

*Self and Bible Study*

*Character Virtues and Personality Traits*

*With*

*Biblical Guidance*

*and*

*Prescriptive Assistance*

*for*

*Sample, Client F.*

*and*

*Sample, Client M.*

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## **Introduction**

The content of this report is determined by the selected adjectives. The more carefully and accurately the adjectives were selected the more confidence can be placed in the information contained in this report.

The purpose of the report is to provide information for self education and understanding; it is not a diagnostic or clinical report.

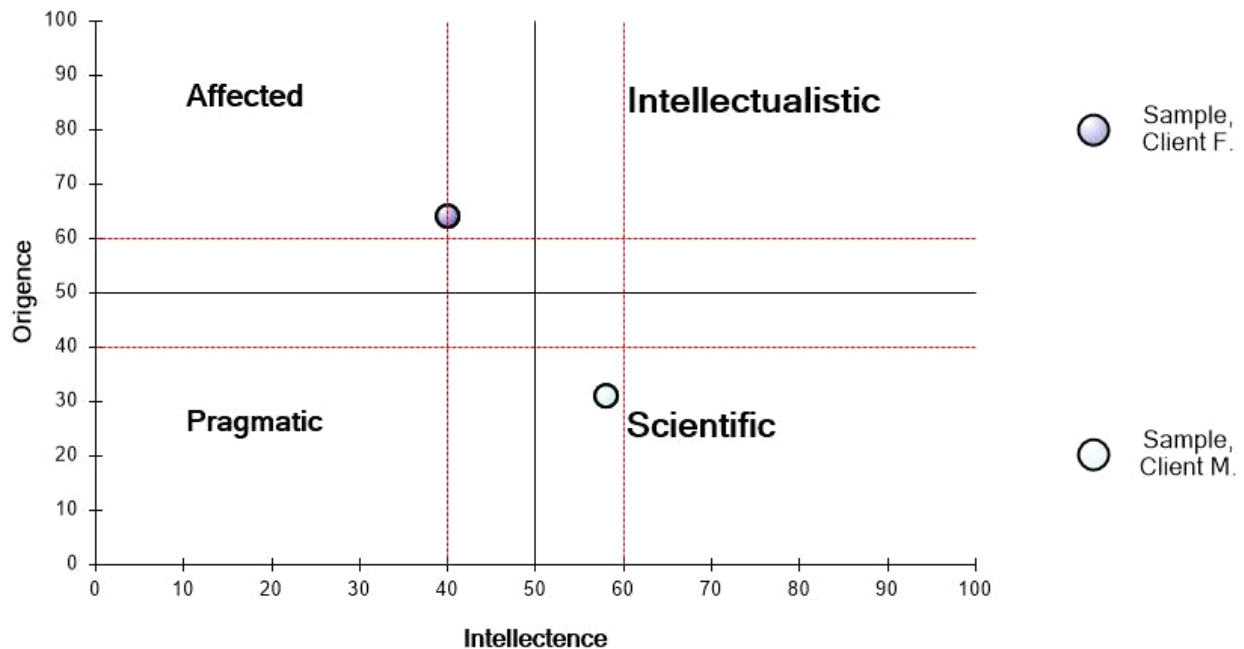
If the content of this report identifies some personality issues or behaviors that you might want to change and you are not successful on your own you are encouraged to seek the assistance of your pastor or a behavioral specialist.

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# Core Orientation

## Orientation Toward Life

**Origence** The ability to think imaginatively, to bring new ideas and tangible products into being, to modify the environment in accordance with aesthetic criteria, to picture the world of the past and the future, and to discern the underlying elements of order in disorder, and even sense in nonsense.



**Intellectence** The ability to think abstractly, to detect logical relationships, and to apply general principles to the solution of specific problems.

### Current (As I am) Behavior

She may be best at lighthearted social encounter rather than in more intellectually demanding tasks. It appears that she likes people, but possibly more for self-centered reasons than a genuine social interest. She may prefer excitement and stimulation expressed in sensual pleasures, and changing activities.

She may not enjoy work or other activity for its own sake, rather she may seek immediate

### Preferred (As I would like to be) Behavior

He is prudent and vigilant with the ability to plan ahead. This allows him to avoid intemperance and undue impulsiveness. His desire for order may also explain a tendency toward strong opinions on ethical issues; he is likely to look askance at those who violate societal conventions. He is practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others. While intelligent and inventive, he is also anxious, ill at ease, and

gratification and may have difficulty enduring the delay of working toward long-term goals. She may be more comfortable in vocations or positions where dramatics and emotional persuasion are required and result in immediate results (preferably recognition and approval).

She may have mood swings where positive affect is replaced by negative attitudes, especially toward other persons. When others praise or amuse her, they may be readily accepted and sought out, but when others impose standards or are critical of her, they may be rejected or turned against. Thus, immediate acquaintances may be enjoyed but enduring friendships not established.

She may reject authority both personally and in terms of formal social values and may be inclined toward rebellion for its own sake rather than for an ideological principle. Her moral code may be based on her personal and emotional reactions at the moment rather than a studied or calculated analysis. She may not be introspective and may not appreciate this characteristic in others. She may tend to respond emotionally to the events in the world around her and to the actions of others with whom she has personal, social, or vocational contact. She may be more easily influenced by superficial appearance and short-term outcomes than by a reasoned evaluation of remote consequences. She may seek to persuade others with her personal charm rather than by rational or logical argument.

preoccupied. Often keeping people at a distance, he is skeptical of their intentions and may feel alienated. He is independent and flexible, and enjoys informality and relaxation, but is influenced by illogical concerns. He tends to seek adventure and activity while remaining sophisticated and relaxed. Creative, independent, spontaneous behavior is more important than conformity. Emphasizing self-sufficiency, he may be strong-willed, original in thought and perception, aesthetically sensitive, indifferent to convention, and easily annoyed by those viewed as uninsightful, intellectually slow or undiscerning. Though talented, he may be uncomfortable with his own needs and those of others. He probably avoids intimacy, based on a candid sharing of significant feelings, sensing it as a danger. He tends to be unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting of his role in life. He tends to be analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. People may view him as somewhat rigid.

# Virtues

## The Virtues

Six virtues and 24 positive personality traits, character strengths, which are distributed among them have been defined by Peterson and Seligman (2004). They state that the virtues are (1) universal, (2) consistently found throughout history, (3) commonly valued by moral philosophers and religious thinkers, and are core characteristics defined by character strengths. These virtues are:

### **Wisdom and Knowledge:**

Cognitive strengths for acquiring, sharing, and utilizing knowledge.

### **Courage:**

Emotional strengths for attaining gratification despite difficulties or opposition from others.

### **Humanity:**

Interpersonal strengths providing social insight, assistance to others, and the capacity for enduring relationships.

### **Justice:**

Interpersonal strengths promoting equality, allowing leadership, and the fulfillment organizational and membership responsibilities.

### **Temperance:**

Strengths that foster interpersonal acceptance and intrapersonal comfort.

### **Transcendence:**

Strengths that open personal boundaries to events and experiences that exceed common limitations.

# Virtues

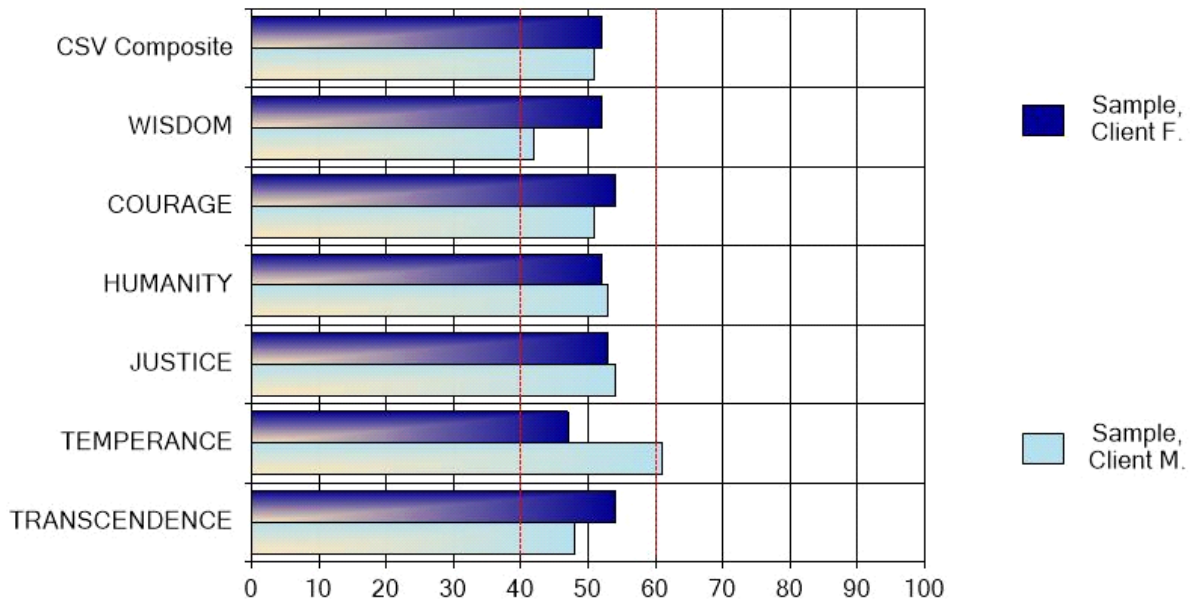
There are two bars in the graph, one for each member.

