

It's never too late! Discover how the REIGNITE Intensive can help you save your marriage in 2 days!

INSTRUCTIONS

In the space provided, identify the degree in which the following characteristics or behaviors most accurately describes you at home or in the relationships with your loved ones.

0 = not at all 1 = somewhat 2 = mostly; 3 = very much

For more information and help visit www.smalley.cc.

Column 1	Column 2	Column 3	Column 4
<input type="checkbox"/> Likes control	<input type="checkbox"/> Enthusiastic	<input type="checkbox"/> Sensitive	<input type="checkbox"/> Consistent
<input type="checkbox"/> Confident	<input type="checkbox"/> Visionary	<input type="checkbox"/> Calm	<input type="checkbox"/> Reserved
<input type="checkbox"/> Firm	<input type="checkbox"/> Energetic	<input type="checkbox"/> Non-demanding	<input type="checkbox"/> Practical
<input type="checkbox"/> Likes challenge	<input type="checkbox"/> Promoter	<input type="checkbox"/> Enjoys routine	<input type="checkbox"/> Factual
<input type="checkbox"/> Problem solver	<input type="checkbox"/> Mixes easily	<input type="checkbox"/> Relational	<input type="checkbox"/> Perfectionistic
<input type="checkbox"/> Bold	<input type="checkbox"/> Fun-loving	<input type="checkbox"/> Adaptable	<input type="checkbox"/> Detailed
<input type="checkbox"/> Goal driven	<input type="checkbox"/> Spontaneous	<input type="checkbox"/> Thoughtful	<input type="checkbox"/> Inquisitive
<input type="checkbox"/> Strong willed	<input type="checkbox"/> Likes new ideas	<input type="checkbox"/> Patient	<input type="checkbox"/> Persistent
<input type="checkbox"/> Self-reliant	<input type="checkbox"/> Optimistic	<input type="checkbox"/> Good listener	<input type="checkbox"/> Sensitive
<input type="checkbox"/> Persistent	<input type="checkbox"/> Takes risks	<input type="checkbox"/> Loyal	<input type="checkbox"/> Accurate
<input type="checkbox"/> Takes charge	<input type="checkbox"/> Motivator	<input type="checkbox"/> Even-keeled	<input type="checkbox"/> Controlled
<input type="checkbox"/> Determined	<input type="checkbox"/> Very verbal	<input type="checkbox"/> Gives in	<input type="checkbox"/> Predictable
<input type="checkbox"/> Enterprising	<input type="checkbox"/> Friendly	<input type="checkbox"/> Indecisive	<input type="checkbox"/> Orderly
<input type="checkbox"/> Competitive	<input type="checkbox"/> Popular	<input type="checkbox"/> Dislikes change	<input type="checkbox"/> Conscientious
<input type="checkbox"/> Productive	<input type="checkbox"/> Enjoys variety	<input type="checkbox"/> Dry humor	<input type="checkbox"/> Discerning
<input type="checkbox"/> Purposeful	<input type="checkbox"/> Group oriented	<input type="checkbox"/> Sympathetic	<input type="checkbox"/> Analytical
<input type="checkbox"/> Adventurous	<input type="checkbox"/> Initiator	<input type="checkbox"/> Nurturing	<input type="checkbox"/> Precise
<input type="checkbox"/> Independent	<input type="checkbox"/> Inspirational	<input type="checkbox"/> Tolerant	<input type="checkbox"/> Scheduled
<input type="checkbox"/> Action oriented	<input type="checkbox"/> Likes change	<input type="checkbox"/> Peace maker	<input type="checkbox"/> Deliberate
<input type="checkbox"/> TOTAL SCORE	<input type="checkbox"/> TOTAL SCORE	<input type="checkbox"/> TOTAL SCORE	<input type="checkbox"/> TOTAL SCORE

On the next page, record the totals on the appropriate graph space.



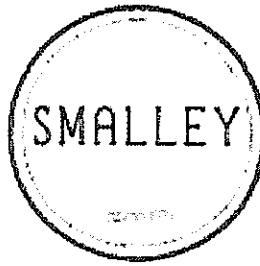
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INSTRUCTIONS

Simply plot your scores on the graph below and then connect the dots from one column to the next. Your strengths are the columns in which you scored the highest points.

For more information and help visit www.smalley.cc.

