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TYPE 1 THE MORAL PERFECTIONIST

UNDERSTANDING THEM

Upstanding and responsible, they are always striving to do what they view as right. They're focused on the way things should be, and seek to improve everything around them.

Internally, they struggle to believe that they are worthy, because they have an inner critic constantly accusing them. This leads them to be extremely hard on themselves.

They are not searching for imperfections; mistakes assault them.

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TYPE 1 THE MORAL PERFECTIONIST

LISTENING TO THEM

Instead of assuming they are always judging you, see how they may be trying to help with their critiques or advice.

Ask how you can help relieve their burdens. Give your best effort if they delegate an item on their list.

Repeat what they say, asking clarifying questions so they feel heard, validated, and understood.

Demonstrate empathy for how greatly they suffer under the constant berating of their inner critic.







TYPE 1 THE MORAL PERFECTIONIST

RESPONDING TO THEM

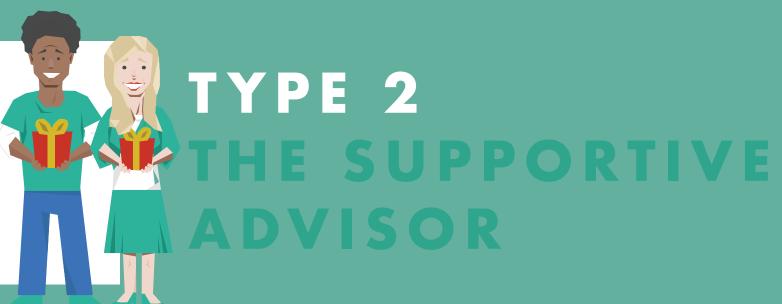
Engage in constructive, purposeful, and thoughtful conversations to solve issues. Encourage them based on facts, not just feelings.

Directly inform them of your needs, without accusing, criticizing, or manipulating.

Point them to the truth of the Gospel that they are seen as full righteous because of Christ's finished work on their behalf.







UNDERSTANDING THEM

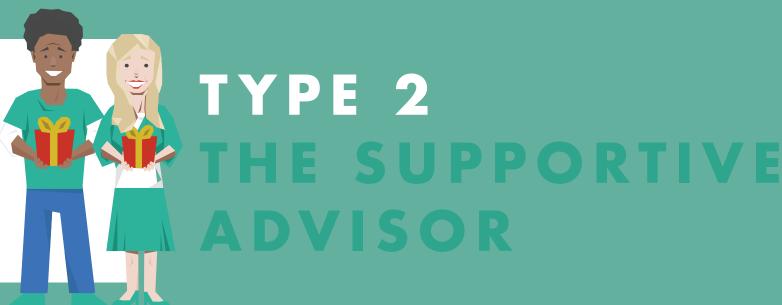
Sensitive and empathetic, they prioritize relationships, making sure the people around them always feel well-cared for and loved with their acts of service, helpful advice, and nurture.

Internally, they struggle with the unending burden to alleviate the pain of people around them.

Fearing rejection, they question if they are loved and wanted apart from the support they offer. This can lead them to become people pleasing, possessive, and intrusive.







Bring positive, uplifting, and encouraging energy to the conversation.

When they speak, give them your full attention so they feel seen, heard, and valued.

Have challenging conversations in private to reduce feelings of shame or rejection.





TYPE 2 THE SUPPORTIVE ADVISOR

RESPONDING TO THEM

When giving feedback, use the "sandwich method," beginning and ending what you need to say with affirmation. This allows their heart to be more receptive and less defensive and hurt.

After a difficult discussion, reinforce your feelings of support and care so they know your love is unconditional.

Point them to the truth of the Gospel that their value is based on being Christ's beloved child, not on others' appreciation.





UNDERSTANDING THEM

Optimistic and accomplished, they are able to achieve, excel, and reach ambitious goals with apparent ease and confidence.

Internally, they struggle to keep up with the belief that they must be and appear successful in every area of life. They live under constant pressure to measure their worth by external achievement and confidence.

Fearing failure, they believe they are only as good as their last accomplishment. They struggle with being their authentic selves, always portraying a successful exterior.





TYPE 3 THE SUCCESSFUL ACHIEVER

RESPONDING TO THEM

Don't interrupt or talk about an issue when they are focused or working.

Motivate and inspire them by giving specific and clear examples of what exactly you want them to accomplish and when you need it by. Keep your emotions balanced.

Encourage and affirm them often, letting them know you are their number one supporter.

Point them to the truth of the Gospel that their worth is based on being Christ's beloved child, not on what they accomplish.







