to their ideals can negatively impact their self-confidence and esteem. Heroes need to learn to walk a tightrope between idealism and self-assuredness. This way they won't beat themselves up for every infraction and misstep.

### **Memory verses for Heroes**

Romans 12:9-13

2 Corinthians 12:9

Ephesians 4:29



## INFJ: The Advisor

*Gifted, Astute, Encouraging, Resolute, Persistent, Charitable*

The Advisor personality values order in the world around them. They commit themselves to finding the best systems to keep themselves organized, and they're willing to update that process if a better system comes along. On the other hand, they are also very instinctive and respond to stimuli in a very spontaneous fashion. These two tendencies can clash making the advisor the least organized of all the "judging" personalities (types with J in their description).

Because of their strong intuitive abilities, Advisors tend to trust their instincts – and they're generally right. They show extraordinary insight into other people and situations, but they're not always able to communicate how they know what they do. This makes Advisors very reserved and reticent to share too much of their complex inner world – but as complex as Advisors are, they're also genuinely warm and affectionate.

### **Advisors as disciples:**

Advisors fairly easily develop a close personal relationship with God, and enjoy the presence of others who are just as committed. The Advisor's keen mind gives insight into faith, community, and discipleship. The tendency for things not to progress the way they ought can cause the Advisor a lot of internal frustration. It's important for Advisors to recognize that, although their insights and instincts are typically accurate, they can't see the whole picture. There's a lot of information and history they aren't privy to. A big part of their maturity is learning to relax more and develop hobbies and spiritual practices that bring them joy. This can help them loosen up.

### **Advisors making disciples:**

Advisors can make strong disciples. They're sensitive, understanding, and principled. They're reliable and trustworthy counselors. Advisors work hard to ensure that people in their care feel appreciated and happy. Things can unravel quickly if Advisors feel that their goodwill is being taken advantage of. They have very little patience for unrepentant lapses in reliability and morality.

### **Challenges for Advisors:**

As perfectionists, the motto of the Advisor needs to be, "The perfect is the enemy of the good." Their pursuit of the best can cause them to miss the perfectly good things all around them. Learning to slow down and be attentive to the good things God has put in their lives can greatly improve the wellbeing of the Advisor.

### **Memory verses for Advisors**

Romans 15:13

1 Corinthians 12:4-6

1 John 3:16



## INFP: The Humanitarian

*Idealistic, Flexible, Giving, Loyal, Creative, Romantic*

People think that Humanitarians' introverted nature makes them averse to being around people. The truth is that they have very little capacity for small talk. But you'll often find them talking passionately with a handful of people about deep topics: spirituality, growth, ethics and values.

As non-confrontational and independent thinkers, the Humanitarian is generally accepting and nonjudgemental towards others. Profoundly sensitive and empathetic, Humanitarians tend to be gentle and accommodating, understanding how others might feel in certain situations. However, they can become extremely rigid when they feel their values are being violated or that they're being steamrolled by others.

### **Humanitarians as disciples:**

Because of their reserved nature, people may not understand how much Humanitarians care about unifying and ministering to people. Humanitarians are incredibly proficient at applying Scripture to events and issues around them, but their idealism can get in the way. Humanitarians have such lofty ideals that they're constantly wrestling with how things are vs how they believe they should be. This clash often applies to themselves when they're unable to live up to their incredibly high expectations. To be at peace, Humanitarians need to constantly remind themselves that their call is to love God and love others, and resist the temptation to heap more expectations on themselves or others around them.

### **Humanitarians making disciples:**

The strength of having a Humanitarian as a disciple lies in their sensitivity. They make great listeners and refrain from judging others too hastily. They're adept in discussing spiritual things and helping others see where God is at work in their lives. The only trouble is that they can be a little unorganized, and have difficulty drawing a line in the sand regarding good and bad theology for fear of hurting feelings.

### **Challenges for Humanitarians:**

No one takes challenges and criticism as personally as the Humanitarian. The Humanitarian's value-driven, principled personality can clash with the desire to avoid conflict and be well liked. When they feel like they're not measuring up to someone else's expectations, it can send them into a shame spiral. Humanitarians need time to emotionally deal with a critique before they're able to process it objectively.