Score	The Lion	The Otter	The Golden Retriever	The Beaver
60				
58				
56				
54				
52				
50				
48				
46				
44				
42				
40				
38				
36				
34				
32				
30				
28				
26				
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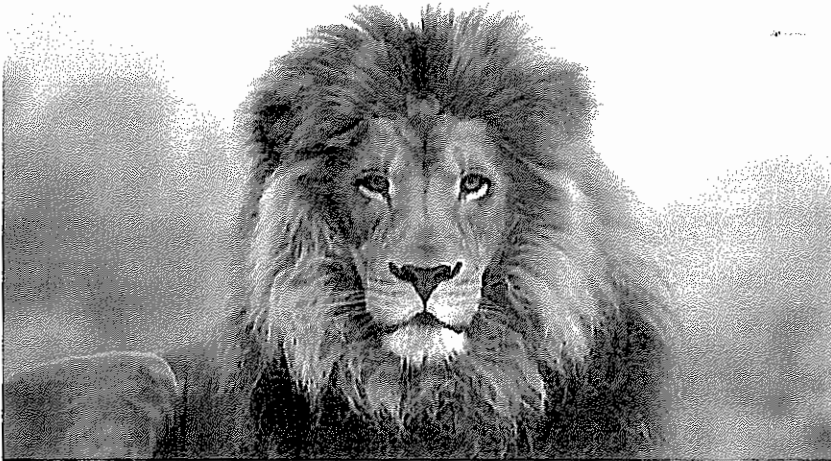


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The Smalley Institute Personality Interpretations

	The Lion	The Otter	The Golden Retriever	The Beaver
Relational Strengths:	Takes charge. Problem solver. Competitive. Enjoys change. Confrontational.	Optimistic. Energetic. Motivators. Future oriented.	Warm & Relational. Loyal. Enjoys Routine. Peace-Maker. Sensitive Feelings.	Accurate and precise. Quality control. Discerning. Analytical.
Strengths Out of Balance:	Too direct or impatient. Too busy. Cold blooded. Impulsive or takes big risks. Insensitive to others.	Unrealistic or day-dreamer. Impatient or over bearing. Manipulator or pushy. Avoids details or lacks follow-through.	Attract the hurting. Missed opportunities. Stays in a rut. Sacrifice own feelings for harmony. Easily hurt or holds a grudge.	Too critical or too strict. Too controlling. Too negative of new opportunities. Lose overview.
Communication Style:	Direct or blunt. One-way. Weakness: Not as good a listener.	Can inspire others. Optimistic or enthusiastic. One-way. Weakness: High energy can manipulate others.	Indirect. Two-way. Great listener. Weakness: Uses too many words or provides too many details.	Factual. Two-way. Great listener (tasks). Weakness: Desire for detail and precision can frustrate others.
Relational Needs:	Personal attention & recognition for what they do. Areas where he or she can be in charge. Opportunity to solve problems. Freedom to change. Challenging activities.	Approval. Opportunity to verbalize. Visibility. Social recognition.	Emotional security. Agreeable Environment.	Quality. Exact expectations.
Relational Balance:	Add softness. Become a great listener.	Be attentive to mate's needs. There is such a thing as too much optimism.	Learn to say "NO" ... establish emotional boundaries. Learn to confront when own feelings are hurt.	Total support is not always possible. Thorough explanation isn't everything



LION: This personality likes to lead. The lion is good at making decisions and is very goal-oriented. They enjoy challenges, difficult assignments, and opportunity for advancement. Because lions are thinking of the goal, they can step on people to reach it. Lions can be very aggressive and competitive. Lions must learn not to be too bossy or to take charge in other's affairs. Their greatest relational need is to add softness to their natural style to keep from being too hard on people in the process. They need to be intentionally relational, understanding that it cannot be forced. Meaningful decisions and projects take time—it's a discipline for a lion to be patient with this process and to take the time to bring others along, rather than making unilateral decisions that others will have to live with.

Biblical Example: PAUL- Case Study, Acts 9:3-19

Strengths:

- Problem Solver
- Bold, direct communication
- Decision maker
- Strong-willed
- Independent, self-reliant
- Action oriented, persistent
- Likes authority
- Takes charge
- Confident
- Enterprising
- Competitive

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Strengths Pushed out of Balance:

- Too busy
- Insensitive
- Not thoughtful of others' wishes
- Stubborn
- Avoids people and seeking help
- Inflexible, relentless, unyielding
- Too direct or demanding
- Pushy, impatient, Do it now!
- Cocky, may overlook feelings
- Big risks
- Cold blooded

Motto: "Do it now!"

