

Servants by Design[©]

Profile Report*



*Your Unique Design[©] Edition

This report was prepared for
John Doe.

By
Dr. Robert S. Maris and Dr. Jerry C. Richardson

The *Servants by Design*[©] profile is a self-report inventory and tool, not a test. It is derived from the original Process Communications Model[®] of Dr. Taibi Kahler. Spiritual applications of the original Process Communication Model[®] were developed by Dr. Robert Maris for Living Hope Press, L.L.C.. This form of the profile was created for use by individuals to explore and understand their own unique design more fully. This manual and profile information may not be used to create any other profiles, manuals, seminars, books, or in any other ways to disseminate the information either in teaching, training, or consulting formats. This manual and profile may not be used in clinical or counseling settings. Other profiles, training and support materials are currently available or under development for applications of the Process Communication Model[®] to other dimensions of spiritual life.



Introduction

The *Servants by Design*® inventory and profile report have been adapted, in part, from the Process Communication Model® developed by Dr. Taibi Kahler in the 1970's. Since its inception, this model, and adaptations of it, have been successfully used in industry, schools, correctional work, mentoring programs, clinical settings, marital seminars, vocational guidance and even as part of the selection process for NASA astronauts. It was chosen by NASA because of its accuracy in assessing compatibility between members of a team and because of the model's unique ability to predict how people are likely to react under stress. Over the past three decades tens of thousands of individuals around the globe have been introduced to the Process Communications Model® and profited from the insights and self-awareness it has fostered.

Dr. Kahler's original work was translated by Dr. Robert S. Maris for Living Hope Press, L.L.C. into *Your Great Design*®, an adaptation reflecting a biblical and Christian worldview. The *Servants by Design Profile - Your Unique Design Edition*® is a special application of the original model along with additional materials developed by Dr. Robert Maris and Dr. Jerry Richardson. These tools were designed specifically, and have been used successfully for several years, to help individuals in churches discover, learn to appreciate and develop their God-given gifts and find appropriate missions or works of service in which to utilize all that has been designed into them.

The *Servants by Design - Your Unique Design Edition*® Profile report contains these ten key features:

Personality Structure – your unique six-floor condominium

Abilities – the specific activities that best fit your design

Personality Strengths – the core assets of your design

Setting – the environment which best supports your design

Viewpoint – the perspective from which you view life

Relationships – leadership and supervision preferences

Motivators – the needs and wants that energize you

Life Tips – for connecting to others and motivating yourself

Subject Matter – the resources you enjoy working with most

Potential Pitfalls – ways you may react negatively to stress

Personality Parts

Although each of us is "fearfully and wonderfully made" (Psalm 139), there are certain traits or areas of gifting which continue surfacing as identifiable and discrete parts of our design. We refer to these as Personality Parts. Each of us will express these Personality Parts, to a greater or lesser extent. Differences in design can be described in terms of the relative strengths and weaknesses we have in these various parts. Our personality strengths, the way we view our world, what motivates us and even how we move into negative, unproductive or self-defeating behaviors can be accurately predicted by knowing the amount of energy available in each personality part. A brief explanation of all six parts and the amount of energy available to you in each is summarized in "Your Personality Parts" on page 3. Your most influential parts, their characteristics and, the potential inherent in each are described in detail in the profile that follows.



Your Personality Parts



ACHIEVER - This is the logical, requesting, fact-finding part of your personality. Your Achiever part does not make demands or give directives. It does not even form opinions. It simply exchanges and processes information, asking questions, drawing conclusions and solving problems in a logical and sequential manner. Your Achiever crunches data with no emotions.

This is the strongest part of your personality. You can draw on these abilities at all times and have the least chance of experiencing stress and moving into negative behavior when the tasks at hand call for this part.



HARMONIZER - This is the warm, nurturing and affectionate part of your personality that expresses love and concern emotionally through soft words, reassurance, permission, affirmation and appropriate touch. Your Harmonizer offers emotionally expressive, feeling-oriented, unconditional love.

You have very good energy available in this part. You can call upon these traits consistently without experiencing undue stress or moving into negative behaviors as long as you continue to have your needs met in healthy ways.



PERSISTER - This is your protective part that evaluates and avoids danger. The Persister part of your personality is value-driven, measuring everyone and every experience against an internal system of your beliefs and standards.

