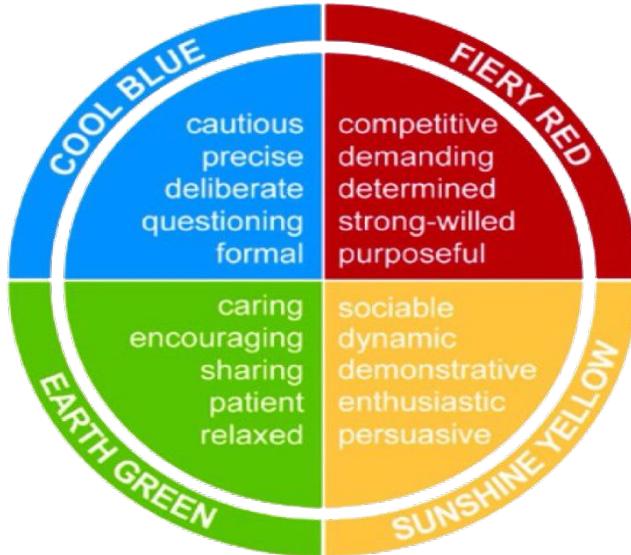


EQ and Temperament

Gen 1:26-28 Then God said, "Let us make man in our image, in our likeness, and let them rule over the fish of the sea and the birds of the air, over the livestock, over all the earth, and over all the creatures that move along the ground." So God created man in his own image, in the image of God he created him; male and female he created them. God blessed them and said to them, "Be fruitful and increase in number; fill the earth and subdue it. Rule over the fish of the sea and the birds of the air and over every living creature that moves on the ground."

The enemy's strategy has always been to tarnish that image. We are called to walk in victory and dominion. The image of God means we are straightened to Him and not bent towards man. It means that our lives are not externally referenced. This is significant because we always live up to our self-concept. If I believe I am a cow, I will eat grass and "moo". In doing life, it is important for us to have a healthy sense of identity. Many leaders fail because they lack self-awareness and are not in touch with who they are. It is important to understand that although we have different temperaments or behavioural profiles, we are still called to be Christlike. Many people make the mistake of glorifying their personalities. **They continuously reject Christlikeness on the basis of their temperament or personality.** Ephesians 4:15-16 "Instead, speaking the truth in love, we will grow to become in every respect the mature body of Him who is the head, that is, Christ. From Him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work." **We need to understand that the Holy Spirit helps us to manifest the emotions of Christ appropriately in the context of our own individual style.** Throughout scripture we see people of different personality types being used greatly by God, some of them operated from their flesh whilst others were spirit controlled and led most of the time. In this message, I will give us an overview of the different behavioural preferences and temperaments demonstrating how to safeguard ourselves from the vices associated with them.

What is your behavioural profile?



Below we see the fleshly/carnal side of these colours. We typically call this the bad day version.



Most of us are a mixture of these but will tend to have one which is more dominant than the others. The goal is to be able to recognize and then adapt and connect with various styles. Each style has gifts it brings to team settings but also has over-extensions and liabilities. It is good for us to be aware of these in ourselves and in others.

1. Cool Blue (High Compliance; Analytic)

Possible Characteristics: Cautious, rigid, compliant, sober, pessimistic, reserved, unsociable, quiet, calculating, task- and thinking-oriented. They are motivated by quality and correctness. They desire clearly defined tasks, time to think things through, details and limited risks.

Need to learn that: Data is not always available for all decision-making, you sometimes have to trust your gut and intuition, 80% on time is better than 110% late, paralysis of analysis in meetings can be draining for others, having more optimism will be inspiring and lead to success.

Overuse or Vices:

- Overly critical or perfectionistic.
- Risk-averse, leading to stagnation or missed opportunities.
- Detached or unapproachable, hindering relationships.
- Analysis paralysis – overthinking leads to inaction.
- Lack of emotional expression or warmth.

Scripture for Balance:

- Proverbs 3:5-6 – "Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to Him, and He will make your paths straight." (Encourages trust over excessive reliance on analysis.)

- Ecclesiastes 11:4 - "Whoever watches the wind will not plant; whoever looks at the clouds will not reap."
(Avoids over analysis that prevents action.)