Stressed: Becomes a dictator

Under Pressure: Lashes out



OTTER: Otters are very social creatures—otter personalities love people! They enjoy being popular and influencing and motivating others. Otters can sometimes be hurt when people do not like them and can sometimes hurt others with their carefree words. They usually have lots of friends, but not always deep relationships. Otters love to goof-off! They are notorious for messy rooms. Otters like to hurry and finish jobs, and because of that, jobs are sometimes not done well. “Follow through” is often one of the otter’s main challenges. Otters tend to make all kinds of promises and think “all things are possible,” but need accountability for the actual completion of the project. They need to be careful to consider the consequences and take time to think and pray before committing to new opportunities. The otter personality is like Tigger in Winnie the Pooh- Fun, fun, fun!

Biblical Example: PETER- Case Study, John 21:1-22

Strengths:

- Enthusiastic →
- Takes risks →
- Visionary, inspirational →
- Fun loving, infectious laughter →
- Motivator, promoter, initiator →
- Energetic →
- Friendly, group oriented →
- Likes variety, enjoys change →
- Spontaneous →
- Enjoys creativity, new ideas →

Strengths Pushed out of Balance:

- Overbearing
- Dangerous, foolish
- Daydreamer, phony
- Not serious, obnoxious
- Manipulator, exaggerates, pushy
- Impatient
- Shallow relationships
- Scattered, lacks follow-through
- Not focused
- Unrealistic, avoids details

Mottos: “Close enough” or “Trust me, it will work out.” Also, “Get approval from others.”

Stressed: They need to be allowed to be vocal/ verbal without judgment.

Under Pressure: They verbally attack.



GOLDEN RETRIEVER: Golden Retrievers are good at making friends and are very loyal; they are relational experts. Retriever personalities do not like big changes; they look for security. Retrievers can be very sensitive and caring. This personality forms deep relationships, but usually has only a few close friends. The Golden Retriever wants to be loved by everyone and looks for appreciation. They work best in a limited situation (clear boundaries) with a steady work pattern (predictability). One of the biggest challenges for a Golden Retriever is learning how to say, "No." They need practice in confronting others, learning to see it as a positive interaction—one that will bring the most good in the long run.

Biblical Example: ABRAHAM- Case Study, Genesis 12-22

Strengths:

- Sensitive feelings
- Loyal
- Calm, even-keel
- Non-demanding, patient
- Peacemaker, hates confrontation
- Enjoys routine, dislikes change
- Warm and relational
- Accommodating
- Sympathetic, good listener



Strengths Pushed out of Balance:

- Easily hurt
- Missed opportunities
- Lacking enthusiasm
- Pushover, doormat, taken advantage of
- Misses honest intimacy
- Stays in a rut, not spontaneous
- Fewer deep friends (limits number of deep relationships)
- Indecisive
- Holds on to others' hurt or pain

Mottos: "Let's keep things the way they are," or "Get along with others."

Stressed: Digs heels in.

Under Pressure: They need to be embraced and treated with gentleness and patience.



BEAVER: Organized. Administrative. Beavers think that there is a right way to do everything and they want to do it exactly that way. Beaver personalities are very creative. They desire to solve everything and to take their time and do it right. They must learn to relax and allow projects to remain undone, or to be done in a less-than-perfect way—or more specifically, in a way that is different than how they themselves would do it. Beavers do not like sudden changes. They are very hard on themselves and need reassurance.