### **Memory verses for Humanitarians**

Matthew 6:19-21

Luke 6:26

Romans 12:15



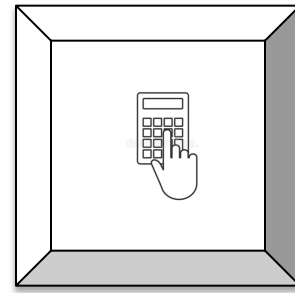
## Part Three: The Architects

Intuitives and Thinkers (those with N and T in their Myers-Briggs type) make up the Architects. These four types (INTJ INTP, ENTJ and ENTP) share similar traits.

Intellectual and precise, the Architect approaches challenges analytically. The thinking part of their personality gives them the ability to be thorough and rigorous, while their intuitive trait helps them think beyond the status quo.

Architects are driven to learn, and they're adept in identifying and pointing out the flaws in other people's thinking. This strength is accompanied by excessive confidence and trust in their own ideas. Architects have proved to themselves that they're generally right, so they can be the last one to realize when they're wrong. They can also waste time trying to recreate the wheel when a tried-and-true solution would have worked fine.

This group is at its best when allowed to understand and create. Equally adept at abstract hypotheticals and concrete problem solving. Architects are incredibly adept at cutting through confusion and providing order out of chaos.



## INTJ: The Scientist

*Capable, Open-Minded, Tireless, Driven, Self-Reliant, Confident*

The Scientist's mind works like a calculator. They look at the world as a series of interlocking systems and, because of this, they have a unique ability to predict multiple logical outcomes. In this way, they're like master chess players.

They're perfectionists who are constantly looking to increase their areas of expertise they have a hunger to grow and understand, soaking up as much knowledge as they can. They're dedicated to self-improvement. They expect a lot from others because they expect so much from themselves.

### **Scientists as disciples:**

When they're at their best, the Scientist operates as the church's spiritual security system. They're full of discernment and insight into the truth and able to sound the alarm when things appear a little off. They're also great cheerleaders, calling the church to higher ideals and a larger perspective. Scientists excel when they're loving God with all their mind by reading widely and deeply. This natural inclination is great for their intellectual process, but it's a struggle for them to love God with their heart and soul. Scientists need to get outside of their comfort zone and develop a strong prayer life.

### **Scientists making disciples:**

Although they're averse to being the focus of large groups, Scientists can manage small groups really well. They make great teachers, patiently leading others into a clearer understanding of God and their salvation. One of the greatest gifts Scientists can impart in the discipleship process is a steadfast orthodoxy.

### **Challenges for Scientists:**

One of the biggest challenges that Scientist personality types face is viewing knowledge as a competition. Because they're known for their intelligence and mastery, it can become their identity. When someone comes along with some of the same strengths, the Scientist can feel intimidated and threatened, seeking to prove themselves smarter and more well-versed.

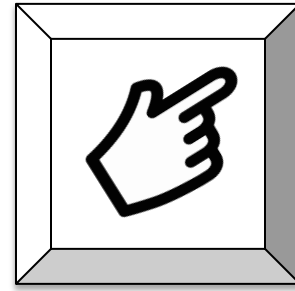
### **Memory verses for Scientists**

1 Corinthians 8:1

2 Timothy 2:23-26

2 Timothy 3:16-17





## INTP: The Visionary

*Analytical, Ingenious, Enthusiastic, Impartial, Truthful, Distinct*

You might look at a Visionary's exterior and see someone who's a little eccentric and offbeat. But inside their head, reason, analysis, and innovation are constantly at work – which can pull them away from external concerns. Because their minds are so active and complex. Visionaries are able to create intricate and unique answers to troubling problems.

Visionaries are very deliberate in their communication. They don't typically speak to hear themselves talk. They bristle at assumption and formality, preferring to disassemble presumptions that others take for granted.