- Mem A: Sample, Client F.
- Mem B: Sample, Client M.

When the test was completed, the adjectives selected to describe "the way you are most of the time" were scored and the scores for the Virtues are shown in the chart.

Most people score between 40 and 60. A score above 60 is considered "high" and a score below 40 is considered "low." It may be possible to score too high and for the behavior to be too frequent or intense, but that is rarely the case. It is more probable that a low score is the indication of behavior that is too infrequent or weak and thus a constraint on overall performance and happiness.

The difference between the member's scores may indicate areas of conflict or dissatisfaction. Sometimes differences can be complimentary, but they may also be troublesome. If the former, the Biblical Guidance and self-help assistance may be educational. If the latter, the Biblical Guidance and self-help assistance may be applied to reduce the conflict.



# **Virtues**

## **Wisdom and Knowledge**

Cognitive strengths for acquiring, sharing, and utilizing knowledge.

### **Creativity**

The ability to do and think differently from the norm and a sense of personal worth or harmony with a talent for originality.

MEM A Although she may be strong in interpersonal effectiveness and tend to attain her goals, she may have some narcissistic or egotistical tendencies. Never the less, people are likely to see her as well-adjusted. She may tend to offer unsolicited advice and be condescending in her relations with others. She may be venturesome, aesthetically reactive, clever and responsive. People may see her as having a wide range of interests, cognitive ability, and ideational fluency. She may be easily angered, skeptical, counteractive, and is likely to be irritated by interference or obstacles. She may pursue her own interests and may be indifferent to those of others, who she may view as adversaries to be defeated.

MEM B He has poor morale and feels defeated by life. However, he is likely to be regarded as kind, modest and considerate of the rights and wishes of others. Uncertainty and disorganization are probably uncomfortable for him. In complex or ill-defined situations he is subdued, conservative, and avoids involvement or action. He is interdependent and tolerant of the fears and weakness of others. It is also likely that he values bringing people together, reducing conflicts, and sharing in the rewards of social living.

### **Curiosity**

The ability to think imaginatively, to bring new ideas and tangible products into being, to modify one's environment in accordance with aesthetic criteria, to picture the world of the past and the world of the future, and to discern the underlying elements of order in disorder, harmony in disharmony, and even sense in nonsense.

MEM A She seeks adventure and activity while remaining sophisticated and relaxed; this may be a source of conflict. Academic underachievement is probable because physical activities may interfere with intellectual activity. Creative, independent, spontaneous behavior is more important than conformity. Always emphasizing self-sufficiency, she is strong-willed, original in thought and perception, aesthetically sensitive, indifferent to convention (possibly rebellious and nonconforming), and easily annoyed by those viewed as uninsightful, intellectually slow or undiscerning. Though talented, she may be uncomfortable with her own needs and those of others. She avoids intimacy, based on a candid sharing of significant feelings, sensing it as a danger. She is unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting of her role in life. She is



## **Virtues**

analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain her goals. People may view her as rigid.

**MEM B** He is prudent and vigilant with the ability to plan ahead. This allows him to avoid intemperance and undue impulsiveness. His desire for order may also explain a tendency toward strong opinions on ethical issues; he is likely to look askance at those who violate societal conventions. He is practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others. While intelligent and inventive, he is also anxious, ill at ease, and preoccupied. Often keeping people at a distance, he is skeptical of their intentions and may feel alienated. He is independent and flexible, and enjoys informality and relaxation, but is influenced by illogical concerns.

## **Open-Mindedness**

The ability to think abstractly, to detect logical relationships, and to apply general principles to the solution of specific problems. An “internal” focus where cognition, logic, reason, and introspection are emphasized.

**MEM A** She tends to be prudent and vigilant with the ability to plan ahead. This allows her to avoid intemperance and undue impulsiveness. Her likely desire for order may also explain a tendency toward strong opinions on ethical issues. She may be practical and predictable in her thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others. While intelligent and inventive, she may also be anxious, ill at ease, and preoccupied. Often keeping people at a distance, she is probably skeptical of their intentions and may feel easily alienated. She tends to be independent and flexible, and may delight in informality and relaxation, but she may be influenced by illogical concerns.

**MEM B** He tends to seek adventure and activity while remaining sophisticated and relaxed. Creative, independent, spontaneous behavior is more important than conformity. Emphasizing self-sufficiency, he may be strong-willed, original in thought and perception, aesthetically sensitive, indifferent to convention, and easily annoyed by those viewed as uninsightful, intellectually slow or undiscerning. Though talented, he may be uncomfortable with his own needs and those of others. He probably avoids intimacy, based on a candid sharing of significant feelings, sensing it as a danger. He tends to be unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting of his role in life. He tends to be analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. People may view him as somewhat rigid.

# Virtues

## Love of Learning

Autonomous, independent and self-directed tendencies demonstrated through nonconforming, even rebellious, behavior, but accompanied by attempts to understand the ‘why’ of things and a tolerant acceptance of the behaviors of others.

MEM A She is about as interested as are most people in activities that require intellectual or cognitive abilities. She tends to act independently of others' social values and expectations about as often as do most people. She is similar to most people in her reaction to challenges, the seeking of novel experiences, and the avoidance of routine. She is as likely to seek subordinate roles in relationships and to delay her personal gratification, as are most people. Her interest in being original or thinking and acting differently from the norm is like that of most others. She is as judgmental, easily angered, skeptical, counteractive, and irritated by interference or obstacles as are most people. She is probably as strong-willed, original in thought and perception, aesthetically sensitive, and indifferent to convention as are most people.

MEM B Frustration and adversity are not challenges to which he rises; rather, he tends to give-up and withdraw. He has a narrow range of interests and is somewhat superstitious. He prefers conventional values and lifestyles, seeking security in the tried and true, while avoiding risks. Since he dislikes decision-making, he takes comfort in receiving direction from a valued and trusted other. He perceives change or challenges as threatening, and seeks a stable, risk-free environment. He prefers safe, well-defined situations. The perception that he lacks verve and imagination may reduce opportunities others might otherwise extend to him. Competition and risk-taking are stimulating to him and he enjoys defeating rivals. His behavior is headstrong and impulsive, and may lead to frequent conflict with others. He tends to stretch the limits as if trying to see how much can be gotten away with. Uncertainty and disorganization are probably uncomfortable for him. In complex or ill-defined situations he is subdued, conservative, and avoids involvement or action. He is interdependent and tolerant of the fears and weakness of others. It is also likely that he values bringing people together, reducing conflicts, and sharing in the rewards of social living. He is practical and predictable in his thought and perception, and tolerant of the ineptitude and intellectual shortcomings in others.

## Perspective

The ability to provide advice and counsel based on an (1) accurate perception of the environment, (2) emphasis on rationality and analysis over feelings and emotions, and (3) considerate but straight forward, candid interactions.

## **Virtues**

MEM A Her perception of her environment is probably similar to that of most other people, allowing her to interact as effectively as do most people. She probably seeks as much sympathy, affection, and emotional support from others as do most people. She is as analytical, logical, astute, and intellectually capable, as are most people.

MEM B His perception of his environment is probably similar to that of most other people, allowing him to interact as effectively as do most people. He probably seeks as much sympathy, affection, and emotional support from others as do most people. He is as analytical, logical, astute, and intellectually capable, as are most people.

# **Virtues**

## **Courage**

Emotional strengths for attaining gratification despite difficulties or opposition from others.

### **Bravery**

(The potential for:) Self-assured action to attain gratification despite obstacles, opposition, or risk.

MEM A As a poised, self-assured initiator who strives to achieve gratification, she is probably willing to cut a few corners to create a good impression and attain goals. Observers may see her as assertive, enterprising and self-confident. Ambitious and impatient to get the things she values, she may insist on having her way and attaining her goals. She may stress action, visible rewards, and self-gratification.

MEM B Timid and fearful, tending to give up easily and withdraw, he has difficulty mobilizing his resources and taking action. Since he may doubt his abilities, both his vocational and interpersonal opportunities may be restricted. Gentle, kind, considerate, and fatalistic about personal misfortune or adversity, he is vulnerable to others' aggression. He is willing to substitute daydreams and fantasies for more direct experience.