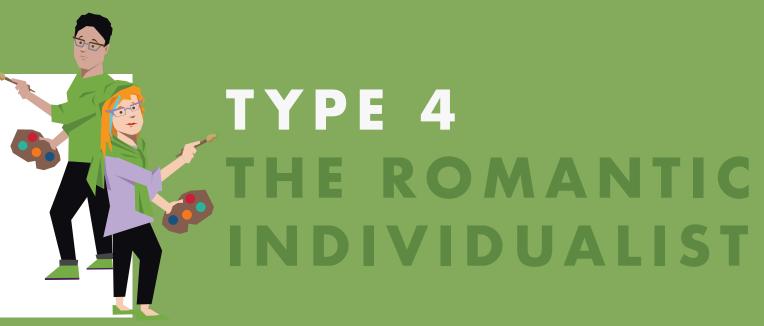
Remember that they take an optimistic, problem-solving approach to communication, and their goal is to reach a positive outcome.

Encourage them to share their true feelings, and what's really behind their "achieving masks."

Listen with love and acceptance, so they know they are valued simply for being themselves.







UNDERSTANDING THEM

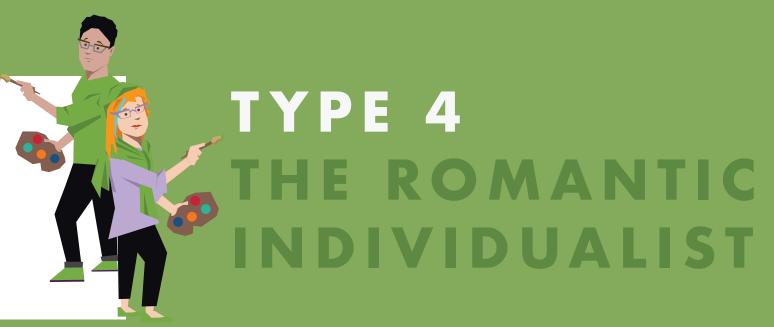
Striving for authenticity and self-expression, they want to connect with people who let them be themselves, and to take care of emotional needs before doing anything else.

Internally, they struggle with a constant feeling that they are defective or fundamentally lacking or flawed.

Questioning their value and significance, they struggle with feelings of envy and shame.







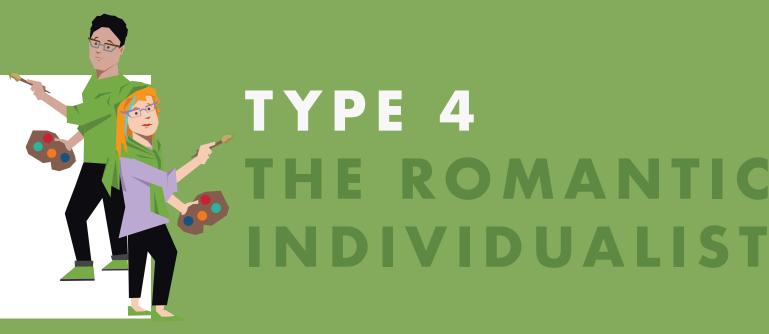
Allow them to fully experience and express their emotions, so they trust you are trying to know them on a meaningful level.

Appreciate the value of their intuition, wisdom, and creativity.

Encourage them to express themselves in ways that bring clarity and action.







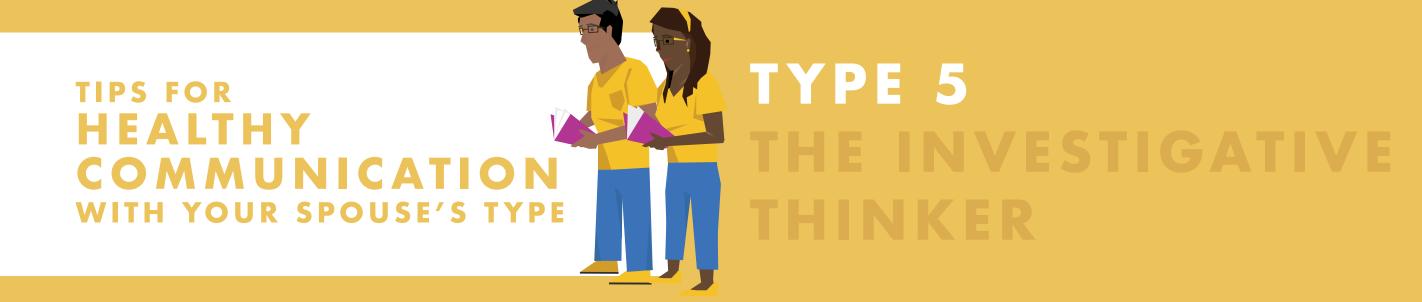
RESPONDING TO THEM

Be authentic, real, and open with your emotions.

Express what you admire and appreciate about them; don't try to change them or accuse them of being too sensitive.

Point them to the truth of the Gospel that they are perfectly made, and nothing is missing in them.