### **Visionaries as disciples:**

Nothing frustrates the Visionary like the feeling an expectation that their spirituality needs to be highly emotive to be valuable. Not only do Visionaries see their relationships with God as something thoughtful and rational, they tend to see outbursts of emotion as a distraction. When it comes to Bible study, the Visionary can feel alienated by the fact that their perspective isn't shared by others. But they're used to it, and tend to chalk it up to others not catching up to their perspective. This, and their propensity for solitude, can isolate the Visionary. It's imperative that camaraderie is created with a small group of individuals that can benefit from the insight the Visionary brings and keep him or her rooted in the body of Christ. This gives the church the opportunity to profit from the Visionary's penetrating ideas and applications, and it ensures that the Visionary doesn't veer off orthodoxy.

### **Visionaries making disciples:**

If you're looking for a structured discipling process, you might want to look elsewhere. The Visionary's strengths don't really lend themselves to leadership. That said, a relationship with a Visionary can be incredibly valuable. It would be a mistake not to avail yourself to their knack for research and problem-solving. If you can get into a group with a Visionary, count yourself lucky.

### **Challenges for Visionaries:**

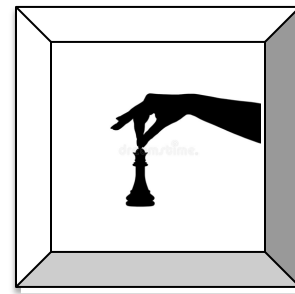
The tendency for Visionaries to see themselves as outsiders can contribute to cynicism. Their ability to correctly discern problems and question presumptions can leave them feeling that they're "the only one who gets it." Visionaries need to see their intellectual gifts as serving the church, and be patient when the church struggles to catch up with their insights.

### **Memory verses for the Visionaries**

Romans 14:13

Philippians 4:8

2 Timothy 2:15



## ENTJ: The Strategist

*Analytical Ingenious, Enthusiastic, Impartial, Truthful, Distinct*

The Strategist always begins with a clear end in mind. Because they're so decisive and charismatic, they're able to create processes and move people toward a goal. They're natural-born leaders who are motivated by success and influence.

They value productivity and competence and know how to pull these qualities out of others. Highly friendly and outgoing, Strategists draw others to them – and pretty quickly assess how people's strengths can be leveraged to meet their goals.

### **Strategist as disciples:**

Strategists need to remember that “with great power comes great responsibility.” As natural, visionary leaders, Strategists will establish order over everything within their influence. Not only will they bring order, but they'll move it toward their own ideals. For God to use this incredible ability for his glory, it's critical that the Strategist develops humility and active listening skills. Without these qualities, there's a potential for the Strategist to be critical, arrogant, or aggressive.

### **Challenges for Strategists:**

While charismatic and inspiring, the Strategist can struggle with feeling misunderstood. The Strategist has a lot of self-confidence and a thick exterior. They're constantly going and motivated by competition. They can end up barreling through life completely oblivious to the ways that people are responding to them. It's easy for people to come to the conclusion that the Strategist is arrogant, pushy, and impatient – and the Strategist is usually the last to know. It's helpful to have trustworthy friends that can give the Strategist insight into how they're perceived and how they can temper it. This will ultimately make the Strategist an even better leader.

### **Strategists making disciples:**

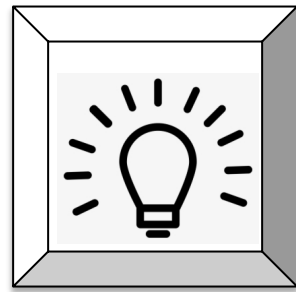
Strategists make great “come and do” disciples. Being kinetic by nature, it makes sense that their best mentoring would also happen in motion. While they'd likely avoid working with an established discipleship regimen, simply being around their natural leadership style and self-discipline can have a dramatic impact on new Christians, especially if the disciples have leadership potential themselves.