You have very good energy available in this part. You can call upon these traits consistently without experiencing undue stress or moving into negative behaviors as long as you continue to have your needs met in healthy ways.



DREAMER - This is the part of your personality that focuses inward. The Dreamer part is the imaginative, conceptual and divergent thinking part of your personality that considers possibilities and asks "What if?" The Dreamer's eyes are turned inward and this part does not initiate or even respond. In order to move outward, you must shift to some other part of your personality.

You have fair energy available in this part. You can call upon these traits for a moderate time as long as you continue to meet the needs of the lower floors of your Personality Structure. You must still return to those more familiar floors to energize yourself on a regular basis and ongoing basis.



ENERGIZER - This is the playful, emotional, and spontaneously expressive part of your personality. Much artistic expression and creativity comes from the Energizer part. Your Energizer cries, laughs, sighs and jumps for joy. This part allows you to express anger in healthy ways, without attacking or blaming someone else, and to experience and express deep grief or sorrow over losses and disappointments.

You have relatively little energy available in this part. You can call upon these traits briefly but then must return to a stronger personality part to energize yourself.



CATALYZER - This is the part of your personality that gives commands (without attacks or threats). Your Catalyzer part gives directives, commands and imperatives aimed at getting something done. It calls others to action and/or compliance. Unlike a request, a message from your Catalyzer part does not ask someone to think or decide for themselves. It directs them to actions; to "do it".

You have very little energy available in this part. You can call upon these traits very briefly, if at all. If called upon to use these traits consistently and/or exclusively, you will experience considerable stress and/or burnout.



Personality Structure

In addition to looking at the influence and relative strength of each individual Personality Part, your responses to the inventory questions allow us to predict the order in which these parts are likely to have developed in your personality. “Your Personality Structure”, on page 5, shows the strongest, and earliest to develop, part of your personality at the bottom, like the foundation of a building. This base or “Foundation”, as we sometimes call it, is pivotal because it is the key Personality Part upon which your personality is constructed. As you will see later in the profile, your Foundation determines your strongest and most readily available “Personality Strengths”. It also determines through which of the six “Viewpoints” you will perceive, filter and evaluate your world and what things will be the strongest “Motivators” for you.

Your Personality Structure then builds upward, on top of this Foundation like the floors of a building, through other parts in which you may have considerable aptitude, gifting and energy. Our research has shown that a significant number of people are drawn to develop more fully some of the upper floors of their Personality Structure. If you have been drawn in such a way, you may find that the Motivation that is currently most important for you and the types of behaviors you demonstrate when under mild stress will not be those of your Foundation. Current Motivation and signs of mild distress will reflect the part that you are currently developing, sometimes called a “Phase”. It is as if God has awakened a new longing, new facets of your personality and, with it, the potential for new experience and expression of distressed behavior.