Biblical Characters:

- Daniel – Analytic and detail-oriented, yet reliant on God's wisdom (e.g., interpreting dreams).
- Thomas (the Apostle) – Cautious and sceptical, needing evidence before belief.
- Nehemiah – Reserved, but meticulous in planning and execution.

2. Fiery Red (High Dominance; Driver)

Possible Characteristics: Touchy, restless, aggressive, excitable, changeable, impulsive, goal-oriented, optimistic, active, task- and thinking-oriented. They are dominant, direct, demanding and decisive.

They need to learn that: you need people, you can relax from time to time, you can enjoy the journey, not everything is a competition, there is a time to follow others, it is wise to be sensitive to people's feelings, build trust first instead of trying to close the deal prematurely, slowing down at times helps.

Overuse or Vices:

- Overbearing or authoritarian in leadership.
- Impulsive decision-making without considering others.
- Overemphasis on results at the expense of relationships.
- Struggles with patience or humility.

Scripture for Balance:

- James 1:19-20 – "Everyone should be quick to listen, slow to speak and slow to become angry, because human anger does not produce the righteousness that God desires."
(Encourages self-control and patience.)
- Proverbs 16:32 – "Better a patient person than a warrior, one with self-control than one who takes a city."
(Focuses on restraint over conquest.)
- James 3:17 - "But the wisdom that comes from heaven is first of all pure; then peace-loving, considerate, submissive, full of mercy and good fruit, impartial and sincere."
(Temper your drive and impulsiveness with mercy, impartiality, and peace-loving actions. Balance aggressiveness with consideration and a submissive spirit to God's will.)

Biblical Characters:

- Paul – Driven and fiery in his mission, yet tempered by humility through God's grace.
- Moses – Initially impulsive (e.g., killing the Egyptian) but later learned restraint and reliance on God.

- Samson – Aggressive and impulsive, often driven by personal desires.

3. Sunshine Yellow (High Influence; Expressive)

Possible Characteristics: Sociable, flexible, outgoing, talkative, responsive, easy-going, carefree, lively, people- and feeling-oriented. They are optimistic. They are motivated by recognition and approval. They desire prestige, friendly relationships, freedom from rules, opportunities to influence and impact others.

Need to learn that: being responsible is more important than popularity, time management is crucial in most things, they mustn't over promise and under deliver, implementation is just as important as ideation and strategy, lack of discretion can result in loss of credibility.

Overuse or Vices:

- Distracted by socializing, neglecting responsibilities.
- Superficial relationships without depth.
- Overpromising but underdelivering due to overcommitment.
- Struggles with consistency or focus.

Scripture for Balance:

- Proverbs 10:19 – "When words are many, sin is not absent, but whoever restrains his lips is prudent."
(Encourages thoughtful speech and moderation.)
- Ecclesiastes 5:2 – "Do not be quick with your mouth, do not be hasty in your heart to utter anything before God."
(Promotes reflection over impulsive speech.)
- Ecclesiastes 5:4-5: "When you make a vow to God, do not delay in fulfilling it. He has no pleasure in fools; fulfill your vow. It is better not to make a vow than to make one and not fulfill it."
- Ecclesiastes 5:2 – "Do not be quick with your mouth, do not be hasty in your heart to utter anything before God. God is in heaven and you are on earth, so let your words be few."
- Proverbs 10:19: "When words are many, sin is not absent, but whoever restrains their lips is wise."
- Proverbs 17:27-28 "The one who has knowledge uses words with restraint, and whoever has understanding is even-tempered. Even fools are thought wise if they keep silent, and discerning if they hold their tongues."
- James 1:19 "Everyone should be quick to listen, slow to speak and slow to become angry."
(Encourages prioritizing listening over talking.)

Biblical Characters:

- Peter – Outgoing and expressive, often speaking or acting impulsively.

- King David – Lively and expressive, yet sometimes lacked restraint.
- Barnabas – An encourager and people-oriented, fostering relationships in the early church.