### **Persistence**

Resourceful, resolute, and productive behavior in which power and intellectual ability are used for the completion of goal-oriented tasks.

MEM A She is as likely to be hard working, goal directed, and determined to do well as are most people. Her motivation to succeed may lie less in competitive drives than in a need to live up to her own criteria. She is about as likely to persist in the completion of a time-consuming task or responsibility as are most people. Concerns with neatness, organization, or the planning of her activities are similar to those of most people. About as reliable and diligent as are most people, she is as attentive to duties, the responsibilities of adulthood, and obligations as others. She may have as much difficulty setting aside the roles she learned in childhood as do most people. This may be demonstrated through the same amount of independence and uncertainty about how to cope with the demands of life that others show. She is as analytical, logical, astute, and intellectually capable, as are most people.

MEM B He may be hard working and goal directed. His motivation may be based more on attaining his goals than competition. He may be conscientious and, with a strong sense of duty, avoid playfulness and non-essential activities. For him, stability and continuation may be more important than the new and different. He avoids change or variety and seeks stability and consistency. Setbacks and distractions are

## **Virtues**

difficult for him to endure. Reliable, ambitious, and diligent, he may be self-disciplined and attentive to duties and obligations. This self-discipline is admirable, but may have been obtained at the cost of spontaneity, and the ability to enjoy peace and quiet, even the expression of love, affection and tenderness may make him uncomfortable. He may have difficulty setting aside roles he learned in childhood. This may be demonstrated through a lack of independence and uncertainty about how to cope with the demands of adult life. Also, he may fear direct confrontation and avoid it. He tends to be analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. People may view him as somewhat rigid.

## **Integrity**

Ethically consistent behavior based on clear-cut, internally consistent personal standards and values.

MEM A She is as likely as most people to be expressive and eager to explore the world around her. She may vacillate between pessimism and optimism, but tend to be accepting of herself and others. She probably seeks as much sympathy, affection, and emotional support from others as do most people. She is about as likely to demonstrate helpfulness, sympathy, and affection, as are most others. She is as judgmental, easily angered, skeptical, counteractive, and irritated by interference or obstacles as are most people.

MEM B He is as likely as most people to be expressive and eager to explore the world around him. He may vacillate between pessimism and optimism, but tend to be accepting of himself and others. He probably seeks as much sympathy, affection, and emotional support from others as do most people. He is about as likely to demonstrate helpfulness, sympathy, and affection, as are most others. He is as judgmental, easily angered, skeptical, counteractive, and irritated by interference or obstacles as are most people.

## **Vitality**

Energetic behavior and responsiveness providing a vigorous and vivacious approach to life.

MEM A She is more interested in seeking the company of peers and to experience emotional satisfaction from interpersonal and erotic interactions with them than are most people.

MEM B He is more interested in seeking the company of peers and to experience emotional satisfaction from interpersonal and erotic interactions with them than are most people.

# **Virtues**

## **Humanity**

Interpersonal strengths providing social insight, assistance to others, and the capacity for enduring relationships.

### **Love**

The capacity for compassionate relationships in which support, stability, and acceptance are offered.

MEM A She is about as likely to demonstrate helpfulness, sympathy, and affection, as are most others. Continuity and the preservation of old values are probably as important to her as others are to most people. She is as likely as others to seek to sustain relationships and to foster courtesy and respect.

MEM B He is about as likely to demonstrate helpfulness, sympathy, and affection, as are most others. Continuity and the preservation of old values are probably as important to him as others are to most people. He is as likely as others to seek to sustain relationships and to foster courtesy and respect.

### **Kindness**

Engaging in attentive behavior and the fulfillment of duties that provide material or emotional benefits to others.

MEM A Her involvement in behavior, which provides material or emotional support to others, is about as frequent as that of most people. About as reliable and diligent as are most people, she is as attentive to duties, the responsibilities of adulthood, and obligations as others.

MEM B His involvement in behavior, which provides material or emotional support to others, is about as frequent as that of most people. About as reliable and diligent as are most people, he is as attentive to duties, the responsibilities of adulthood, and obligations as others.

### **Social Intelligence**

The application of cognitive activity to understand the dynamics of behavior and effectively engage others.

MEM A She is about as interested as are most people in activities that require intellectual or cognitive abilities. Her involvement in behavior, which provides material or emotional support to others, is about as frequent as that of most people. A

## Virtues

commitment to duties and obligations, like that of most people, causes a similar reluctance to deviate from agreed-upon courses of action. About as reliable and diligent as are most people, she is as attentive to duties, the responsibilities of adulthood, and obligations as others.

MEM B He has a stronger interest in understanding the 'why' of things, including his own behavior and that of other's, than do most people. He may be concerned for the welfare of others and willing to provide material or emotional support to them. A commitment to duties and obligations, with a reluctance to deviate from agreed-upon courses of action may make him appear rigid at times. He may work hard to see that consensual goals are attained and be a steadying influence upon others. Valuing good organization and careful planning, he tends to avoid emotionalism, but may become dissatisfied when people or events interfere with his plans. Reliable, ambitious, and diligent, he may be self-disciplined and attentive to duties and obligations. This self-discipline is admirable, but may have been obtained at the cost of spontaneity, and the ability to enjoy peace and quiet, even the expression of love, affection and tenderness may make him uncomfortable.

# **Virtues**

## **Justice**

Interpersonal strengths promoting equality, allowing leadership, and the fulfillment organizational and membership responsibilities.

## **Citizenship**

The commitment to duty, valuing good organization and planning, and fulfillment of responsibilities.

MEM A Concerns with neatness, organization, or the planning of her activities are similar to those of most people. Her ability to 'love and work', Freud's criterion of personal adjustment, is like that of most others and suggests that her ability to cope with situational and interpersonal demands should be as well.

MEM B He is not likely to endure setbacks and distractions easily, nor is he likely to welcome change and variety; rather he steadily pursues his goals and seeks stability. He probably assumes tasks that require self-discipline and diligent effort as he seeks to avoid disorder, subjectivity, and impulsivity. His preference is probably for objectivity, rationality, and reason. With his positive attitude toward life, he enjoys the company of others and is capable of initiating activities and carrying them through. He may not thoroughly understand himself, but he is comfortable and has a strong ability to 'love and work', Freud's criterion of personal adjustment.

## **Fairness**

Tolerant, forbearing, and conciliatory evaluation of other's behavior.

MEM A She may vacillate between pessimism and optimism, but tend to be accepting of herself and others. She acts aggressively, with behavior that may be perceived by others as an attack or hurtful, about as often as do most people. She is as judgmental, easily angered, skeptical, counteractive, and irritated by interference or obstacles as are most people.

MEM B He may vacillate between pessimism and optimism, but tend to be accepting of himself and others. He acts aggressively, with behavior that may be perceived by others as an attack or hurtful, about as often as do most people. He is as judgmental, easily angered, skeptical, counteractive, and irritated by interference or obstacles as are most people.



# Virtues

## Leadership

The seeking and maintaining of positions of influence through which goals may be attained.

MEM A She is likely to be hard working, goal directed, and determined to do well. Her motivation to succeed may lie less in competitive drives than in a strong need to live up to her own high and socially commendable criteria. Others are likely to acknowledge her energy and enterprise. However, others may also see elements of coercion, impatience, and self-aggrandizement in her actions. Strong-willed, ambitious, determined and forceful she is typically free of self-doubt in the pursuit of goals and inhibited little by disapproval or opposition. She probably likes to direct others toward the attainment of socially worthy objectives, and can usually do so without being viewed as domineering.

MEM B He is as likely to be hard working, goal directed, and determined to do well as are most people. His motivation to succeed may lie less in competitive drives than in a need to live up to his own criteria. His need to lead others (groups) and those with whom he has relationships is like that of most others.

# Virtues

## Temperance

Strengths that foster interpersonal acceptance and intrapersonal comfort.

### Forgiveness

Unpretentious, forthright, and forbearing behavior based on a respect for rules and the extension of trust to others.

MEM A She is probably as strong-willed, original in thought and perception, aesthetically sensitive, and indifferent to convention as are most people. She tends to be as unpretentious, forbearing, forthright, and respectful of rules, as are most people.

MEM B Emphasizing self-sufficiency, he may be strong-willed, original in thought and perception, aesthetically sensitive, indifferent to convention, and easily annoyed by those viewed as uninsightful, intellectually slow or undiscerning. Though talented, he may be uncomfortable with his own needs and those of others. He probably avoids intimacy, based on a candid sharing of significant feelings, sensing it as a danger. He tends to be unpretentious uncomplicated, forbearing, forthright, respectful of rules, and accepting of his role in life.

### Humility

Conscientious action but with the avoidance of prominence, recognition, or attention.

MEM A The frequency of acting in ways to attract the immediate attention of others is similar to that of others. She is as likely to seek subordinate roles in relationships and to delay her personal gratification, as are most people. She may have as much difficulty setting aside the roles she learned in childhood as do most people. This may be demonstrated through the same amount of independence and uncertainty about how to cope with the demands of life that others show.