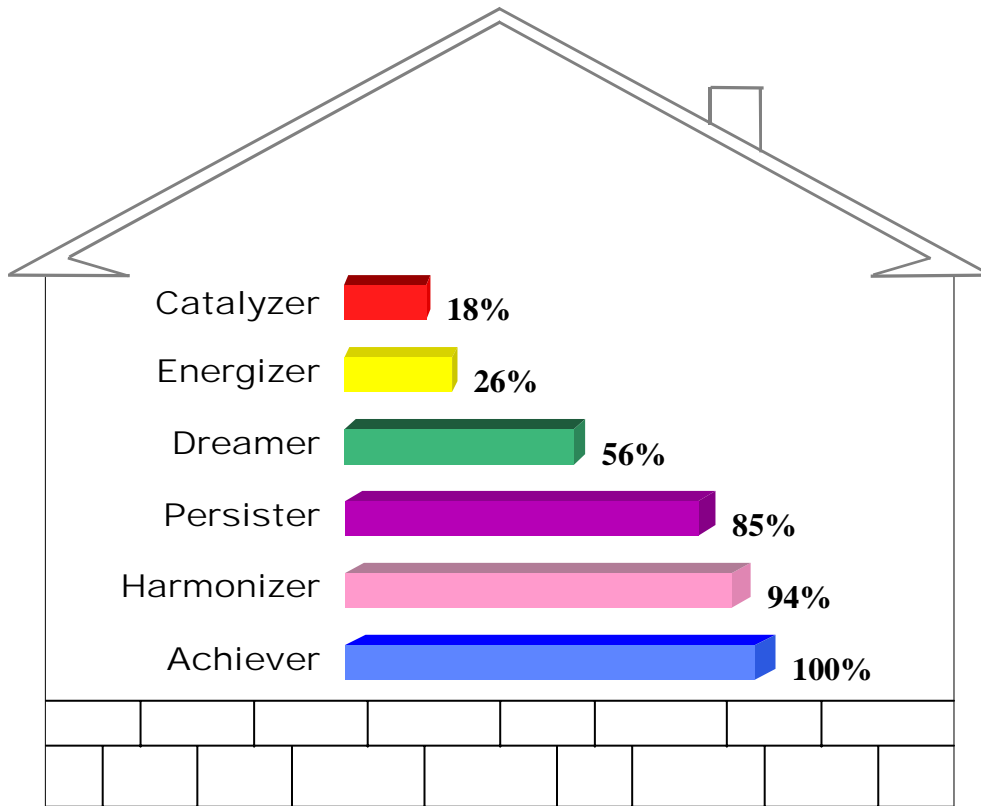
If you move from your Foundation to a Phase and then are drawn to develop even the next floor in your Personality Structure, you retain the abilities of your Foundation and those of what was your Phase. This “completed” Phase will show a value of 100% and is called a Stage. The next floor above it will now be your new Phase, which will provide new motivation and in which you will now develop your gifts and abilities.

Those parts that have relatively little energy and/or are likely to develop later in your life or not at all are in the top part of your Personality Structure. You may think of them as being in the “Attic”, seldom used and hard to reach. When encountering tasks and people that require the traits of your “Attic”, you will experience the most expenditure of energy, the greatest stretch, and the potential for fatigue and burnout. You may push up into your Attic floor to use the abilities housed there, but it is with considerable effort and, sometimes, awkwardness.

The lengths of the bar graphs and the percentages beside them represent the amount of energy available in, or relative strength of, each personality part. This unique feature of Dr. Kahler’s *Process Communications Model*® allows you to assess not only current strengths and needs, but also to predict what strengths and needs are likely to develop in the future. Because it describes relative weakness as well as strengths, it will help you to predict and understand that certain tasks and certain relationships will naturally take much more effort than others. Our life goal is not to fill out each bar or get 100% for each part. It is to become all that we were designed to be while appreciating the unique gifting and design of others.



Your Personality Structure



PERSONALITY STRENGTHS*

Achiever Strengths



At the bedrock of your personality structure is an organized, logical and analytical Achiever part. You gather data, sort facts, categorize and solve problems in a clear-thinking manner. Your Achiever part first asks, "Does it make sense?" You have the ability to set goals, collect the relevant information, initiate schedules and procedures, follow through and complete projects for which you have taken on responsibility. You are methodical and able to put off immediate gratification for an optimal final outcome. When you agree to take on a task, whether great or small, you are faithful to complete it to the best of your ability. You can lead others as an example of how to set high goals and consistently move toward them in a step-wise fashion.

* If you compare your "Personality Structure" with others, you will discover that some have lots of energy in one or two parts while others have strength in three, four, five or even six. This is also "by design". And those of us who are specialists, with one or two areas of gifting and interest, are no less valuable, developed or mature than those who are "generalists", having a broader range of skill, talent and interests. Our goal is to fully use what we have been given as servants in the Kingdom.



You're reliable, responsible, and thorough in whatever you have taken on. This allows those you love to feel safe, secure, and taken care of. You are a diligent worker and show your love by providing for those for whom you have taken responsibility. You respect people who are fair and honest and demand respect for those same qualities. As long as your observant and critical eye does not take on a negative, perfectionistic or superior quality, you can exhort others to higher self-expectation than they may have for themselves. You can be incisive and blunt when called for, and sometimes when not.