4. Earth Green (High Steadiness; Amiable)

Possible Characteristics: Passive, careful, thoughtful, peaceful, controlled, calm, even-tempered, people- and feeling-oriented. They desire established work patterns, stability and no sudden changes. They tend to be submissive and security-oriented. They are good team players who identify with the group and are not high on ego.

They need to learn that: Change results in opportunity, there is no growth without change, friendship isn't everything, there are levels of loyalty (sometimes they become more loyal to individuals they are close to than the organisation), tough love is sometimes necessary, boldness and risk taking is often necessary, their indecisiveness can be seen as weak leadership, consensus building is not always necessary.

Overuse or Vices:

- **Avoids conflict, leading to unresolved issues.**
- **Passivity can result in indecision or complacency.**
- **Resists change, hindering progress.**
- **Can be overly accommodating, neglecting personal boundaries.**

Scripture for Balance:

- *2 Timothy 1:7* – "For the Spirit God gave us does not make us timid, but gives us power, love and self-discipline."

(Encourages boldness and action.)

- *Ecclesiastes 3:1* – "There is a time for everything, and a season for every activity under the heavens."

(Reminds of the necessity of change and action.)

Biblical Characters:

- Abraham – Peaceful and steady, trusting God's promises over time.
- Ruth – Loyal and calm, yet proactive when needed.
- Joseph (Jesus' earthly father) – Thoughtful, controlled, and faithful in his actions.
- Hannah - Hannah does not retaliate or argue with Peninnah, despite ongoing provocation. Instead, she bears the ridicule quietly.

We have examined the different behavioural preferences, highlighting their strengths and value adds. We have also highlighted the overuses and vices associated with these temperaments. I am now going to show you how the insights colours (behavioural preferences) look in areas such as decision-making, stressors and emotional triggers, and public speaking.

Insights Colours – Decision-making

1. Cool Blue (High Compliance; Analytic)

Decision-Making Approach:

- Logical, data-driven, and thorough.
- Prefers a step-by-step analysis and relies on facts, research, and evidence.
- Avoids risk by considering all possible outcomes before deciding.

Strengths:

- **Precision:** Makes informed and well-considered decisions.
- **Clarity:** Breaks complex problems into manageable parts.
- **Accountability:** Decisions are defensible due to reliance on evidence and thorough analysis.

Weaknesses:

- **Over analysis (Paralysis by Analysis):** May take too long to decide due to overthinking.
- **Risk Aversion:** Struggles with decisions requiring intuition or boldness.
- **Inflexibility:** May resist change or adapt poorly to unforeseen developments.

2. Fiery Red (High Dominance; Driver)

Decision-Making Approach:

- Direct, decisive, and focused on results.
- Prioritizes speed and efficiency, often relying on intuition and past experience.
- Tends to take charge and make decisions independently.

Strengths:

- **Quick Execution:** Acts swiftly and decisively, ensuring momentum.
- **Confidence:** Inspires trust through assertiveness and clarity.
- **Goal-Oriented:** Focuses on outcomes and minimizes distractions.

Weaknesses:

- **Impatience:** May make hasty decisions without fully understanding the implications.
- **Overconfidence:** Risks overlooking details or dismissing input from others.
- **Authoritarian Tendencies:** May alienate team members by not involving them in the decision-making process.

3. Sunshine Yellow (High Influence; Expressive)

Decision-Making Approach:

- People-focused and optimistic.
- Relies on intuition, creativity, and input from others to shape decisions.
- Prefers collaborative and innovative approaches, often seeking consensus.

Strengths:

- **Creativity:** Brings fresh, out-of-the-box ideas to decision-making.
- **Engagement:** Encourages participation and input, fostering teamwork.
- **Positivity:** Keeps morale high, even during challenging decisions.

Weaknesses:

- **Lack of Structure:** May overlook critical details in favor of enthusiasm.
- **Overreliance on Others:** Can struggle with making tough, independent decisions.
- **Indecisiveness:** Seeks too much consensus, delaying decisions.

4. Earth Green (High Steadiness; Amiable)

Decision-Making Approach:

- Careful, deliberate, and values harmony.
- Seeks to ensure decisions align with core values and prioritize relationships.
- Prefers to avoid conflict and may defer decisions to maintain peace.