MEM B Forceful and somewhat bombastic, he insists on winning attention; self-dramatizing, histrionic behavior may be common. Delay makes him impatient and he is willing to coerce or manipulate someone to gain acquiescence. He is likely to prefer anonymity and freedom from conflict to the winning of interpersonal victories. He is conscientious, unassuming and patient, deferring to others without loss of self-respect. Tending to over-control his needs and impulses, he often delays gratification unnecessarily. He has difficulty setting aside roles he learned in childhood. This is demonstrated through a lack of independence and uncertainty about how to cope with the demands of adult life. Also, direct confrontation is feared and assiduously avoided. To compensate, he seeks satisfaction in daydreams and fantasies rather than face the threatening context of everyday life.

# **Virtues**

## **Prudence**

Logical, rational, analysis with an avoidance of emotionalism in planning and the pursuit of gratification.

MEM A She is as analytical, logical, astute, and intellectually capable, as are most people.

MEM B He is analytical, logical, astute, intellectually capable, self-disciplined, and prepared to do the planning and work necessary to attain his goals. People may view him as rigid.

## **Self-Regulation**

Diligence with an attention to duty and an avoidance of impulsive or unfocused action.

MEM A She is as likely to exercise self-control and delay her actions as are most people.

MEM B His strong preference for diligence and attention to duty may be attained at the cost of spontaneity and self-enhancement. Too much self-control may inhibit his behavior at times.

# **Virtues**

## **Transcendence**

Strengths that open personal boundaries to events and experiences that exceed common limitations.

### **Aestheticism**

Positive stimulation derived from complexity, novelty, and even disorder.

MEM A She is similar to most people in her reaction to challenges, the seeking of novel experiences, and the avoidance of routine.

MEM B He perceives change or challenges as threatening, and seeks a stable, risk-free environment. He prefers safe, well-defined situations. The perception that he lacks verve and imagination may reduce opportunities others might otherwise extend to him.

### **Gratitude**

Appreciative, considerate, and compassionate attitudes and actions, that may become submissive when in excess.

MEM A The tendency to 'put herself down' through self-criticism, guilt, or social impotence is about like that of others. She is about as receptive to counseling or professional advice regarding her personal problems as are most people. She is about as receptive to counseling or professional advice regarding her personal problems as are most people. She is about as likely to demonstrate helpfulness, sympathy, and affection, as are most others.

MEM B Basically, submissive to the wishes and demands of others and avoiding of conflict, he may ask for little in life. His interpersonal world may be marked by worry and foreboding. He may view others as more effective or deserving than himself. Basically sympathetic and considerate, he is likely to elicit positive reactions from others and in turn treat them with respect. He tends to be cooperative, appreciative, cheerful, warm, and valuing of intimacy and mutuality in relationships.

### **Hope**

General ambition and optimism which are maintained even when confronted with adversity.

MEM A She is basically satisfied with herself and she believes that her behavior is appropriate.

## **Virtues**

MEM B He is basically satisfied with himself and he believes that his behavior is appropriate.

## **Humor**

Attitudes of playfulness and impulsivity which are expressed in humorous and pleasure-seeking behavior.

MEM A Ebullient, enterprising, and pleasure seeking, she rejects self-restraint and the postponement of gratification. While others may see her as entertaining, others may also view her as aggressive or self-centered and pushy. She seeks adventure and activity while remaining sophisticated and relaxed; this may be a source of conflict. Academic underachievement is probable because physical activities may interfere with intellectual activity. Creative, independent, spontaneous behavior is more important than conformity.

MEM B Moderate, cautious, and slow to respond in interpersonal encounters or pleasurable activities, he is likely viewed as self-denying and lacking in excitement. He is prudent and vigilant with the ability to plan ahead. This allows him to avoid intemperance and undue impulsiveness. His desire for order may also explain a tendency toward strong opinions on ethical issues; he is likely to look askance at those who violate societal conventions.

## **Spirituality**

Stable, consistent, and conservative behavior guided by moralistic attitudes formed from valued and trusted direction.

MEM A She may be conscientious and, with a strong sense of duty, avoid playfulness and non-essential activities. For her, stability and continuation may be more important than the new and different. A commitment to duties and obligations, with a reluctance to deviate from agreed-upon courses of action may make her appear rigid at times. She may work hard to see that consensual goals are attained and be a steadying influence upon others. Valuing good organization and careful planning, she tends to avoid emotionalism, but may become dissatisfied when people or events interfere with her plans.

MEM B A conscientious worker, he probably has a strong sense of duty and avoids playfulness and non-essential activities. For him, stability and continuation is more important than the new and different. A strong commitment to duties and obligations, with an unwillingness to deviate from agreed-upon courses of action may make him appear rigid at times. He tries hard to see that consensual goals are attained and is a steadying influence upon others. Valuing good organization and careful planning, he avoids emotionalism, but becomes dissatisfied when people or

# **Virtues**

events interfere with his plans.

# Personality Traits

## Potential Issues

The following may be areas of discomfort or dissatisfaction and, potentially, stress inducing.

<b>Sample, Client F. may be too weak Behavior to Develop</b>	<b>Sample, Client F. may be too intense Behavior to Control</b>
<i>Submissiveness:</i> Consistent, self-disciplined, rule-respecting tendencies with a preference for cooperation as opposed to competition and following rather than leading.	<i>Assertiveness:</i> Ascendant, demanding, strong-willed tendencies demonstrated through active, pleasurable, and self-satisfying behavior.
<i>Enthusiasm:</i> General energy level, expressiveness, and task responsiveness.	<i>Individuality:</i> Autonomous, independent and self-directed tendencies demonstrated through nonconforming, even rebellious, behavior, but accompanied by a tolerant acceptance of the behaviors of others.
<i>Deference:</i> To seek and maintain subordinate roles in relationships with others.	<i>Exhibition:</i> To behave in such a way as to elicit the immediate attention of others.
<i>Self-Control:</i> The extent to which restraint and self-control are imposed, and valued.	<i>Autonomy:</i> To act independently of others or of social values and expectations.
<i>Scientific:</i> Rationality and analysis are emphasized over feelings and emotion, suggesting logicity, industriousness, and cognitive clarity.	<i>Aggression:</i> To utilize authority and power with confrontation or conflict, if necessary, to attain goals.
<i>Intellectence:</i> The ability to think abstractly, to detect logical relationships, and to apply general principles to the solution of specific problems.	<i>Self-Confidence:</i> To attain gratification though self-confident, poised, and self-assured behavior.
	<i>Self-Satisfaction:</i> The sense of personal worth or harmony between what one is and what one wants to be.
	<i>Creativity:</i> The desire to do and think differently from the norm, and a talent for originality.
	<i>Masculinity:</i> The role-qualities such as ambition, assertiveness, and initiative that are associated with the stereotypical notions of masculinity.

# Personality Traits

	<p><i>Playful:</i> The attitudes of playfulness, impulsivity, and self-centeredness that are associated with the concept of a 'free' or very expressive child.</p> <p><i>Affected:</i> Informality, pleasure, feelings, emotions and action are emphasized over structure, reasoning, and evaluation.</p> <p><i>Origence:</i> The ability to think imaginatively, to bring new ideas and tangible products into being, to modify the environment in accordance with aesthetic criteria, and to discern the underlying elements of order in disorder.</p>
<p><b>Sample, Client M. may be too weak Behavior to Develop</b></p>	<p><b>Sample, Client M. may be too intense Behavior to Control</b></p>
<p><i>Assertiveness:</i> Ascendant, demanding, strong-willed tendencies demonstrated through active, pleasurable, and self-satisfying behavior.</p> <p><i>Individuality:</i> Autonomous, independent and self-directed tendencies demonstrated through nonconforming, even rebellious, behavior, but accompanied by a tolerant acceptance of the behaviors of others.</p> <p><i>Exhibition:</i> To behave in such a way as to elicit the immediate attention of others.</p> <p><i>Autonomy:</i> To act independently of others or of social values and expectations.</p> <p><i>Aggression:</i> To utilize authority and power with confrontation or conflict, if necessary, to attain goals.</p> <p><i>Self-Confidence:</i> To attain gratification through self-confident, poised, and self-assured behavior.</p> <p><i>Self-Satisfaction:</i> The sense of personal</p>	<p><i>Submissiveness:</i> Consistent, self-disciplined, rule-respecting tendencies with a preference for cooperation as opposed to competition and following rather than leading.</p> <p><i>Enthusiasm:</i> General energy level, expressiveness, and task responsiveness.</p> <p><i>Deference:</i> To seek and maintain subordinate roles in relationships with others.</p> <p><i>Self-Control:</i> The extent to which restraint and self-control are imposed, and valued.</p> <p><i>Scientific:</i> Rationality and analysis are emphasized over feelings and emotion, suggesting logicity, industriousness, and cognitive clarity.</p> <p><i>Intellectence:</i> The ability to think abstractly, to detect logical relationships, and to apply general principles to the solution of specific problems.</p>



## Personality Traits

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worth or harmony between what one is and what one wants to be.