### **Memory verses for Strategists**

1 Corinthians 10:32 – 11:1

Philippians 2:3-4

1 Timothy 3:1-3



## ENTP: The Innovator

*Knowledgeable, Acute, Unique, Original, Magnetic, Enterprising*

The Innovator loves a challenge. They're incredibly confident in their ability to think creatively, and they're not too hampered by tradition to visualize a new strategy. They're confident in their ability to shoot from the hip, and don't put too much stock in preparation, preferring to jump into a new situation and modify it on the go.

The strengths of the Innovator are drawn from their disinterest in constantly doing things the same way, and their willingness to question what everyone else might see as "normal." They're not rule breakers for rebellion's sake. They put a lot of effort into understanding how the world around them works, and then look for better and more interesting ways to get things done.

### **Innovators as disciples:**

The Innovator's greatest asset is also their biggest challenge. Their extroversion, intuition, and relational mind make them debating dynamos. While the church can benefit from the Innovator's willingness to challenge the status quo and occasionally even roast some sacred cow, their willingness to challenge everything can be a detriment. As a disciple, it's good for innovators to place themselves under the authority of others and work on their ability to be submissive. Challenging and questioning things is important, but the Innovator also needs to know when to turn it off for the greater good.

### **Innovators making disciples:**

People looking for a good discipler would benefit from having an Innovator as a mentor. Their repository of knowledge and fun-loving nature makes conversations with them informative and entertaining. The main thing mentees of an Innovator need to be prepared for is having their insights and ideas challenged. As long as Innovators are gentle in the way they approach discussions, they can be gifted disciplers.

### **Challenges for Innovators:**

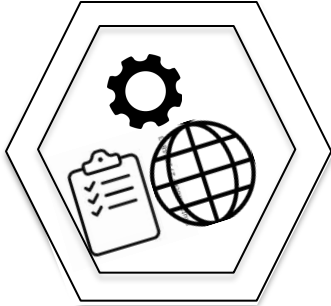
Innovators need to be careful how they communicate. They're part of a church community and they need to allow others to have contradictory opinions without feeling the need to endlessly debate about it. Innovators need to be attuned to people and know when to stop pushing before a debate devolves into hurt feelings.

### **Memory verses for Innovators**

Matthew 23:12

1 Corinthians 9:19

2 Timothy 2:23-24



## Part Four: The Sentinels

Sensors and Judgers (those with S and J in their Myer's Briggs type) form the Sentinels. These four types (ESTJ, ISTJ, ESFJ, and ISFJ) share similar traits. When it comes to structure, information, and lifestyle, these Sentinel personalities tend to desire the same things: order, security, confidence, and stability.

They're not overly concerned with abstract concepts, preferring to prioritize what they can see, hear, touch, taste, and feel. Their world is organized by facts, details, and experience. In their eyes, there's a value associated with proven systems and methods. They prefer some measure of social conformity – not because they hate individuality, but because they believe everything runs more efficiently within an accepted social order.

When it comes to structuring their lives, Sentinels prefer order and organization. They're likely to have a to-do list, if not an entire system based on structuring their day. They despise chaos and drama around them, preferring to keep things simple and organized. When it comes to their spiritual life, Sentinels embrace tradition and structure. In their minds, "If it's not broken, why fix it?" They find meaning in established practices, and are drawn to clear boundaries and expectations. When it comes to spiritual disciplines, they gravitate toward clear-cut regimens. These four personality types are the most likely to start a year-long Bible reading plan in January and finish it in December.

As disciple makers, Sentinels provide significant leadership. Their tendency toward organization and leading others by example makes them effective and excellent when working with new Christians.



## ESTJ: The Director

*Dedicated, Decisive, Forthright, Organized, Patient, Trustworthy*

### **Directors as disciples:**

Directors have little energy for abstractions. They want to roll up their sleeves and get to work. They're tenacious with an astonishing ability to get others to follow them. They're not as energized by quiet acts of devotion; they feed off of the energy of others and love accomplishing things together. When sitting through sermons and studies, the Director really needs to be able to understand how concepts will practically benefit others. Leading Bible studies and small groups is an ideal discipleship activity for a Director. They are driven to do a great job and in their preparation for these kinds of activities, they end up discipling themselves. When they have a strong biblical background, they develop a clear sense of right and wrong which can benefit the entire church.