Strengths:

- **Empathy:** Considers the impact of decisions on others, fostering trust.
- **Consistency:** Makes thoughtful, well-rounded decisions.
- **Stability:** Avoids impulsive choices, providing balance in chaotic situations.

Weaknesses:

- **Conflict Avoidance:** Struggles with making decisions that might upset others.
- **Resistance to Change:** Prefers familiar solutions, which can limit innovation.
- **Slow Decision-Making:** May delay decisions due to over-deliberation or fear of mistakes.

Summary of Tips for Balanced Decision-Making:

- **Cool Blue:** Embrace intuition and trust your judgment when time is limited.
- **Fiery Red:** Take time to consider long-term implications and listen to feedback.
- **Sunshine Yellow:** Incorporate structure and focus on key details to avoid superficial decisions.
- **Earth Green:** Balance empathy with assertiveness to make timely and impactful decisions.

Each colour's strengths can complement the others, creating a well-rounded decision-making process in collaborative settings!

Insights Stressors and Emotional Triggers

1. Cool Blue (High Compliance; Analytic)

Stressors:

- **Unclear Expectations:** Lack of clarity or poorly defined goals.
- **Last-Minute Changes:** Sudden shifts in plans or processes.
- **Emotional Outbursts:** Dealing with overly emotional or irrational people.
- **Lack of Preparation:** Being unprepared or rushed to make decisions.
- **Inconsistent Data:** Inaccurate, incomplete, or contradictory information.

Emotional Triggers:

- Feeling criticized for their careful approach.
- Being dismissed as overly rigid or pedantic.
- Experiencing chaos or a lack of structure in their environment.
- Being forced to make decisions without sufficient analysis or time.

2. Fiery Red (High Dominance; Driver)

Stressors:

- **Lack of Control:** Being micromanaged or having limited autonomy.
- **Inefficiency:** Dealing with slow processes or indecision.
- **Resistance:** Encountering people who challenge their authority or direction.
- **Delays:** Situations where progress or results are hindered.
- **Dependency:** Working with people perceived as incompetent or overly reliant.

Emotional Triggers:

- Feeling disrespected or undermined.
- Being forced into passive or subordinate roles.
- Encountering unnecessary obstacles or bureaucracy.
- Facing criticism for their assertiveness or leadership style.

3. Sunshine Yellow (High Influence; Expressive)

Stressors:

- **Isolation:** Being excluded from social interactions or teamwork.
- **Monotony:** Performing repetitive or boring tasks with no creativity.
- **Rejection:** Feeling unappreciated or undervalued by others.
- **Rigid Rules:** Environments with strict structures that stifle flexibility.
- **Conflict:** Unresolved interpersonal tension or a lack of harmony.

Emotional Triggers:

- Feeling ignored or not being heard in group settings.
- Being criticized for their optimism or energy.
- Encountering cold or overly logical responses in emotional situations.
- Being held back from expressing their creativity or ideas.

4. Earth Green (High Steadiness; Amiable)

Stressors:

- **Conflict:** Confrontations or disagreements, especially unresolved ones.
- **Change:** Rapid or unexpected shifts in routine or environment.
- **Pressure:** Being forced to act quickly or make decisions under time constraints.
- **Disconnection:** Feeling excluded from relationships or teamwork.
- **Disharmony:** Environments lacking collaboration or mutual respect.

Emotional Triggers:

- Feeling unappreciated for their loyalty or contributions.
- Being pressured into conflict or fast decision-making.
- Experiencing a lack of understanding or empathy from others.
- Being criticized for being too passive or slow to act.

Tips to Manage Stressors and Triggers:

1. **Cool Blue:** Provide clarity, structure, and sufficient time to process.
2. **Fiery Red:** Give autonomy, minimize inefficiency, and address issues directly.
3. **Sunshine Yellow:** Encourage creativity, offer appreciation, and maintain open communication.
4. **Earth Green:** Foster harmony, provide stability, and value their thoughtful approach.