*Creativity:* The desire to do and think differently from the norm, and a talent for originality.

*Masculinity:* The role-qualities such as ambition, assertiveness, and initiative that are associated with the stereotypical notions of masculinity.

*Playful:* The attitudes of playfulness, impulsivity, and self-centeredness that are associated with the concept of a 'free' or very expressive child.

*Affected:* Informality, pleasure, feelings, emotions and action are emphasized over structure, reasoning, and evaluation.

*Origence:* The ability to think imaginatively, to bring new ideas and tangible products into being, to modify the environment in accordance with aesthetic criteria, and to discern the underlying elements of order in disorder.

# **Biblical Guidance**

## **Biblical Guidance and Prescriptive Assistance**

The Biblical Guidance should be consulted to gain a fuller understanding of each member. The self-help suggestions accompanying the Biblical Guidance may help in making desired changes if conflict or dissatisfaction are present. The following guidelines should be followed:

- If there is no "X" in either column it means that the adjective was not selected as descriptive of either member.
- If there is an "X" in the column of one member and not the other it means that the adjective was selected as descriptive of the member selecting it.
- If there is an "X" in both columns it means that the adjective was selected by both members as self-descriptive.

There are two sets of adjectives. Each set contains 75 adjectives. The adjectives in the first set describe behavior that supports and strengthens the Virtues. The adjectives in the second set describe behavior that can weaken the Virtues.

- It may be desirable to have as Many of the adjectives in the first set be descriptive of both members. Following the Biblical Guidance and implementing the self-help assistance may aid in the development of new and constructive behavior, as appropriate, for each member.
- It may be beneficial to have as Few of the adjectives in the second set be descriptive of either member. Again, following the Biblical suggestion and implementing the self-help assistance may aid in the control of these behaviors.
- Vigilance should be maintained to ensure that if any adjective in the second set becomes descriptive of either or both members that it is because the behavior is such that it benefits both of them AND others, and is not used to cause harm.

# Biblical Guidance

## Attitudes and behaviors which may strengthen the Virtues.

Mem A	Mem B	Descriptive Adjective: It may be desirable to have Many or all of these adjectives be descriptive of both your Real and Ideal selves. Following the Biblical Guidance and implementing the self-help assistance may aid in the development of new and constructive behavior.	
X	X	Active	<p>What good is it, my brothers, if a man claims to have faith but has no deeds? Can such faith save him? (James 2:14, NIV)</p> <p>Interaction with people and participation in events is an important part of life. If you are less active than you would like to be then consider (and make the effort) to socialize, become involved in new projects, and/or attend cultural, sporting, or other events. However, if you are too active then prioritize your commitments, reduce the list to those that are most important, and only participate in those on your list.</p>
X	X	Adaptable	<p>And he said: I tell you the truth, unless you change and become like little children, you will never enter the kingdom of heaven. (Matthew 18:3, NIV)</p> <p>The ability to act appropriate to the rules or requirements of a situation is important. First, ask if this is something to which you want to adapt. If you do, then define what you must do to 'fit in' and act on it. It is easier to adapt when self-judgment is avoided. Self-evaluation for constant improvement is important, but self-judgment can impede success.</p>
X	X	Adventurous	<p>But seek first his kingdom and his righteousness, and all these things will be given to you as well. (Matthew 6:33, NIV)</p> <p>To be adventurous is to be willing to take risks. It is important to know the potential consequences before doing so. Then, if the positive outcomes would be greater than the negatives, it may be worth doing. The important element here is to objectively evaluate the potential outcomes before acting. Failing to succeed is not in itself bad. Rather, what is the cost of failing?</p>
X	X	Affectionate	<p>Love must be sincere. Hate what is evil; cling to what is good. Be devoted to one another in brotherly love. Honor one another above yourselves. (Romans 12:9-10, NIV)</p> <p>To be affectionate is to have or show feelings of caring, appropriate to the situation. Your expression of caring may be reciprocated and a relationship enhanced. However, do not</p>

## Biblical Guidance

Mem A	Mem B	Descriptive Adjective: It may be desirable to have Many or all of these adjectives be descriptive of both your Real and Ideal selves. Following the Biblical Guidance and implementing the self-help assistance may aid in the development of new and constructive behavior.	
			judge yourself negatively when it is not. Also, there are times when the expression of affection may be misunderstood and it would better not be expressed.
X	X	Alert	<p>So then, let us not be like others, who are asleep, but let us be alert and self-controlled. (1Thessalonians 5:6, NIV)</p> <p>To be alert is to be attentive, watchful, mentally responsive and perceptive. Observe what is going on around you, relate it to what you know, and predict outcomes. As you practice you will become more accurate. Remember your experiences so that you will have a greater quantity of information to draw from in the future.</p>
X	X	Ambitious	<p>Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others. (Philippians 2:3-4, NIV)</p> <p>To be ambitious is to actively, with much effort, pursue defined goals. Action without purpose is rarely productive. So, define the goal and the path to its attainment. But, pursuit of a goal to the exclusion of other areas of life may result in attaining it at the cost of overall satisfaction. To prevent an excessive focus, have social, personal, and professional goals to which you give attention.</p>
X	X	Appreciative	<p>Therefore, since we are receiving a kingdom that cannot be shaken, let us be thankful, and so worship God acceptably with reverence and awe, for our God is a consuming fire. (Hebrews 12:28-29, NIV)</p> <p>Recognize the value or significance of people and things to you. Then express your gratitude. However, your expression should not exceed the intensity with which they will be comfortable.</p>
X		Artistic	<p>Then the LORD said to Moses, See, I have chosen Bezalel son of Uri, the son of Hur, of the tribe of Judah, and I have filled him with the Spirit of God, with skill, ability and knowledge in all kinds of crafts-- to make artistic designs for work in gold, silver and bronze, to cut and set stones, to work</p>

## Biblical Guidance

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		<p>in wood, and to engage in all kinds of craftsmanship. Moreover, I have appointed Oholiab son of Ahisamach, of the tribe of Dan, to help him. Also I have given skill to all the craftsmen to make everything I have commanded you: (Exodus 31:1-6, NIV)</p> <p>Imagination and skill are necessary components. Learning to express relationships that are new and different may result in an 'artistic' product. However, it is also necessary to ensure that effective communication and interaction with others is also present.</p>
X	X	<p style="text-align: center;">Attractive</p> <p>How beautiful on the mountains are the feet of those who bring good news, who proclaim peace, who bring good tidings, who proclaim salvation, who say to Zion, Your God reigns! (Isaiah 52:7, NIV)</p> <p>Being pleasing to others to the point of having the 'power to attract' is not limited to either physical appearance or emotional behavior. It is both. Physical appearance can become 'pleasing' by attending to dress, stature, movement, and of course preparation. A 'pleasing' emotional behavior or personality may require more effort in that the needs and interests of others must be identified and responded to in a way that brings them pleasure.</p>
	X	<p style="text-align: center;">Calm</p> <p>I know what it is to be in need, and I know what it is to have plenty. I have learned the secret of being content in any and every situation, whether well fed or hungry, whether living in plenty or in want. I can do everything through him who gives me strength. (Philippians 4:12-13, NIV)</p> <p>Serenity, tranquility, and peace are attained through the acceptance of facts and the avoidance of judgment. Opinions and claims which can not be demonstrated may be considered as hypotheses waiting for data, but not the basis for action or reaction.</p>
X	X	<p style="text-align: center;">Capable</p> <p>Dear friends, if our hearts do not condemn us, we have confidence before God and receive from him anything we ask, because we obey his commands and do what pleases him. And this is his command: to believe in the name of his Son,</p>

