

## Responding and Adapting

(It's not always about ME!)

***Eph 4:26-27 "In your anger do not sin": Do not let the sun go down while you are still angry, and do not give the devil a foothold.***

One of the greatest opportunities for anger comes in our times of \_\_\_\_\_.

	<b>Analytical</b>	<b>Driver</b>	<b>Amiable</b>	<b>Expressive</b>
1st reaction	Withdraw	Dominate	Give In	Attack
2nd reaction				
3rd reaction				
4th reaction				

Responding to the withdrawing Analytical

Give them time and \_\_\_\_\_.  
 Approach things \_\_\_\_\_.  
 Ask their \_\_\_\_\_.

Responding to the dominating Driver

Don't \_\_\_\_\_.  
 Don't \_\_\_\_\_.  
 Keep \_\_\_\_\_ details to a minimum.

Responding to the Acquiescing Amiable

Don't \_\_\_\_\_ them for a response.  
 \_\_\_\_\_ them to share their feelings.  
 Ask them for \_\_\_\_\_ criticism.

Responding to the attacking Expressive

Don't be \_\_\_\_\_ into their explosions.  
 Try to \_\_\_\_\_.  
 Get the \_\_\_\_\_ out of the way so they can focus on a solution.

(For a complete list of "Adapting To Meet The Needs Of..." take sheet on back table.)

Adapting to meet the needs of Analyticals

Don't be \_\_\_\_\_. Speak softly and slowly.  
 Help them realize it's impossible to make a \_\_\_\_\_ decision all the time.  
 Help them save face by not putting too much \_\_\_\_\_ on them in social settings.  
 Encourage and praise Analyticals for their wise planning, efficiency, and accomplishments.

Adapting to meet the needs of Drivers

Make your points \_\_\_\_\_ and concisely; don't bore with details.  
They are interested in how, who, why, and when questions.  
Keep things \_\_\_\_\_. More concerned with accomplishment than relationship.

Adapting to meet the needs of Amiables

Be \_\_\_\_\_, not brash.  
Help them see people can hold different opinions and still remain friends.  
Be \_\_\_\_\_ in communication.  
Encourage and praise with warm personal thanks.

Adapting to meet the needs of the Expressives

Listen, share, be \_\_\_\_\_ with their interests.  
Help them to see things through and allow them to work with \_\_\_\_\_.  
\_\_\_\_\_ recognize them and show appreciation.

**Rom 8:5 Those who live according to the sinful nature have their minds set on what that nature desires; but those who live in accordance with the Spirit have their minds set on what the Spirit desires.**

**Gal 5:22-26 But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. Those who belong to Christ Jesus have crucified the sinful nature with its passions and desires. Since we live by the Spirit, let us keep in step with the Spirit. Let us not become conceited, provoking and envying each other.**

The Spirit-filled Analytical

- will not be \_\_\_\_\_ to use talents and abilities
- will sleep peacefully as they trust God with the details
- will have faith and \_\_\_\_\_

The Spirit-filled Driver

- will acknowledge the \_\_\_\_\_ for God and work of the Holy Spirit
- will have compassion for others
- will have \_\_\_\_\_

The Spirit-filled Amiable

- will produce an \_\_\_\_\_ calm that matches the outside
- will conquer fear
- will be \_\_\_\_\_ to be a more productive worker

The Spirit-filled Expressive

- will have encouraging, wholesome, and compassionate \_\_\_\_\_
- will learn to say no
- will have \_\_\_\_\_

**Ps 126:1-3 When the LORD brought back the captives to Zion, we were like men who dreamed. Our mouths were filled with laughter, our tongues with songs of joy. Then it was said among the nations, "The LORD has done great things for them." The LORD has done great things for us, and we are filled with joy.**

