



epersonality **brief definitions**

Analyzer | Artisan | Adjutant | Creator | Designer | Disseminator | Evangelist | Fraternal Leader | Guide | Leader | Minister | Overseer | Planner | Protagonist | Reconciler | Servant | Super Leader



The Analyzer ...*let me help improve the effectiveness of our present ministries.*

- Values analyzing current ministry structures and looks for ways to improve them
- Very concerned about quality and quality improvement
- Highly dependable and conscientious
- Support new ventures only if the risks are minimized
- Lives in the moment with extreme focus
- Tends to work alone, but can function in small teams



The Artisan ...*what can I build to help our ministry?*

- Uses their hands to create, build or heal
- May be a tradesman or a professional in the medical industry
- Aspires to be a virtuoso in their area of expertise
- Values concrete results, not abstract ideas
- Receives enjoyment through the service process
- Devalues schedules and systems



The Adjutant ...*let me support my ministry and team leaders by addressing the administrative and/or creative details associated with a ministry, program, or project.*

- Seeks to excel in their area of responsibility, preferring to support people or projects that require of them a level of accuracy and detail
- Are highly focused people who do not normally excel at multitasking
- Require an atmosphere that is free of conflict and interruption
- Prefer to work one-on-one with others rather than in groups
- Can be highly empathetic and compassionate, especially in crisis situations
- Prefers to work behind the scenes and avoids public presentations



The Creator ...*let me invent new and better ways to extend our ministry impact.*

- The Thomas Edison of ministry systems
- Highly resistive to established ways of doing anything
- Is attracted to innovative ministries
- Possess strong verbal and multitasking abilities
- Gravitates to roles in technology, mechanics, or organizational development
- Make great systems analysts and consultants



The Designer ...let me create a blueprint for new ministry development.

- Creates a blueprint of system or organizational design
- Works independently
- Turns chaos into structures to be implemented by others
- Has a small relational pool since relationships are viewed as “hard work”
- Can observe and address poor logic in a system design
- May require support in dealing with difficult interpersonal relationships



The Disseminator ...let me tell you about the great things God is doing!

- Values a mission
- Values serving with people to accomplish a mission
- Values a mission that benefits people
- Passionate, with strong relational and verbal skills
- Gifted at the startup phases of a project
- Attracts people to any new or hot activity



The Evangelist ...let me promote what's new.

- A promoter of self, systems and organizations
- Helpful in launching new ministry startups and team mobilization
- Helpful in cause-based fund raising campaigns
- Highly social people who can adapt themselves to the person(s) they are currently meeting with
- Are typically not strong team leaders, even though they have outstanding interpersonal skills and attract people to them
- Multitask and prefer to have many irons in the fire
- The latest cause is the greatest cause



The Fraternal Leader ...let me build a band of brothers (or sisters).

- Likes to invest in a group or team
- Values ideas as well as people
- Comfortable in the role of instructor or mentor
- Excellent problem solvers
- Ultimate goal is to always benefit people
- May become too emotionally involved in the lives of others



The Guide ...let me help people grow spiritually.

- Gifted counselor and mentor
- Highly people-focused
- Prefers one-on-one or small group relationships
- Typically works behind the scenes
- Has significant influence on the individuals he/she serves
- A common pastoral personality



The Minister ...*let me protect God's people from harm.*

- A shepherding person that values protecting people
- Avoids risks if at all possible
- Leads small groups and individuals well
- Functions well only in small organizational structures
- Modest and humble individuals
- Values heritage and tradition



The Overseer ...*let me plan and manage projects and teams.*

- Strong implementation planners and managers
- Highly directive in administrative style
- Values and utilizes systems and structures
- May rely heavily on proven methods from the past
- Make excellent deacons, staff leaders and ministry leaders
- May require support in dealing with difficult interpersonal relationships



The Planner ...*let me create an effective and innovative strategic plan and help it become a reality.*

- Excels at strategic planning
- Sees all the steps necessary to accomplish any project
- Is proficient at managing projects through all stages of development
- Prefers science, technology and organizational philosophy
- Has very demanding expectations
- Is stimulated by vision, and will pursue a vision relentlessly to its conclusion
- Are strong strategic leaders and consultants



The Protagonist ...*let me gather people for a social or ministry event.*

- Highly social
- All of life is "a stage"
- Needs to be in the center of any important social activity
- Has a flair for style and the arts
- Values cultural relevancy
- May "drop the ball" and not finish what was started



The Reconciler ...*let me heal broken relationships, between people and between God and His people.*

- Relates strongly to the concepts of "guilt" and "grace"
- Highly relational individuals
- Seeks to reconcile people with people as well as people with God
- Commonly serves on the mission field or in mission and counseling organizations
- May be hard on themselves for their own failures
- Requires affirmation of self for who they are, not simply for the task they may perform



The Servant ...*let me make sure everyone has what they need to succeed.*

- People-focused
- Needs to work with people
- Tends to value social propriety and traditions
- A resource provider, making sure everyone has what they require.
- Very sensitive personality that can be easily wounded
- Can take on leadership roles effectively



The Super Leader ...*let me take charge of the leadership team.*

- A leader of leaders
- A primary influencer within the organization
- A strong strategic planner
- A change agent
- Significant ability to mobilize people to a vision or cause

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