## Biblical Guidance

Mem A	Mem B	Descriptive Adjective:	It may be desirable to have Many or all of these adjectives be descriptive of both your Real and Ideal selves. Following the Biblical Guidance and implementing the self-help assistance may aid in the development of new and constructive behavior.
			<p>Jesus Christ, and to love one another as he commanded us. Those who obey his commands live in him, and he in them. And this is how we know that he lives in us: We know it by the Spirit he gave us. (1 John 3:21-24, NIV)</p> <p>The presence or absence of ability can only be determined when requirements are known. Knowledge of the actions to be performed provides the foundation for identifying deficiencies and correcting them.</p>
		Charming	<p>Words from a wise man's mouth are gracious, but a fool is consumed by his own lips. At the beginning his words are folly; at the end they are wicked madness--and the fool multiplies words. No one knows what is coming-- who can tell him what will happen after him? (Ecclesiastes 10:12-14, NIV)</p> <p>To attract the positive attention of others requires an understanding of their interests and needs. Then freely interact with them and express a positive appreciation and understanding of them.</p>
X		Cheerful	<p>A cheerful heart is good medicine, but a crushed spirit dries up the bones. (Proverbs 17:22, NIV)</p> <p>Being cheerful requires more than simply being in good spirits. It also requires the promotion of a positive, pleasant emotion in others. Learn the interests of others and match yours with theirs as you interact, focusing on the pleasant and positive.</p>
	X	Clear-Thinking	<p>Let no one deceive you with empty words, for because of such things God's wrath comes on those who are disobedient. Therefore do not be partners with them. For you were once darkness, but now you are light in the Lord. Live as children of light (for the fruit of the light consists in all goodness, righteousness and truth) and find out what pleases the Lord. (Ephesians 5:6-10, NIV)</p> <p>Logical, rational thought based on observable and hypothesized relationships fosters effective decisions and actions. Avoided are opinions, ambiguities, and illogical</p>

## Biblical Guidance

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			relationships.
X		Clever	<p>Blessed is the man who finds wisdom, the man who gains understanding, for she is more profitable than silver and yields better returns than gold. She is more precious than rubies; nothing you desire can compare with her. (Proverbs 3:13-15, NIV)</p> <p>Logical, rational reasoning with facts and an understanding of obvious as well as underlying relationships will allow effective problem solving and decisions. The goal, however, must be valued by all, as a focus exclusively on self may be perceived as dishonesty or deviousness.</p>
		Confident	<p>So do not throw away your confidence; it will be richly rewarded. You need to persevere so that when you have done the will of God, you will receive what he has promised. (Hebrews 10:35, NIV)</p> <p>If you expect to fail, you probably will. If you expect to succeed, you might. Focus on the positive and expect the best. Sometimes you will fail, but you can put that in perspective by remembering your successes.</p>
X	X	Conscientious	<p>The priests, however, were too few to skin all the burnt offerings; so their kinsmen the Levites helped them until the task was finished and until other priests had been consecrated, for the Levites had been more conscientious in consecrating themselves than the priests had been. There were burnt offerings in abundance, together with the fat of the fellowship offerings and the drink offerings that accompanied the burnt offerings. So the service of the temple of the LORD was reestablished. Hezekiah and all the people rejoiced at what God had brought about for his people, because it was done so quickly. (2 Chronicles 29:34-36, NIV)</p> <p>Know the rules or the proper course of action and ensure that you do not neglect any element. Mistakes are less likely when attention is given to the details. But, do not become lost in minutia and unable to act.</p>

## Biblical Guidance

Mem A	Mem B	Descriptive Adjective: It may be desirable to have Many or all of these adjectives be descriptive of both your Real and Ideal selves. Following the Biblical Guidance and implementing the self-help assistance may aid in the development of new and constructive behavior.	
X	X	Considerate	<p>Remind the people to be subject to rulers and authorities, to be obedient, to be ready to do whatever is good, to slander no one, to be peaceable and considerate, and to show true humility toward all men. At one time we too were foolish, disobedient, deceived and enslaved by all kinds of passions and pleasures. We lived in malice and envy, being hated and hating one another. But when the kindness and love of God our Savior appeared, he saved us, not because of righteous things we had done, but because of his mercy. He saved us through the washing of rebirth and renewal by the Holy Spirit, whom he poured out on us generously through Jesus Christ our Savior, so that, having been justified by his grace, we might become heirs having the hope of eternal life. (Titus 3:1-7, NIV)</p> <p>The views, values, needs, and feelings of others are important. Learning to understand, respect, and appreciate but, not necessarily adopt, them will facilitate constructive interaction.</p>
X	X	Cooperative	<p>The King will reply, 'I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me.' Then he will say to those on his left, 'Depart from me, you who are cursed, into the eternal fire prepared for the devil and his angels. For I was hungry and you gave me nothing to eat, I was thirsty and you gave me nothing to drink, I was a stranger and you did not invite me in, I needed clothes and you did not clothe me, I was sick and in prison and you did not look after me.' They also will answer, 'Lord, when did we see you hungry or thirsty or a stranger or needing clothes or sick or in prison, and did not help you?' He will reply, 'I tell you the truth, whatever you did not do for one of the least of these, you did not do for me.' (Matthew 25:40-45, NIV)</p> <p>Working with others and negotiating differences requires that you understand both the purpose and their ideas and needs. Negotiation requires that you give as well as receive. To always give is not to be cooperative, but submissive.</p>
X		Courageous	<p>Be strong and courageous. Do not be afraid or terrified because of them, for the LORD your God goes with you; he will never leave you nor forsake you. (Deuteronomy 31:6, NIV)</p>



## Biblical Guidance

Mem A	Mem B	Descriptive Adjective: It may be desirable to have Many or all of these adjectives be descriptive of both your Real and Ideal selves. Following the Biblical Guidance and implementing the self-help assistance may aid in the development of new and constructive behavior.	
			Dangerous or fearful situations may be encountered after fully understanding them and selecting the course of action that is most likely to produce the best outcome. To act before thinking, understanding, and planning may be more an example of foolishness than courage.
	X	Curious	<p>He who gets wisdom loves his own soul; he who cherishes understanding prospers. (Proverbs 19:8, NIV)</p> <p>The more knowledge you possess and relationships you understand, the better your problem solving and decision making will be. Learn to wonder 'how and why is that?' and to seek answers.</p>
X	X	Dependable	<p>It pleased Darius to appoint 120 satraps to rule throughout the kingdom, with three administrators over them, one of whom was Daniel. The satraps were made accountable to them so that the king might not suffer loss. Now Daniel so distinguished himself among the administrators and the satraps by his exceptional qualities that the king planned to set him over the whole kingdom. At this, the administrators and the satraps tried to find grounds for charges against Daniel in his conduct of government affairs, but they were unable to do so. They could find no corruption in him, because he was trustworthy and neither corrupt nor negligent. (Daniel 6:1-4, NIV)</p> <p>Understand what is required of you, commit to that which you can accomplish, and then act. Monitor your actions to ensure completeness and accuracy. Do not always accept the responsibility to do what others request. Do that which is mutually beneficial and which you can successfully complete without detriment.</p>
	X	Efficient	<p>Keep your lives free from the love of money and be content with what you have, because God has said, Never will I leave you; never will I forsake you. So we say with confidence, The Lord is my helper; I will not be afraid. What can man do to me? (Hebrews 13:5-6, NIV)</p> <p>Direct action to attain a goal or produce an effect is unlikely</p>

## Biblical Guidance

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			when the goal or effect is unknown or, if known, the method for doing so is uncertain. Define the goal or effect, the method of attainment, and act with dedication to success. But, not at the expense of other areas of life or detriment to others.
		Energetic	<p>May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit. (Romans 15:13, NIV)</p> <p>A lack of energy or its excess may be due to biological or psychological causes. Assuming the latter, plan what you need to accomplish in a specified time period - be realistic - and then follow your plan. Moving on to something else, an activity in another area of life, when you have finished. Continue to plan and follow your plan.</p>
		Enterprising	<p>The apostles said to the Lord, Increase our faith! He replied, If you have faith as small as a mustard seed, you can say to this mulberry tree, 'Be uprooted and planted in the sea,' and it will obey you. (Luke 17:5-6, NIV)</p> <p>Finding new and different projects in which to become involved may lead to personal respect and satisfaction. Initiate new activities or join those of others in order to expand your opportunities. But, not at the expense of other areas of life, give each its appropriate amount of time.</p>
X		Enthusiastic	<p>Be devoted to one another in brotherly love. Honor one another above yourselves. Never be lacking in zeal, but keep your spiritual fervor, serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer. Share with God's people who are in need. Practice hospitality. Bless those who persecute you; bless and do not curse. Rejoice with those who rejoice; mourn with those who mourn. (Romans 12:10-15, NIV)</p> <p>Anticipate success and pleasure from the activities in which you engage. Confidently interact with others and focus on the value of activities.</p>