In a world of apparent confusion and chaos, you have the ability to stick with the facts, focus on what is accurate and makes sense, and move toward worthwhile goals in a stepwise and methodical fashion. You may have a keen interest in apologetics, Bible history or the finer points of Christian doctrine and may enjoy debating these issues with those of a similar personality bent. You consider a disciplined study and thoughtful understanding of the scripture to be an essential part of your faith. With so much work to be done in the Kingdom, your focus, initiative, follow-through and commitment to the truth are invaluable assets and a key to your areas of contribution in the Kingdom of God

DEVELOPING STRENGTHS

Because you have developed your skills and arranged your life and circumstances to meet the needs of your basic, or foundational, Achiever part, your currently developing Harmonizer part is likely to be the one that you are most aware of at this time in your life. You may be experiencing the longings and desires of your Harmonizer part, unconditional love and acceptance as a unique and special person

The extent to which you identify with the strengths and needs associated with this part will be determined by the extent to which it has already developed in you. If you have less than 50% or 60% energy in this part, as indicated in your Personality Structure graph, you may only be beginning to experience the longings and developing strengths associated with that part. If you have significantly more energy in that part, it may be very familiar to you and the associated strength may seem a natural part of who you understand yourself to be.

In order to move toward fulfillment and avoid distress and negative behaviors, you will need to plan for and exercise the strengths of your **Harmonizer** part and experience the unique and special rewards that accompany exercising these developing abilities, talents and gifts.

YOUR VIEWPOINT

The term "Viewpoint" is used to describe the unique way or perspective from which each of the six personality parts views the world. Your strongest Viewpoint will be that of the first and most fully developed part, the bottom floor of your Personality Structure. As other parts develop, you may increase in your ability to see things from a different point of view, but your first will always be your strongest and most natural. Viewpoint is extremely important because most communications difficulties that arise seem to be based in a lack of understanding and appreciation for how those different from us see and evaluate their worlds.



Achiever Viewpoint: Thoughts



Through the eyes of your strongest, Achiever part you have always viewed the world through the windows of that floor of your Personality Structure. Even though you may have developed other perspectives as you developed other parts of your personality or as you passed through other stages in your life, your Achiever Viewpoint remains the primary grid through which you view the world. You lead with your well-developed intellect, **thinking** that if everyone would just get the facts and sort them out in a logical way, there would be few remaining problems. You are objective and analytical. You tend to rely on your senses for gathering the information upon which you base your conclusions. Most typically a sequential thinker, couching things in "if then," "cause and effect" terms, you are no stranger to lists. Your energy is aimed at getting **THE** right answer to any problem or question.

Catalyzer Attic Blindspots

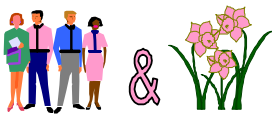


In addition to certain advantages of your own style and preference for perceiving, you have "Blindspots" which are represented by the Attic floors of your Personality Structure. These areas, like other attics, are seldom visited, require considerable effort to enter and take even more effort to remain in for an extended period of time. Attics often contain valuable assets that, though infrequently used, are essential for maintaining a complete household.

Your only Attic is comprised of the Catalyzer floor of your Personality Structure. You may experience considerable distress, fatigue, and difficulty if required in particular tasks or relationships to consistently **act**, identifying opportunity and moving quickly and decisively under your own initiative in an atmosphere "electric" with excitement and potential risk.

MOTIVATORS

Harmonizer Motivators



While in the process of developing your Harmonizer part, you will hunger for relationships. You will seek interactions in which you feel special, unique, valued and unconditionally loved by others. At this time in your life you may be especially sensitive to God's unconditional love and acceptance of you, feeling chosen by God because He loved you for who He made you to be, not just because He plans to use you in some way. In every aspect of your life, this need to care for others and be cared for will motivate you into relationships where you can share the love of Christ through your sensitive, compassionate and accepting heart.

In addition to nurturing others, you will need to nurture yourself. By pampering your senses of sight, smell, touch, taste, and sound, you can recharge your batteries, making yourself available again to give to others. A warm atmosphere, cozy chair, soft colors, relaxing music, and pleasant aromas may all add to filling this need for sensory enjoyment.



Achiever Motivators



You will always retain to a large degree the longings and needs of your foundational Achiever part. This basic, God-given, motivational structure will be expressed in your ongoing need for productive work and predictable time schedules. Planning, organizing and completing meaningful tasks or projects will remain a priority for you. Recognition for a job well done by someone you respect and admire can be an excellent motivator, although you certainly have the ability to work for long periods of time motivated only by your need to be responsible and do your best. If these basic needs are not met, you may suffer severe distress. Resting in the assurance of God's perfect timing, His unalterable plan and His guaranteed success is an important mainstay for you when everything else seems futile and out of control.