UNDERSTANDING THEM

Perceptive and innovative, they crave knowledge. Their inquisitive mind is able to be objective and practical, making wise decisions based on reason and knowledge.

Internally, they struggle to conserve their energy in what they experience as an intrusive and overwhelming world.

Fearing depletion, they can become private, emotionally distant, and withholding in their communication.



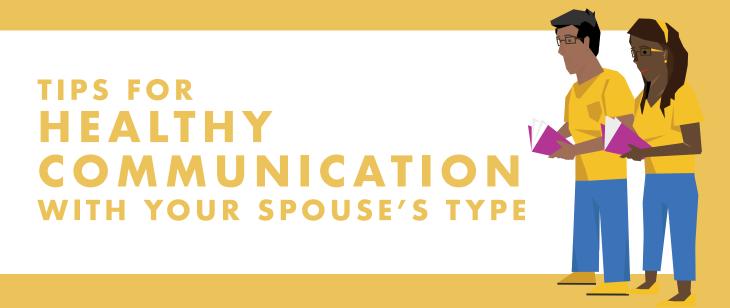


Ask them what percentage of energy they have left for the conversation. Tell them what you want to discuss in advance to give them time to manage their internal resources.

Give them time and space to process their thoughts and feelings, appreciating their insights.

Listen intently, inviting them to safely connect and express themselves.





TYPE 5 THE INVESTIGATIVE THINKER

RESPONDING TO THEM

Keep the conversation straightforward, focused on facts and specific details.

Express your appreciation for their focus, intuition, and observations, and let them know their needs matter.

Point them to the truth of the Gospel that they are Christ's beloved child, and they can trust Him to replenish them.





UNDERSTANDING THEM

Dependable, hardworking, and loyal, they are often the glue that holds relationships and groups together.

Internally, they struggle with constant fear and uncertainty, experiencing the world as a dangerous place.

They manage their anxiety by preparing for worst-case scenarios.





Create a safe place for them to express their feelings by giving support, assurance, and loyalty. Don't judge them for their concerns or force them to be optimistic.

Remain a steady and calm presence as they share their thoughts, demonstrating your loyalty.

Listen to them first, then genuinely reassure them before finally giving your honest feedback.





RESPONDING TO THEM

Be clear, direct, and specific with your words, keeping them from internal speculation or "catastrophizing" what you might say.

To reduce their anxiety, explain when you need time to process your thoughts and feelings, assuring them that you will come back to difficult conversations.

Point them to the truth of the Gospel that they are Christ's beloved child, and they can trust Him to protect them.





TYPE 7 THE ENTERTAINING OPTIMIST

UNDERSTANDING THEM

Joyful, adventurous and social, they live life big and are eager to enjoy all the new experiences that this world has to offer. They see endless possibilities and innovation all around them.

While they radiate positivity and happiness, internally they are always longing for more and fearful of missing out.

When life is hard, they experience a deep internal struggle in their attempt to avoid pain at all costs. They quickly escape to things that bring them pleasure to avoid the difficult feelings they fear.





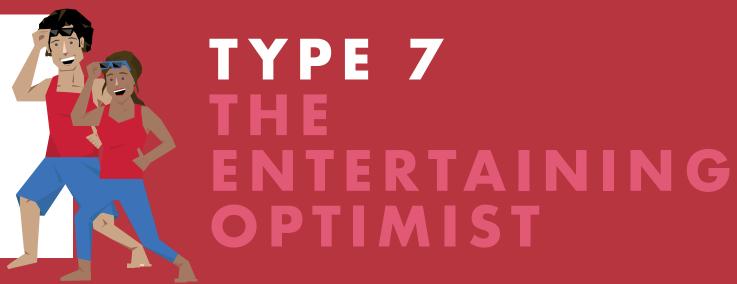
LISTENING TO THEM

Invite them to share their authentic feelings, providing an optimistic presence and an environment that is not distracting to them.

Allow them to speak without fear of being punished or trapped in long, negative conversations.







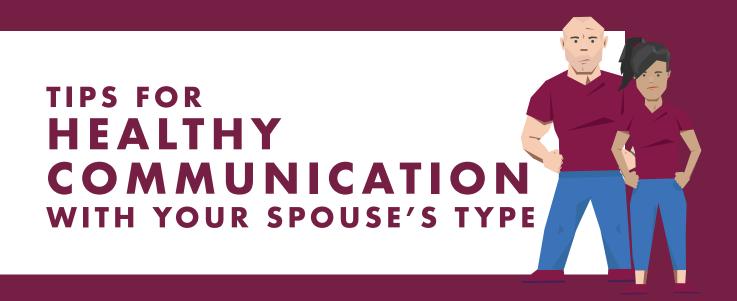
RESPONDING TO THEM

Bring in positive and affirming information before discussing things that might be more negative for them.