## Biblical Guidance

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	X	Fair-Minded	<p>All a man's ways seem right to him, but the LORD weighs the heart. To do what is right and just is more acceptable to the LORD than sacrifice. (Proverbs 21:2-3, NIV)</p> <p>The ability to remain impartial and avoid prejudice is enhanced by an objective focus on measurable facts. Avoid the tendency to categorize and label.</p>
X	X	Foresighted	<p>Suppose a brother or sister is without clothes and daily food. If one of you says to him, Go, I wish you well; keep warm and well fed, but does nothing about his physical needs, what good is it? In the same way, faith by itself, if it is not accompanied by action, is dead. (James 2:15-17, NIV)</p> <p>To perceive the significance and nature of events before they have occurred requires an understanding of facts, relationships, and processes. Gather data, analyze relationships, predict the outcome and then take appropriate action.</p>
	X	Forgiving	<p>Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you. (Ephesians 4:31-32, NIV)</p> <p>It is important to forgive yourself as well as others for actions which would better not have been taken. Remember that at the time of action there are options. The selected option may later be viewed as 'wrong' because of events which subsequently occurred. It may have been 'right' or logical at the time of action and then 'wrong' because of its effect. This is an opportunity to learn and make better decisions in the future. It is not the basis for absolute judgment for evaluation must continue and be of current as well as past behavior. If that of the past is not repeated, then move on to the present and future. To forgive, however, is not to give up caution. Only present and future behavior will indicate how much trust you may want to offer.</p>
X		Frank	<p>Understanding is a fountain of life to those who have it, but folly brings punishment to fools. A wise man's heart guides his mouth, and his lips promote instruction. Pleasant words</p>

## Biblical Guidance

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			<p>are a honeycomb, sweet to the soul and healing to the bones. (Proverbs 16:22-24, NIV)</p> <p>To be straightforward, open, and sincere in expression may clearly convey information. But, to be too blunt may cause the message to be rejected. Remember to communicate based on the other's ability to receive and process the message. Sometimes it is necessary to build a foundation through 'small talk' so that the ultimate message can be delivered and received.</p>
	X	Friendly	<p>Keep on loving each other as brothers. Do not forget to entertain strangers, for by so doing some people have entertained angels without knowing it. Remember those in prison as if you were their fellow prisoners, and those who are mistreated as if you yourselves were suffering. (Hebrews 13:1-3, NIV)</p> <p>To be accepted as a friend requires that the other's needs and interests be understood and appreciated. It isn't enough to seek their company. They must also benefit from the relationship. And, by your knowing their needs and interests you can better determine who you wish to develop a relationship with.</p>
		Generous	<p>Good will come to him who is generous and lends freely, who conducts his affairs with justice. Surely he will never be shaken; a righteous man will be remembered forever. He will have no fear of bad news; his heart is steadfast, trusting in the LORD. His heart is secure, he will have no fear; in the end he will look in triumph on his foes. He has scattered abroad his gifts to the poor, his righteousness endures forever; his horn will be lifted high in honor. The wicked man will see and be vexed, he will gnash his teeth and waste away; the longings of the wicked will come to nothing. (Psalms 112:5-10, NIV)</p> <p>To share information and resources with others facilitates relationships and effective interaction. However, to be able to share in the future requires constant effort and acquisition so that this is an on-going part of life and not a one-time event.</p>

## Biblical Guidance

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	X	Gentle	<p>Come to me, all you who are weary and burdened, and I will give you rest. Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy and my burden is light. (Matthew 11:28-30, NIV)</p> <p>Consideration of others and the avoidance of harsh or severe behavior and interaction may allow others to feel safe. This does not preclude assertion nor frankness, but does require respect for others and a concern for their well-being.</p>
	X	Good-Looking	<p>A happy heart makes the face cheerful, but heartache crushes the spirit. The discerning heart seeks knowledge, but the mouth of a fool feeds on folly. All the days of the oppressed are wretched, but the cheerful heart has a continual feast. (Proverbs 15:13-15, NIV)</p> <p>An easy-going appearance and cheerful disposition is the product of a positive focus in life with an understanding of others and a concern for their well-being.</p>
	X	Good-Natured	<p>A cheerful look brings joy to the heart, and good news gives health to the bones. (Proverbs 15:30, NIV)</p> <p>Recognizing the positive qualities in others and events provides the opportunity to comment on them. This positive expression, with an absence of judgment or criticism, may foster relationships as others find it attractive.</p>
X	X	Healthy	<p>Do not be wise in your own eyes; fear the LORD and shun evil. This will bring health to your body and nourishment to your bones. (Proverbs 3:7-8, NIV)</p> <p>Good physical and mental health are determined both by things that can be controlled and those that can't. Healthy physical habits and logical, rational thinking with control of emotional behavior may be learned.</p>
X	X	Helpful	<p>Suppose a brother or sister is without clothes and daily food. If one of you says to him, Go, I wish you well; keep warm and well fed, but does nothing about his physical needs, what good is it? (James 2:15-16, NIV)</p>

## Biblical Guidance

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			Providing assistance and being useful to others is a component of interpersonal relationships. It is important to remember that this should be a reciprocal relationship and to 'always give and never receive' may indicate a problem in the relationship.
X	X	Honest	<p>For the LORD gives wisdom, and from his mouth come knowledge and understanding. He holds victory in store for the upright, he is a shield to those whose walk is blameless, for he guards the course of the just and protects the way of his faithful ones. Then you will understand what is right and just and fair-- every good path. (Proverbs 2:6-9, NIV)</p> <p>Integrity and the avoidance of deception and fraud facilitate effective living. Look for the facts and evidence in the claims of others and base your own on that which you can prove. Done consistently, the requirement to 'prove that' may be rare as others will trust you. However, once perceived as dishonest others may continually doubt you, regardless of the facts.</p>
X	X	Humorous	<p>A gentle answer turns away wrath, but a harsh word stirs up anger. The tongue of the wise commends knowledge, but the mouth of the fool gushes folly. The eyes of the LORD are everywhere, keeping watch on the wicked and the good. The tongue that brings healing is a tree of life, but a deceitful tongue crushes the spirit. (Proverbs 15:1-4, NIV)</p> <p>The ability to entertain and put others at ease encourages interaction. But, substance and the ability to be constructively serious are also required.</p>
X		Imaginative	<p>There is deceit in the hearts of those who plot evil, but joy for those who promote peace. (Proverbs 12:20, NIV)</p> <p>To 'imagine' may range from creative thinking which is reality based to the fanciful or make-believe. Both have their purpose and should be used when individually appropriate. Reality based creativity starts with what is and projects what could be, but does so in new and different ways.</p>

## Biblical Guidance

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	X	Independent	<p>Now about brotherly love we do not need to write to you, for you yourselves have been taught by God to love each other. And in fact, you do love all the brothers throughout Macedonia. Yet we urge you, brothers, to do so more and more. Make it your ambition to lead a quiet life, to mind your own business and to work with your hands, just as we told you, so that your daily life may win the respect of outsiders and so that you will not be dependent on anybody. (1Thessalonians 4:9-12, NIV)</p> <p>Autonomy and freedom from external control or direction is based on the reliance on one's own decision-making and problem-solving ability. It may be comfortable to have someone to rely on or to blame may be attributed when outcomes are undesirable. But who takes over when that person is not available? Learn to gather data, understand processes, predict outcomes and be confident that you did the best you could. This is a process of on-going improvement based on practice and experience.</p>
		Industrious	<p>The wicked man earns deceptive wages, but he who sows righteousness reaps a sure reward. The truly righteous man attains life, but he who pursues evil goes to his death. The LORD detests men of perverse heart but he delights in those whose ways are blameless. Be sure of this: The wicked will not go unpunished, but those who are righteous will go free. (Proverbs 11:18-21, NIV)</p> <p>Diligence, problem solving, and acceptance of responsibility are important elements of task performance. Define what needs to be done, identify and solve any related problems, schedule the activities, and implement and follow the plan.</p>
	X	Insightful	<p>Do not rebuke a mocker or he will hate you; rebuke a wise man and he will love you. Instruct a wise man and he will be wiser still; teach a righteous man and he will add to his learning. The fear of the LORD is the beginning of wisdom, and knowledge of the Holy One is understanding. For through me your days will be many, and years will be added to your life. (Proverbs 9:8-11, NIV)</p> <p>To be perceptive is to be aware of the facts and to identify the</p>

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			process by which they occur. This requires observation, data gathering, analysis and the testing of predictions to refine the ability to see and understand relationships.
X	X	Intelligent	<p>Simon Peter, a servant and apostle of Jesus Christ, To those who through the righteousness of our God and Savior Jesus Christ have received a faith as precious as ours: Grace and peace be yours in abundance through the knowledge of God and of Jesus our Lord. His divine power has given us everything we need for life and godliness through our knowledge of him who called us by his own glory and goodness. Through these he has given us his very great and precious promises, so that through them you may participate in the divine nature and escape the corruption in the world caused by evil desires. For this very reason, make every effort to add to your faith goodness; and to goodness, knowledge; and to knowledge, self-control; and to self-control, perseverance; and to perseverance, godliness; and to godliness, brotherly kindness; and to brotherly kindness, love. For if you possess these qualities in increasing measure, they will keep you from being ineffective and unproductive in your knowledge of our Lord Jesus Christ. (2 Peter 1:1--8, NIV)</p> <p>There may be many expressions of intelligence: Social, reasoning, creative, and more. There seems to be a core process of information gathering, retention, and utilization. The elements of this core process may be developed through purposive practice. Observe. Relate new information to old for ease of retrieval. Combine pieces of information to make decisions and determine actions.</p>
X	X	Interests Wide	<p>The words of the Teacher, son of David, king in Jerusalem: Meaningless! Meaningless! says the Teacher. Utterly meaningless! Everything is meaningless. What does man gain from all his labor at which he toils under the sun? Generations come and generations go, but the earth remains forever. The sun rises and the sun sets, and hurries back to where it rises. The wind blows to the south and turns to the north; round and round it goes, ever returning on its course. All streams flow into the sea, yet the sea is never full. To the place the streams come from, there they return again. All things are wearisome, more than one can say. The eye never has enough of seeing,</p>