Biblical Example: MOSES- Case Study, Exodus 3-4

Strengths:

- Perfectionist →
- Detailed, enjoys instructions →
- Accurate, precise →
- Consistent, predictable →
- Practical →
- Sensitive →
- Conscientious →
- Analytical →
- Discerning →
- Controlled, reserved, orderly →

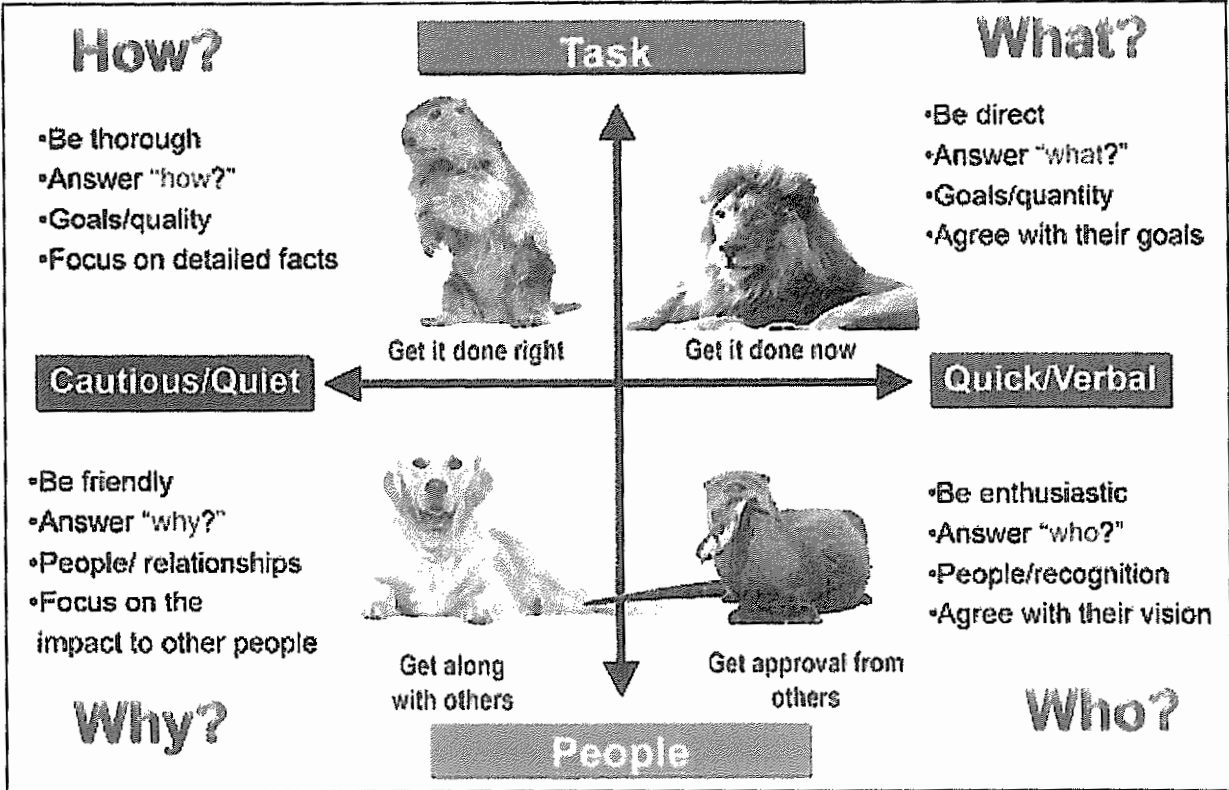
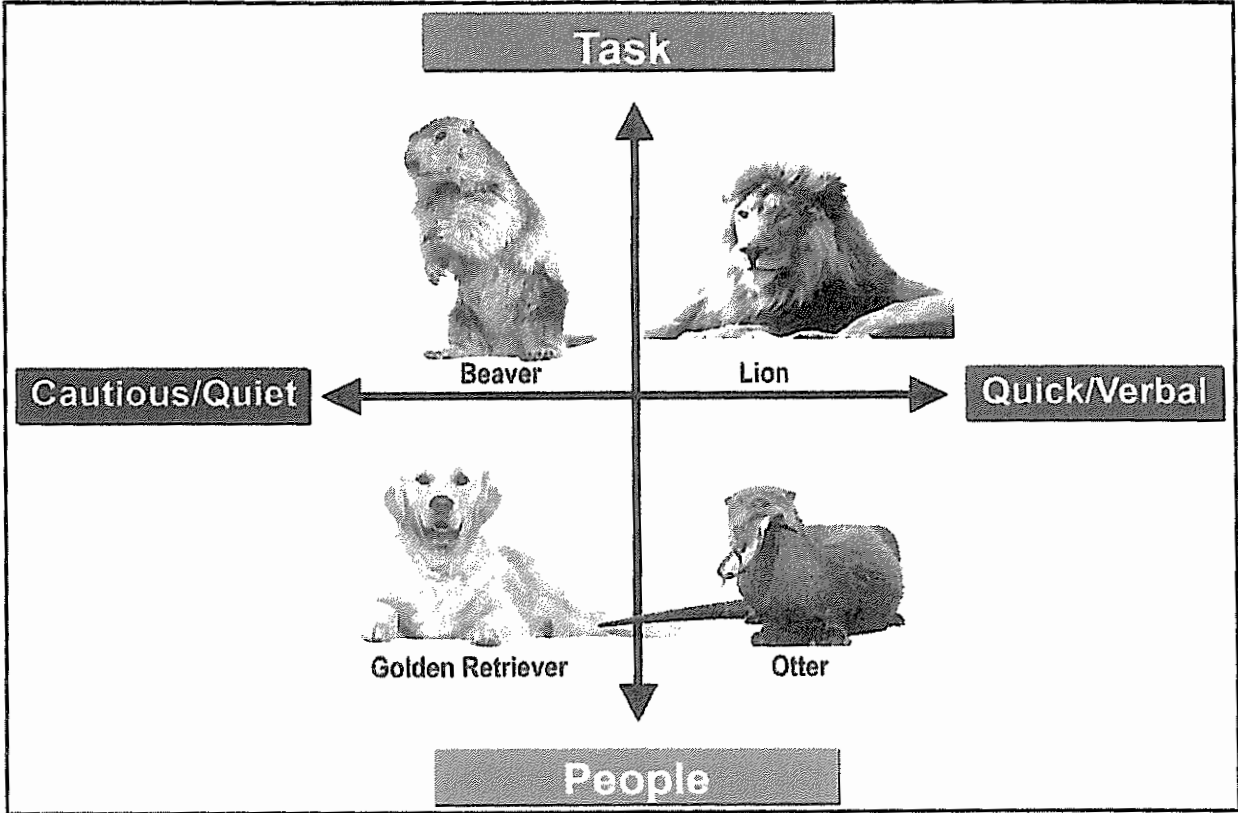
Strengths Pushed out of Balance:

