

Temperament And Conflict

1. There are potential problems in personality style differences.
2. The ability to recognize these early and to understand the fallacy in these problems is essential to being able to make the differences work for you.
3. Here are some of the things to look for...
 - 1) The perception that "my way is the right way."
 - 2) It is easy for these differences to cause conflict.
 - 3) Misreading of motives by using one's self as a reference.
 - 4) It is easy to fall into the trap of becoming judgmental about the way another person does something, rather than appreciating their differences.
 - 5) The avoidance or exclusion of "troublemakers".
4. Our temperaments influence everything we do from sleep habits to study habits to eating style to the way we get along with others.
5. By Understanding how to develop your versatility...
 - * You learn how to increase your effectiveness in dealing with others
 - * You learn how to be more successful in dealing with others
 - * You learn to adapt your behavior to meet the needs of others.
 - * You learn to adapt your behavior to the demands of specific situations.
6. To work together, all temperaments must simply realize that there are no right or wrong ways to approach conflict resolution, only differences.
7. When people use their various talents, all necessary functions and tasks are covered.
8. What will you bring to the group?

	D	I	S	C
Art of Relating	Driver	Expressive	Amiable	Analytical
Key Question in persuading	What Are the benefits?	Who Else Has Done this?	Why do you want to change things?	How do you want me to do this?
Appearance	Business – Like	Fashionable	Casual	Formal
Work Space	Busy / Structured	Cluttered	Friendly	Organized
Pace of Work	Fast / Decisive	Fast / Spontaneous	Slow / Easy	Slow / Systematic
Priority	Task / Results	Relationship Interaction	Maintain Relationship	Task / Process
Fears	Loss of Control	Loss of Prestige	Confrontation	Embarrassment
Under Tension	Dictate / Assert	Attack / Sarcastic	Submit	Withdraw

	D	I	S	C
Seeks	Productivity	Recognition	Attention	Accuracy
Gains Security By	Control	Flexibility	Close R / S	Preparation
Likes You To Be	To The Point	Stimulating	Pleasant	Precise
Wants To Be	In Charge	Admired	Liked	Correct
Irritated By	Inefficiency Indecision	Inflexibility Routine	Insensitivity Impatience	Surprises
Wants To Maintain	Success	Status	Relationships	Credibility
Measures Person's Worth By	Results Track Record	Recognition Compliments	Compatibility With Others	Precision Accuracy
Decisions	Definite	Spontaneous	Considered	Deliberate
How to Lead	Let be in charge of something	Let them have fun	Let them have minimal conflict	Let them have time to do it right

9. **D**

Their major weakness is "anger management".

Under pressure the D will work harder and may become ill-natured or explosive.

The impatient and goal-oriented D Temperament prefers a quick, bottom line presentation style.

I

Their major weakness is "emotional management".

Under pressure the I will talk more, shop or eat, and may display an emotional outburst.

The playful and friendly I prefers a fast paced and enthusiastic meeting.

S

Their major weakness is "self-esteem management".

Under pressure the S will avoid conflict by doing such things as sleeping in longer.

The peaceful and stoic S prefers a slow, deliberate meeting.

C

Their major weakness is "stress management."

Under pressure the C will become withdrawn, depressed and worries more (panic attacks).

The cautious C prefers a slow, detailed meetings and warms up slowly.

10. Identify Tension Areas

If another person is a (n):

And you are a (n):

	D	I	S	C
D	Your tendency to over-control a situation which may reduce their ability to control their situation	Your concern for results accompanied by lack of motivational environment	Your not taking enough time to listen Your priority of time over relationships.	Your being so quick but not thorough enough. Your high risk orientation.
I	Your lack of results orientation. Your being too emotional and talkative.	Your desire for visibility, esp. if it reduces their visibility	The lack of depth in some of your relationships. Your quickness.	Your lack of attention to detail. Your impulsive tendencies.
S	Your reluctance to change and your tendency to be indecisive.	Your slower pace and lack of enthusiasm	Your lack of initiative and aggressiveness	Your people orientation rather than analytical approach to tasks
C	Your slower and more methodical pace. Your low risk orientation	Your attention to detail and lack of spontaneity.	Your tendency not to let them know how you "feel".	Your desire to be more right / correct than they are.

11. 4 Responses To Conflict

Over assertive Autocratic Unbending Over-controlling Strong-willed Attempts to impose thoughts and feelings on other.	D	I	Explosive, Emotionally attacks others and their ideas, Uses condemnations and put downs to discredit others, Tells peoples how he/she "feels" about things
Less assertive, Keeps thoughts and ideas to self, More controlled, Withdraws from other people and/or undesirable situations, Plans next move	C	S	Gives in to keep peace and reduce conflict, Appears to agree with others, Tolerates things even though he/she may disagree, Desires to save the relationship even if it hurts them the most

12. Ways You Can Demonstrate Adaptability With Others...If you are....

<p>Listen more Focus on people Be more flexible Be more supportive Be warmer Be more open Be patient Explain "Why" Be less controlling</p>	D	I	<p>Slow down Control emotions Evaluate activities Follow-through Listen more Focus on details/facts Focus on results Be less impulsive</p>
<p>Be more open / flexible Trust your intuition Respond quicker Be more optimistic Be less fact oriented Take more risks Develop relationships Look ahead</p>	C	S	<p>Face confrontation Be more decisive Learn to say "no" Initiate more Increase pace Be more direct Be less sensitive Focus more on the task</p>

13. Ways You Can Demonstrate Adaptability With Others... If they are...

- Recognize they are born leaders
- Insist on two way communication
- Know they don't mean to hurt
- Try to divide areas of responsibility
- Realize they are not compassionate

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|---|---|---|
| | D | I |
| <ul style="list-style-type: none"> •Know they are very sensitive / Get hurt easy •Realize they are pessimistic by nature •Learn to deal with depression •Compliment sincerely and lovingly •Accept that they like it quiet at times •Try to keep a reasonable schedule •Help them not to become slaves to the family | C | S |

- | | | |
|--|---|---|
| | D | I |
| | C | S |
| | D | I |
| | C | S |
- Recognize their difficulty in accomplishing tasks
 - Realize they like variety and flexibility
 - Help them to keep from accepting more than they can do
 - Don't expect them to remember their appts or be on time
 - Praise them for everything they accomplish
 - Remember they are circumstantial people
 - Bring them presents; they like toys
 - Realize they mean well.

- Realize they need direct motivation
- Help them set goals and make rewards
- Don't expect enthusiasm
- Force them to make decisions
- Don't heap all the blame on them
- Encourage them to accept responsibilities

14. Eph. 4:15, 16

15. 1st Cor. 12:12-27

Indispensable

Interdependent

Interconnected

16. Acts 2:1-4, 40-47