## **Adapting to Meet the Needs of.....**

### Adapting to meet the needs of the Analyticals

1. Analyticals are askers so don't be pushy, speak softly, and slowly.
2. Analyticals are task-oriented and appreciate discussions about achievements. Talk to them about reachable goals.
3. Analyticals are deductive thinkers. Meet their need for facts, specific timeframes, and step-by-step procedures.
4. Don't expect quick decisions. They need time to reflect and evaluate before they decide.
5. Analyticals have a strong need to be correct and make right decisions. They would rather make no decision than make a wrong one. Help them to realize that it's impossible to make a perfect decision all the time. Help them relax and encourage them in the decision-making process.
6. Analyticals want to know how things work. They like to understand "why". They appreciate detailed instructions, they like to give detailed instructions, and they appreciate understanding your reasoning.
7. Analyticals sometimes feel awkward in relationships. Help them save face by not putting too much pressure on them in social settings and by all means, don't embarrass them in front of others.
8. Exercise patience. When they talk, they often give out more information than necessary and explain their position in great detail. Their presentation of material may be so loaded with facts/detail that the ideas become difficult to follow. You may need to listen to more material than you would like in order to show you care.
9. Do not try to oversell your ideas or overstate your position. They have a strong sense of logic and can quickly identify reasonable facts. Provide facts, but be clear and specific.
10. Encourage and praise Analyticals for their wise planning, efficiency, and accomplishments.

### Adapting to meet the needs of the Drivers

1. Drivers are tellers and appreciate people who make their points clearly and concisely. Try not to bore them with a lot of detail. Get to the bottom line quickly.
2. Drivers are intuitive thinkers and will trust their hunches. They don't need a big sales pitch. If your idea is valid, they'll accept it, but understand they may not admit it or give you credit because they like to remain in control.
3. Since Drivers like to feel in control, let them choose their methods/paths of response. Tell them the goal you want to achieve and give them options for reaching the goal. Let them use that information to chart their own course and don't try to control them.
4. Drivers are interested in the answers to how, who, why, and when questions. Be sure to let them know what your expectations are and they will tell you if they can or if they will reach those expectations.
5. Drivers struggle with impatience. Since they process information and accomplish tasks quickly, they don't have much patience with those who think or work slowly. Try to increase your pace around Drivers.
6. Since Drivers move at such a quick pace, try to keep things businesslike. They may seem a little cold or matter-of-fact, don't take it personally. They tend to be much more concerned with accomplishment than relationship. They look for results.
7. Encourage and praise Drivers for all the jobs and tasks they get done. But don't overdo it. The Driver will soon be off accomplishing something else.

Adapting to meet the needs of the Amiables

1. Amiables are askers and appreciate people who are gentle and not brash.
2. Amiables do not want to do or say something that might hamper their relationships. Help them to realize that sharing their thoughts will not affect their relationship with you.
3. Amiables ask “Why?” Explain to them what effort they need to put forth on a particular task. Help them to see how they will benefit from it and how their participation will help other people.
4. Amiables have a hard time really relaxing in social situations. They don’t want to do or say anything that might cause tension. Help them to see that a disagreement is not the end of the world. Help them to realize it is possible for people to hold different opinions and yet still remain friends.
5. Amiables do not like to work alone. They need a good deal of encouragement and assurance. They like to feel they are part of a team and that their input matters.
6. They like to know that they are accepted. Take the time to show personal interest in their lives.
7. Amiables hesitate to share their opinions. Learn to be patient in communicating with them. Try not to disagree with them in public or when you suspect a disagreement will hurt their feelings. Otherwise, they’ll clam up and not share with you.
8. If you hope to get Amiables to participate, clearly define what you expect from them. Communicate to them what you plan to do to contribute to the relationship or task at hand.
9. Encourage and praise Amiables with warm personal thanks for their contributions and participation.

Adapting to meet the needs of the Expressives

1. Expressives are tellers and they appreciate people who will listen and share with them. Become involved with their interests as much as possible.
2. Expressives are intuitive thinkers. They process information and form judgments and opinions quickly. They will also share their opinions openly. Have patience. They operate at a feeling level and may not always be able to give you a rational explanation for their behavior.
3. Expressives have a tendency to “tell it like it is”. Try not to take their comments personally. Many times, they are simply letting off steam, and you may just happen to be in the path.
4. They are relationship-oriented, and they want to know who is going to be involved. Try to meet their needs for excitement and interaction with people.
5. Expressives tend to start many jobs and not complete them. Try to work with them to see things through. They like to visit with others while they work and don’t perform at their best level if working alone.
6. They tend to exaggerate and overgeneralize. Be alert to, and patient with, their overstatements.
7. Expressives become easily sidetracked. Try to help them complete the task they start. They like to anticipate and want to share in the excitement for what lies ahead.
8. Encourage and praise Expressives for their enthusiasm. Publicly recognize them and show appreciation for jobs well done.