Recognizing these stressors and triggers helps create environments that support each temperament

Insight Colours – Public Speaking

1. Cool Blue (High Compliance; Analytic)

Strengths:

- **Preparedness:** Cool Blues excel in thorough preparation, ensuring their content is well-researched and organized.
- **Clarity:** They communicate ideas logically, clearly, and systematically, which appeals to detail-oriented audiences.
- **Credibility:** Their factual and data-driven approach builds trust and authority.

Weaknesses:

- **Overly Detailed:** May provide too much information, losing audience engagement.
- **Low Engagement:** Their reserved demeanor might come across as dry or unenthusiastic.
- **Rigid Delivery:** They may struggle with spontaneity, making it difficult to adapt to audience reactions.

2. Fiery Red (High Dominance; Driver)

Strengths:

- **Confidence:** Fiery Reds bring energy, assertiveness, and command of the stage.
- **Focus:** They are goal-oriented and ensure the audience leaves with clear takeaways.
- **Persuasion:** Their dynamic style can inspire action and motivate change.

Weaknesses:

- **Overbearing:** May come across as too aggressive or domineering.
- **Impatience:** Could rush through points, leaving the audience feeling overwhelmed or under-informed.
- **Insensitive to Feedback:** Might not adjust well to audience cues or differing opinions.

3. Sunshine Yellow (High Influence; Expressive)

Strengths:

- **Charisma:** Sunshine Yellows engage audiences with their sociability, enthusiasm, and humor.
- **Storytelling:** They excel at sharing relatable anecdotes and keeping the presentation lively.
- **Connection:** Their people-oriented approach builds rapport and emotional engagement.

Weaknesses:

- **Lack of Structure:** May focus more on entertainment than delivering clear, actionable content.
- **Over-Talking:** Could drift off-topic or overwhelm the audience with too much information.
- **Inconsistent Focus:** Their spontaneity might hinder a smooth flow of ideas.

4. Earth Green (High Steadiness; Amiable)

Strengths:

- **Relatability:** Earth Greens are empathetic speakers who connect with the audience on a personal level.
- **Calm Presence:** Their even-tempered demeanor creates a comfortable and trusting atmosphere.
- **Consistency:** They deliver content thoughtfully and at a steady pace, making it easy to follow.

Weaknesses:

- **Lack of Energy:** Their calm approach might lack the dynamism needed to captivate larger or high-energy audiences.
- **Conflict Avoidance:** They might struggle to address challenging questions or opposition during Q&A sessions.
- **Overly Soft Delivery:** Could undersell key points or fail to evoke excitement.

Summary of Tips for Each Style:

- **Cool Blue:** Balance data with emotional appeal to connect with the audience.
- **Fiery Red:** Temper assertiveness with empathy and take time to address audience questions.
- **Sunshine Yellow:** Add structure to their presentations to ensure clarity and focus.
- **Earth Green:** Incorporate energy and boldness to maintain audience attention in larger settings.

Each colour can excel in public speaking by leveraging their strengths and compensating for their weaknesses!

Reflection Questions

1. Identity and Self-Concept:

How does understanding that you are made in God's image influence your self-concept and leadership approach?

2. Christlikeness vs. Personality:

In what ways have you embraced or resisted Christlikeness due to your temperament or personality traits?

3. Temperamental Strengths:

What strengths does your dominant behavioural profile bring to your personal and professional life, and how can you use these strengths to glorify God?

4. Temperamental Liabilities:

Reflect on a time when the "bad day version" of your temperament hindered your relationships or goals. How did you address it, or what could you have done differently?

5. Holy Spirit's Role:

How can you invite the Holy Spirit to help you balance your emotional expressions and behaviors in line with Christlike character?

6. Growth and Adaptation:

How open are you to adapting your behavioural tendencies to connect better with others? What specific steps could you take to improve?

7. Scriptural Alignment:

Reflect on the scriptures provided for your dominant temperament. Which verse resonates most with you, and how can it shape your decisions or behaviour?

8. Decision-Making:

How does your temperament influence your decision-making process? What can you do to mitigate weaknesses, such as over analysis or impulsiveness?

9. Stress Management:

What stressors or emotional triggers are most challenging for you, and how can you apply the suggested tips to manage them better?

10. Collaboration and Unity:

How can understanding the behavioural preferences of others improve teamwork and foster unity in your family, workplace, or ministry?