Incorporate their ideas into solving problems so they can help control the solution. Keep your responses upbeat and affirming.

Point them to the truth of the Gospel that God is their Spring of Living Water that never runs dry.





TYPE 8 THE PROTECTIVE CHALLENGER

UNDERSTANDING THEM

Determined and assertive, they engage with confident intensity. Their strong leadership style and sense of justice causes them to be powerful protectors.

Internally, they struggle with an intense need to protect themselves against betrayal and powerlessness.

When engaging with others, they appear to have an invincible exterior by minimizing personal vulnerability.







TYPE 8 THE PROTECTIVE CHALLENGER

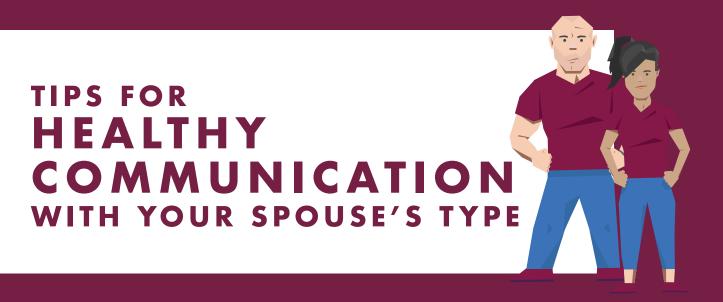
LISTENING TO THEM

Allow them to express themselves, not becoming intimidated by their strong presence. They want you to stand your ground and work through the situation with them.

Don't assume that their direct and intense communication style means they are against you. Ask them clarifying questions to assess where their heart really is verses your assumption.

As they speak, demonstrate that you are loyal and protective of them and will go the extra mile to have their back.





TYPE 8 THE PROTECTIVE CHALLENGER

RESPONDING TO THEM

Be clear, truthful, and direct. Let them know you're worthy of their trust by not being manipulative or passive-aggressive.

Honestly open up to them, so they feel safe being vulnerable with you.

Point them to the truth of the Gospel that they are Christ's protected child, and He will never betray them.







TYPE 9 THE PEACEFUL MEDIATOR

UNDERSTANDING THEM

Easy-going, non-judgmental, and patient, they long for harmony with others. They're able to see and empathize with all points of view, making them natural peacemakers.

Internally, they struggle to realize and express their feelings, dreams, and desires.

They "go along to get along" to avoid the internal or external conflict they feel.





Develop a safe rapport and connection by letting their voice be heard before offering feedback.

Be patient, encouraging, and kind, allowing them to speak without pressuring them to be quick or decisive.

Encourage them to participate in the problem-solving process by making them feel comfortable and inspired.





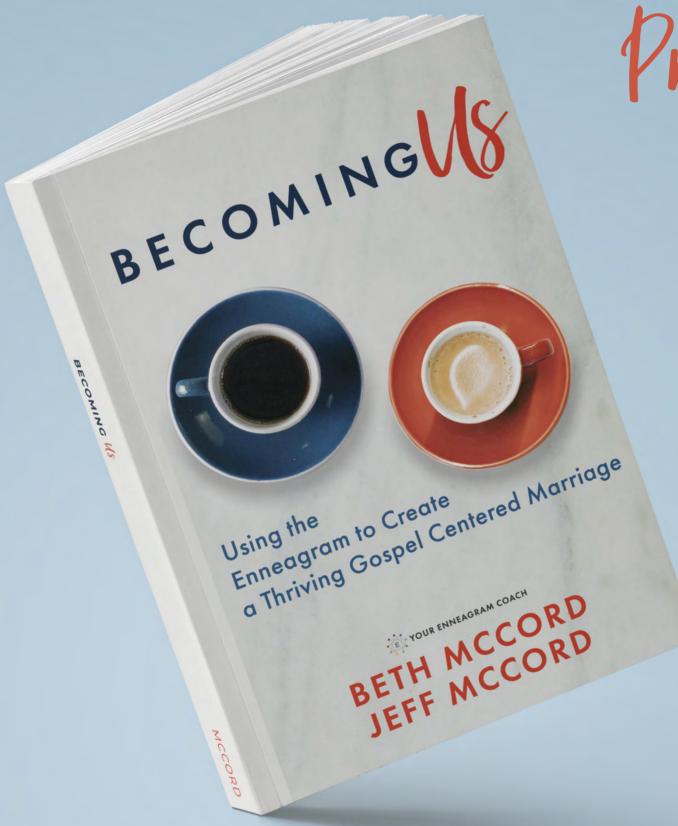
RESPONDING TO THEM

Don't be demanding, critical, or aggressive. Offer regular, specific, and genuine affirmations to encourage them to confidently be who they are.

Point them to the truth of the Gospel that they are Christ's beloved child, and their voice and presence matters.



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