

Here is a description of the four personality types based on Gary Smalley's writings:

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.

Biblical Example: Paul **Case Study:** Acts 9:3-19

Strength: Goal-oriented, strong, direct

Weakness: Argumentative, too dictatorial

Limitation: Doesn't understand that directness can hurt others, hard time expressing grace

Otter

Otters are very social creature. Otter personalities love people. They enjoys being popular and influencing and motivating others. Otter can sometimes be hurt when people do not like them. Otter personalities usually have lots of friends, but not deep relationships. They love to goof-off. (They are notorious for messy rooms.) Otters like to hurry and finish jobs. (Jobs are not often done will.) The otter personality is like Tigger in Winnie the Pooh.

Biblical Example: Peter **Case Study:** John 21:1-22

Strength: People person, open, positive

Weakness: Talks too much, too permissive

Limitation: Remembering past commitments, follow through with discipline

Golden Retriever

Good at making friends. Very loyal. Retriever personalities do not like big changes. They look for security. Can be very sensitive. Very caring. Has deep relationships, but usually only a couple of close friends. Wants to be loved by everyone. Looks for appreciation. Works best in a limited situation with a steady work pattern.

Biblical Example: Abraham **Case Study:** Genesis 12-22

Strength: Accommodating, clam, affirming

Weakness: Indecisive, indifferent, unable to express emotional, too soft on other people

Limitation: Seeing the need to be more assertive, holding others accountable

Beaver

Organized. Beavers think that there is a right way to do everything and they want to do it exact that way. Beaver personalities are very creative. They desire to solve everything. Desire to take their time and do it right. Beavers do not like sudden changes. They need reassurance.

Biblical Example: Moses **Case Study:** Exodus 3-4

Strength: High standards, order, respect

Weakness: Unrealistic expectations of self & others, too perfect.

Limitation: Seeing the optimistic side of things, expressing flexibility

Discover Your Personality

Here is a small test to take to find out what your personality is ...

Instructions: In each box chose the words that best describe your personality.
Double the number of words you chose and record that number.

Lion	
<input type="checkbox"/> Likes authority	<input type="checkbox"/> Takes charge
<input type="checkbox"/> Confident	<input type="checkbox"/> Determined
<input type="checkbox"/> Firm	<input type="checkbox"/> Enterprising
<input type="checkbox"/> Enjoys challenges	<input type="checkbox"/> Competitive
<input type="checkbox"/> Problem solver	<input type="checkbox"/> Productive
<input type="checkbox"/> Bold	<input type="checkbox"/> Purposeful
<input type="checkbox"/> Goal driven	<input type="checkbox"/> Adventurous
<input type="checkbox"/> Strong willed	<input type="checkbox"/> Independent
<input type="checkbox"/> Self Reliant	<input type="checkbox"/> Controlling
<input type="checkbox"/> Persistent	<input type="checkbox"/> Action oriented
"Let's do it now!"	
Double the number chosen: _____	

Beaver	
<input type="checkbox"/> Enjoys instructions	<input type="checkbox"/> Accurate
<input type="checkbox"/> Consistent	<input type="checkbox"/> Controlled
<input type="checkbox"/> Reserved	<input type="checkbox"/> Predictable
<input type="checkbox"/> Practical	<input type="checkbox"/> Orderly
<input type="checkbox"/> Factual	<input type="checkbox"/> Conscientious
<input type="checkbox"/> Perfectionist	<input type="checkbox"/> Discerning
<input type="checkbox"/> Detailed	<input type="checkbox"/> Analytical
<input type="checkbox"/> Inquisitive	<input type="checkbox"/> Precise
<input type="checkbox"/> Persistent	<input type="checkbox"/> Scheduled
<input type="checkbox"/> Sensitive	<input type="checkbox"/> Deliberate
"How was it done in the past?"	
Double the number chosen: _____	

Otter	
<input type="checkbox"/> Enthusiastic	<input type="checkbox"/> Takes risks
<input type="checkbox"/> Visionary	<input type="checkbox"/> Motivator
<input type="checkbox"/> Energetic	<input type="checkbox"/> Very verbal
<input type="checkbox"/> Promoter	<input type="checkbox"/> Friendly
<input type="checkbox"/> Mixes easily	<input type="checkbox"/> Enjoys popularity
<input type="checkbox"/> Fun-loving	<input type="checkbox"/> Likes variety
<input type="checkbox"/> Spontaneous	<input type="checkbox"/> Enjoys change
<input type="checkbox"/> Creative-new ideas	<input type="checkbox"/> Group oriented
<input type="checkbox"/> Optimistic	<input type="checkbox"/> Initiator
<input type="checkbox"/> Infectious laughter	<input type="checkbox"/> Inspirational
"Trust me! It'll work out!"	
Double the number chosen: _____	

Golden Retriever	
<input type="checkbox"/> Sensitive feelings	<input type="checkbox"/> Loyal
<input type="checkbox"/> Calm	<input type="checkbox"/> Even keeled
<input type="checkbox"/> Non-demanding	<input type="checkbox"/> Gives in
<input type="checkbox"/> Avoids confrontations	<input type="checkbox"/> Indecisive
<input type="checkbox"/> Enjoys routine	<input type="checkbox"/> Dislikes change
<input type="checkbox"/> Warm and relational	<input type="checkbox"/> Dry humor
<input type="checkbox"/> Adaptable	<input type="checkbox"/> Sympathetic
<input type="checkbox"/> Thoughtful	<input type="checkbox"/> Nurturing
<input type="checkbox"/> Patient	<input type="checkbox"/> Tolerant
<input type="checkbox"/> Good listener	<input type="checkbox"/> Peace maker
"Let's keep things the way they are."	
Double the number chosen: _____	