

Lesson 0223
Know Yourself, Know Your Team
Elective Handout 2

Dominant “D”: The need to be significant and make a difference... invites to do life together are looked at being trivial until they are shown the meaning.

Influencer “I”: need freedom to express, say and do who they are and what they’re thinking.

Steadfast “S”: motivated by being connected to community.

Conscientious “C”: getting it right and being secure in all that they do, they must be right in doing what they do.

Each struggle with a common lie:

“D” – Insecurity that they are not respected or valued. Will damage relationships to feel significant and be in charge; do anything to avoid being devalued, protecting themselves from being invalidated or disempowered.

“I” – Seek acceptance by doing whatever it takes to be liked by others (peers)

“S” – Afraid of conflict because they don’t want to jeopardize their relationships - so they’d rather just not tell the truth and deny self than lose connection.

“C” – Afraid of failure, and their humanity. Shame is huge if they make a mistake; they don’t make mistakes, they become the mistake... I didn’t fail, I’m a failure.

The antidote to these lies is an encounter with the loving Father who speaks of their being acceptable to, and safe, with Him. There is a deep need to be reconciled to the truth of who they are in Him. If any of these primary traits feels powerless, their responses are predictable. See the chart below:

| | Driver | Lies | Emotions |
|----------------------|---------------|-------------|------------------------|
| Dominant | Significance | Insecurity | Anger |
| Influencer | Freedom | Rejection | Over Optimism/Trust |
| Steadfast | Connection | Conflict | Unemotional |
| Conscientious | Security | Failure | Fear |

“D” - When they feel powerless they tend to get angry

“I” – Overly Optimistic and too trusting when overwhelmed; need to ask more questions

“S” - Act like Spock, poker faced, when feeling overwhelmed their face muscles relax

“C” - Act like Henny Penny, needs more info!!!

How do we help them through the sense of being powerless? We can ask them:

Sounds like your feeling powerless?

What are you going to do?

This creates a bridge for them to become constructive in dealing with overwhelming feelings.