### **Directors making disciples:**

Directors enjoy others, but are typically action-oriented. Their charisma and influence shine when they're working at something they feel passionate about. A Director's best bet for discipling others is to invite people to come along. Whether leading a church or running a soup kitchen, when people are around Directors in their element, it's impossible not to pick up on their enthusiasm and uncomplicated faith.

### **Challenges for Directors:**

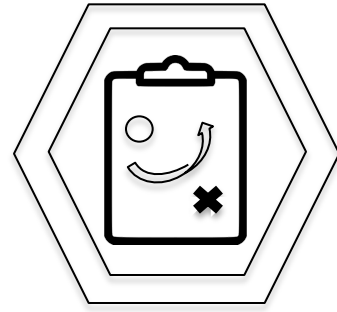
Directors struggle to create a discipline of private prayer, reading, and fasting. It's not that they're undisciplined; it's that they don't really get energy from this kind of introspective, quiet discipline. It's personalities like the Director that benefit from groups dedicated to study and prayer. This can help them become better with private devotion.

### **Memory verses for Directors**

Proverbs 16:3

Philippians 3:13-14

2 Timothy 2:15



## ISTJ: The Coordinator

*Honest, Conscientious, Responsible, Calm, Effective, Knowledgeable*

Coordinators appreciate tradition and predictability, trusting their past to guide them to make decisions based on time-proven methods. Logical and methodical, they appreciate tasks that have a clear step-by-step process. They bring order to their world by applying rational attention to details.

Despite the fact that Coordinators are introverted, they don't tend toward isolation. They're very happy to take part in well-ordered systems and structures. It's just that they're more comfortable taking charge of a task than getting to know strangers.

### **Coordinators as disciples:**

When it comes to finding reliable, critical parts of a structure, Coordinators are invaluable. Their trustworthy dependability is what keeps the church operating efficiently. They find meaning in knowing that their effort is keeping everything running smoothly. This exacting attention to detail transfers over into their spiritual and theological life. They're the most likely personality type to pour themselves into theology, especially theologians who contribute to the church's sense of tradition. They don't really follow fads, preferring to stay close to their roots. This is why they tend to be the last people to church-hop, and stick to the same quiet time and devotional regiment. Coordinators should be encouraged in their Bible and theological study. Not only do they personally benefit from it, but the entire church is edified by its exposure to Coordinators. They also should be encouraged to memorize Scripture. It comes naturally to them, and Coordinators are the most likely to benefit from the practice.

### **Coordinators making disciples:**

When it comes to discipling others, Coordinators come prepared. They don't want to waste time, and disciples can benefit from their knowledge, insight, and strong sense of discipline. The more exposure that people have to a Coordinator's daily routine the better, since they excel at discipling others by example.

### **Challenges for Coordinators:**

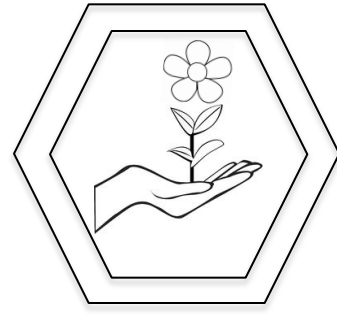
Most people struggle with new ideas, but none more than the Coordinator. Most people see Coordinators as the established authority when it comes to Scripture and theology, and it's easy for them to buy into that view of themselves. When confronted with an idea that they don't agree with, it's easy for them to dismiss the belief and the person. When it comes to change, Coordinators are not really interested. If given their druthers, they'd stay with the same pastor, style of worship, and doctrines forever. When changes come, Coordinators need to work hard not to get anxious or upset, and the need to look out for their tendency to build a contingent of people who agree with them.

### **Memory verses for Coordinators**

Luke 16:10

Colossians 2:8

2 Timothy 3:16-17



## ESFJ: The Provider

*Administrative, Dutiful, Stable, Sensitive, Admired, Warm*

When it comes to others, the Provider is very tuned in. They're sensitive to people's needs and keenly aware of the feelings of others. They prioritize the happiness of the people around them, and feel a great deal of responsibility when it comes to meeting their needs.