YOUR DESIGN AT WORK

When your work calls upon your natural abilities and provides circumstances that naturally spark your interest and efforts, you will experience your work as motivating, satisfying, fulfilling and even fun. You will “enter into the joy of your Maker” as you experience yourself doing “good works” which were designed “beforehand” for you to do. According to your design, as measured by this inventory, situations with the following key elements are most likely to provide the satisfaction that comes from a perfect match of labor and laborer.

SUBJECT MATTER

Subject matter refers to what you enjoy working with. This category can include concrete things, abstract ideas, people, data, or even experiences of your senses. The first table (Data * People * Things) shows the extent to which you prefer working with Data (both numbers and ideas), People (relationships of different degrees) and Things (physical objects or mechanisms).

DATA * PEOPLE * THINGS (DPT)

DATA		29%
PEOPLE		52%
THINGS		32%

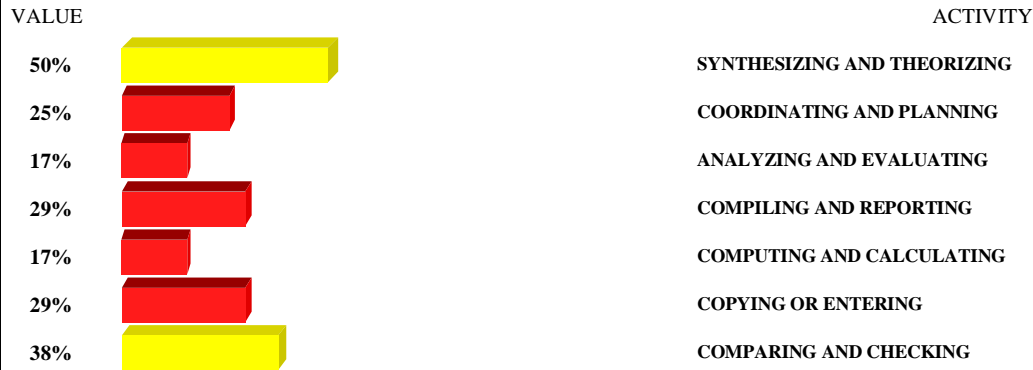
ACTIVITIES

In addition to having a preference for working with certain Subject Matter -- either Data, People or Things -- in a general way, you will have specific strengths and interest in how you work with this Subject Matter. For example, you may generally enjoy and prefer to work in the context of personal relationships, dealing with People. You may prefer to work with people by providing personal services or as a mentor or counselor. “People” would be the generally preferred Subject Matter but a specific Activity would be serving or mentoring, respectively. It is helpful to know both the general Subject Matter and specific Activities for choosing a mission or area of service in which you might experience joy and satisfaction as your gifts are most effectively used by God.

In the three tables below, the Subject Matter (Data, People and Things) is broken down into specific Activities. Compare the relative strengths of the various Activities within each category of Subject Matter to begin getting ideas of the kinds of activities you are likely to enjoy and feel most effective.



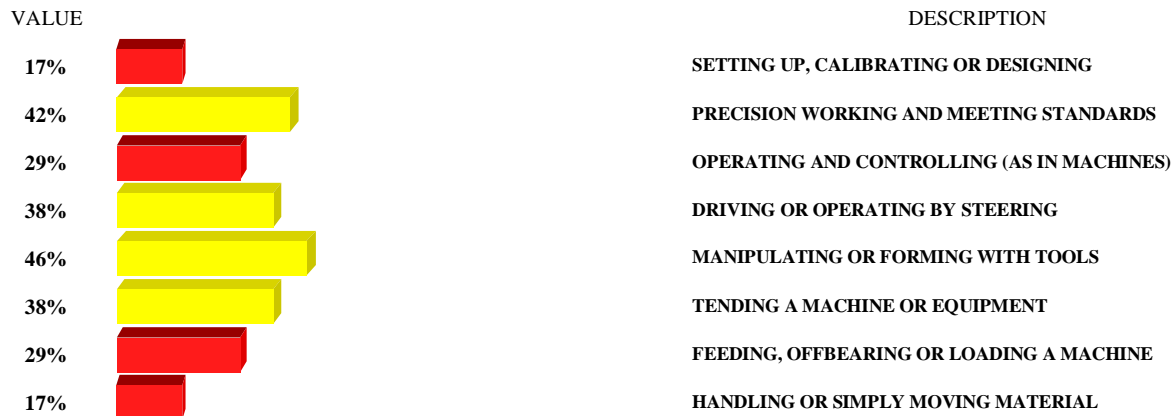
DATA (Numbers and ideas)