- Too controlling
- Slow in accomplishing tasks
- Too critical, too strict
- Resists spontaneity or variety, boring
- Not adventurous
- Stubborn
- Inflexible
- Loses "big picture"
- Negative
- Too serious and stuffy, rigid

Motto: "Let's do this right."

Stressed: May become overwhelmed and freeze OR may stay up all night to finish a project.

Under Pressure: Will rely only on self; will not ask for help.



Activity 1 (about 20 minutes)

1. Break into **4 personality groups** according to your most dominant trait.
2. Take about 10 minutes to brainstorm what the other three personality types need from you- how do they need to be spoken to? Treated? What would help your working relationship?
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3. Share out. Consult the various "expert groups" to confirm or clarify what would be beneficial.

Activity 2 (about 20-25 minutes)

1. Break into two groups: 1) **Lions-Golden Retrievers** & 2) **Beavers-Otters**. Sit in personality groups. You will be working with the personality that is the most opposite of yours.
2. Review the page describing your opposite (i.e. Lions, review the Golden Retriever page). From any portion of that page, choose the most intimidating statement (to you) regarding your opposite.
3. Take turns by personality groups. Partner up with members of the opposite group. Use the following exchange:
 - Lion/Otter reads **what statement is the most intimidating** about Goldens/Beavers.
 - A representative from the Golden/Beaver side says, "**How can I put you at ease about that?**"
 - Lion/Otter responds with "**It would help me if you could _____.**"
 - Golden/Beaver responds with, "**I hear you and I will do my best.**" *Note: The Golden/Beaver can ask a clarifying question if needed to make sure they fully understand what is being asked of them.*
 - Lion/Otter responds with, "**Thank you!**"
 - The process begins again with a member from the opposite group stating what is most intimidating. Alternate group members for each exchange until everyone has had a turn. This will feel awkward and unnatural, but it will be safe for all participants and will pay dividends for your board going forward.
4. Now repeat the process, choosing the most encouraging statement (to you) about your opposite personality. Use the following exchange.
 - Lion/Otter reads **what statement is the most encouraging** about Goldens/Beavers.
 - Golden/Beaver responds with, "**I would be happy to be like that for you this year.**"
 - Lion/Otter responds with, "**Thank you!**"
 - Switch sides and repeat until everyone has had a turn.