The provider is also firmly rooted in a particularly static value system. They see the world as black or white, right or wrong. They often have very strong opinions about the best course of action for others, and can be judgmental towards others who make different choices. Ultimately, this behavior stems from a desire for harmony and social order.

### **Providers as disciples:**

Providers do things right, and they do them at the right time. Not only can they be counted on to keep things running efficiently, but they can also be counted on to take care of people while they're doing it. They are natural shepherds who place a high priority on creating a safe place for others. Because of this, Providers should devote themselves to intercessory prayer and acts of service. Both of these disciplines foster an area of spirituality that comes naturally to them. When it comes to Bible study, they benefit a lot more from group studies than going solo.

### **Providers making disciples:**

Providers' strong sense of duty coupled with their love of people make them strong and dependable disciplers. They're warm and loyal. People love knowing that Providers are sensitive to their needs and can be trusted with sensitive information. Instantly likeable, Providers attract people, and can be effective at sharing their faith.

### **Challenges for Providers:**

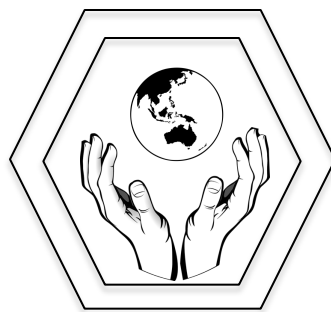
As caring, others-oriented people, Providers tend to be externally focused rather than internally grounded. Because of this, there's a danger that they can judge what's good or right by how it ultimately makes them feel. If it feels comfortable, they're more apt to give it a pass. To counterbalance this, it's helpful for them to have strong mentors and a good biblical foundation.

### **Memory verses for Providers:**

Colossians 3:14

1 Timothy 2:1-2

1 Peter 4:10-11



## ISFJ: The Guardian

*Supportive, Reliable, Observant, Enthusiastic, Loyal, Practical*

Driven by their personal values, Guardians are hard workers and service oriented. They're extremely conscientious of their behavior and make it their aim to get along with others and do what's expected of them. They strive for stability and commit to people and organizations that offer long-term security and support.

Tending to be humble and modest, they don't draw attention to themselves. They're more than happy to play second fiddle as long as they can work hard to serve their families, churches, and communities.

### **Guardians as disciples:**

Guardians find a lot of value in feeling needed. It's not enough for a Guardian to know that they're helping the church, they need to know that the work they're doing matters to individuals. They're servants who give of themselves naturally. They also prefer that their service has some stability to it. Preferring not to just fill in where needed, the Guardian favors recurring, structured roles like treasurer, nursery, children's ministry, and tech ministries. When it comes to spiritual disciplines, they should be allowed to gravitate toward the specific and quantifiable practices. A Guardian is much more comfortable committing to 15 minutes of prayer a day as opposed to an abstract commitment to "praying more." With clear expectations, Guardians will take to spiritual disciplines.

### **Guardians making disciples:**

While they can excel as disciple makers, Guardians often feel out of their element. Even though their introspective nature makes them second guess themselves, they're warm, approachable, and good listeners. Instead of sitting across a table from someone they're discipling, Guardians will excel if they learn to invite others along with them on walks or to work alongside them on service projects. This allows intimate discussion to occur naturally and doesn't require the Guardian to manufacture it.

### **Challenges for Guardians:**

Without meaning to, it's easy for churches to take advantage of the servant nature of the Guardian. They need to be careful that they're not allowing themselves to be weighed down with too much responsibility. This tendency to work hard combined with a desire to feel needed can lead them to perform until they crash. Guardians have a natural tendency to take things personally, and a real need for security and stability. This gives them a tendency toward worry, which, unchecked, can lead to bouts of depression.

### **Memory verses for Guardians:**

Ephesians 6:5-7

Philippians 4:6-7

2 Thessalonians 2:15