PEOPLE



THINGS





ABILITIES

Your abilities spring out of the Personality Strengths that were described earlier in this profile. Below is a list and description of several more specific strengths that have been extrapolated from your answers on the profile instrument. As you recall activities and work situations in which you experienced a “good fit” between you and your work, consider the extent to which you called upon and utilized these particular abilities.

1. Based on your responses on the inventory, you appear to have special ability and significant interest in the general area of Developing, especially by:

- improving, fine tuning and making something that already exists better
- clarifying or refining a process, product or idea by working through the detail and making it more succinct, specific, descriptive, etc
- improving an idea, concept or design by expanding, extending or adding to the scope of it

2. You also appear to have special ability and significant interest in the general area of Conceptualizing, especially by:

- working things out by first going through the steps or processes in your mind
- using mental pictures or images to actually “seeing in your mind’s eye” as a way of understanding an idea, process or concept
- coming up with a theory or hypothesis to explain or understand something
- bringing together, either physically or conceptually, an various things or ideas to make something new
- coming up with an idea or concept in order to explain or understand something

3. In addition to Developing and Conceptualizing, you appear to have special ability and significant interest in the general area of Producing, especially by:

- making useful articles or crafts items with your hands
- using raw building materials to construct something physically
- molding, forming and shaping materials with tools to make something
- assembling pieces or materials to fabricate or make something new

SETTING

The term “Setting” is used to describe not only the physical environment in which you might best express your design, but also the emotional, intellectual and ethical milieu that will support your best efforts. It will include expectations, rules (or lack thereof) and many other aspects that make up the general climate of your work situation.

The setting that best unleashes your gifting will be one that will include: an interactive social opportunity, on a team or close working relationships in an amiable environment, a comfortable working area that feels warm and perhaps has a personal touch, flexible structure, and a place that provides appreciation of who you are at a personal level. You are triggered into action by someone’s needs or discomforts.



The physical environment that might suit you best could be: cozy, soft, and nest-like with plants, family pictures, pleasant smells, soothing music, soft colors, comfortable furniture.

RELATIONSHIPS

Another important determiner of satisfaction is the types of relationships that you experience in your work setting. Each of us prefers to work in certain types of relationships with our coworkers and supervisors better than in other types of relationships. The following paragraph will describe the type of leadership or supervision under which you will work most productively and comfortably.

The leadership style that you respond to best is one in which the person is valued over the task. The supervisor that fits you best is one that fosters a sense of belonging in others by interacting in a nurturing and accepting way knowing that when people feel good about themselves they do better.



YOUR LIFE TIPS



ACHIEVER - TIPS FOR CONNECTING

- Your personal profile reveals that your core strengths include being responsible, logical and organized.
- You will tend to see the world through thinking and logic.
- You value facts, accurate data and clear information.
- People will often look to you for answers and clear thinking.
- You have a knack for weighing all the information and drawing logical conclusions.



HARMONIZER - TIPS FOR MOTIVATING

- You are personally motivated when affirmed as a person, not just acknowledged for what you do.
- Relationships, family, friends, etc., are very important to you.
- You value nurturing and caring for others.
- Appropriate, meaningful touch is important to you.
- To be comfortable in a group setting, you desire lots of reassurance from those around you.
- You enjoy making your surroundings feel warm and inviting. Warm colors, good smells, soft lighting, pleasant decorations, and comfortable furnishings are all things you naturally arrange.



HARMONIZER - POTENTIAL PITFALLS

- A likely pitfall of yours is to feel that things are going so well, something bad is bound to happen.
- Under pressure, you will tend to over commit in an effort to please others.
- If you are overloaded, you likely will begin to experience self-doubt, laugh at yourself inappropriately, or make careless errors which can set you up for criticism from others.
- You may substitute sadness for feelings of anger when anger is the appropriate response.