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			<p>nor the ear its fill of hearing. What has been will be again, what has been done will be done again; there is nothing new under the sun. Is there anything of which one can say, Look! This is something new? It was here already, long ago; it was here before our time. There is no remembrance of men of old, and even those who are yet to come will not be remembered by those who follow. I, the Teacher, was king over Israel in Jerusalem. I devoted myself to study and to explore by wisdom all that is done under heaven. What a heavy burden God has laid on men! I have seen all the things that are done under the sun; all of them are meaningless, a chasing after the wind. What is twisted cannot be straightened; what is lacking cannot be counted. I thought to myself, Look, I have grown and increased in wisdom more than anyone who has ruled over Jerusalem before me; I have experienced much of wisdom and knowledge. Then I applied myself to the understanding of wisdom, and also of madness and folly, but I learned that this, too, is a chasing after the wind. For with much wisdom comes much sorrow; the more knowledge, the more grief. (Ecclesiastes 8:1-18, NIV)</p> <p>Having many interests provides the ability to engage in a broad spectrum of activities and interactions. Provided that there is some substance to support the interest and that it not be superficially limited because of a lack of time to develop a degree of competency.</p>
		Inventive	<p>Whoever gives heed to instruction prospers, and blessed is he who trusts in the LORD. The wise in heart are called discerning, and pleasant words promote instruction. (Proverbs 16:20-21, NIV)</p> <p>Creating the new and different is sometimes an accident. It may also be the product of a reasoning process in which information and processes are manipulated in unique ways to produce something beneficial which had not previously existed.</p>
X	X	Kind	<p>But love your enemies, do good to them, and lend to them without expecting to get anything back. Then your reward will be great, and you will be sons of the Most High, because he is kind to the ungrateful and wicked. Be merciful, just as</p>

# Biblical Guidance

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			<p>your Father is merciful. Do not judge, and you will not be judged. Do not condemn, and you will not be condemned. Forgive, and you will be forgiven. Give, and it will be given to you. A good measure, pressed down, shaken together and running over, will be poured into your lap. For with the measure you use, it will be measured to you. (Luke 6:35-38, NIV)</p> <p>Being understanding, generous, and considerate leads to others' appreciation. Seek to understand the beliefs and actions of others. Assist others in mutually beneficial relationships. Avoid the judgment of others and interact based on your understanding of them.</p>
		Logical	<p>How much better to get wisdom than gold, to choose understanding rather than silver! The highway of the upright avoids evil; he who guards his way guards his life. (Proverbs 16:16-17, NIV)</p> <p>The ability to relate events into a causative chain and accurately predict outcomes requires effective data gathering and process analysis. Learn to be sensitive to events and their components. Then analyze the relationships and the sequential processes involved in order to accurately predict outcomes.</p>
	X	Loyal	<p>Everyone must submit himself to the governing authorities, for there is no authority except that which God has established. The authorities that exist have been established by God. Consequently, he who rebels against the authority is rebelling against what God has instituted, and those who do so will bring judgment on themselves. For rulers hold no terror for those who do right, but for those who do wrong. Do you want to be free from fear of the one in authority? Then do what is right and he will commend you. For he is God's servant to do you good. But if you do wrong, be afraid, for he does not bear the sword for nothing. He is God's servant, an agent of wrath to bring punishment on the wrongdoer. (Romans 13:1-4, NIV)</p> <p>Allegiance and faithfulness are important elements in maintaining relationships. They should not, however, preclude the perception of problems or unpleasantness. True support</p>

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			may require dealing with troublesome issues in order to overcome them. Learn to accurately perceive and evaluate, but not judge. In that way the relationship may be strengthened by honesty.
	X	Mature	<p>This is the meaning of the parable: The seed is the word of God. Those along the path are the ones who hear, and then the devil comes and takes away the word from their hearts, so that they may not believe and be saved. Those on the rock are the ones who receive the word with joy when they hear it, but they have no root. They believe for a while, but in the time of testing they fall away. The seed that fell among thorns stands for those who hear, but as they go on their way they are choked by life's worries, riches and pleasures, and they do not mature. But the seed on good soil stands for those with a noble and good heart, who hear the word, retain it, and by persevering produce a crop. (Luke 8:11-15, NIV)</p> <p>Appropriate behavior is relative throughout the life span. The behaviors expected of adults may be learned and acquired. Observe those functioning most effectively in all aspects of life and emulate their behavior.</p>
X	X	Natural	<p>But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. Those who belong to Christ Jesus have crucified the sinful nature with its passions and desires. (Galatians 5:22-24, NIV)</p> <p>Conformance to the usual or ordinary rules of the environment with an absence of pretense may allow an easy acceptance by others.</p>
	X	Optimistic	<p>Ask and it will be given to you; seek and you will find; knock and the door will be opened to you. For everyone who asks receives; he who seeks finds; and to him who knocks, the door will be opened. Which of you, if his son asks for bread, will give him a stone? Or if he asks for a fish, will give him a snake? If you, then, though you are evil, know how to give good gifts to your children, how much more will your Father in heaven give good gifts to those who ask him! So in everything, do to others what you would have them do to you,</p>

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		<p>for this sums up the Law and the Prophets. (Matthew 7:7-12, NIV)</p> <p>A generalized favorable view of life is a protection against the negatives that will be experienced. It allows them to be accepted and not become overpowering. Decision-making, however, must consider the potential of both positive and negative outcomes and while striving for the positive, be ready to accept a negative.</p>
X	X	<p><b>Organized</b></p> <p>Follow my decrees and be careful to obey my laws, and you will live safely in the land. Then the land will yield its fruit, and you will eat your fill and live there in safety. (Leviticus 25:18-19, NIV)</p> <p>The ability to systematize and impose an orderly structure facilitates effectiveness. This requires the gathering of information and the understanding of relationships. When the need for structure becomes too intense it prevents responsiveness and freedom of action. There are situations which preclude full understanding and action must be taken with available or partial information.</p>
		<p><b>Original</b></p> <p>The wise inherit honor, but fools he holds up to shame. (Proverbs 3:35, NIV)</p> <p>The ability to do things which are productive and beneficial, in a new and different way, requires the perception of relationships that have not been recognized by others. Gather data, define relationships and processes, and experiment with varying combinations or relations until that which is new and acceptable is found.</p>
	X	<p><b>Patient</b></p> <p>Better a patient man than a warrior, a man who controls his temper than one who takes a city. (Proverbs 16:32, NIV)</p> <p>The ability to calmly wait until everything necessary is accomplished or for an event to occur requires the acceptance of limitations and processes. The demand that it happen now, when that is not possible, may cause distress. However, to wait endlessly when there is something more that can be done may result in failure. Understand what is taking place, what</p>

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			the components are, what the sequence of events must be, and then if the event does not occur it may be wise to make another decision.
	X	Pleasant	<p>Pleasant words are a honeycomb, sweet to the soul and healing to the bones. (Proverbs 16:24, NIV)</p> <p>Feelings of gratification and enjoyment may be obtained through positive interactions and goal attainment. Seeking pleasure for its own sake may result in an absence of productive behavior as the goal is being demanded without having done what is necessary to attain or earn it.</p>
	X	Poised	<p>Those who are wise will instruct many, though for a time they will fall by the sword or be burned or captured or plundered. When they fall, they will receive a little help, and many who are not sincere will join them. Some of the wise will stumble, so that they may be refined, purified and made spotless until the time of the end, for it will still come at the appointed time. (Daniel 11:33-35, NIV)</p> <p>Remaining in control and free from affectation or embarrassment requires self awareness and acceptance. Self doubt or rejection easily lead to pretense and defense.</p>
	X	Rational	<p>Do not put out the Spirit's fire; do not treat prophecies with contempt. Test everything. Hold on to the good. Avoid every kind of evil. (1Thessalonians 5:19-22, NIV)</p> <p>The ability to reason with objective data and facts may provide an overall advantage over those who emphasize opinions or choose to do what is easy. It is important to remember, however, that not everything is known or knowable. The demand for data and the duration of the reasoning process themselves must be reasonable.</p>
X	X	Realistic	<p>Fight the good fight of the faith. Take hold of the eternal life to which you were called when you made your good confession in the presence of many witnesses. In the sight of God, who gives life to everything, and of Christ Jesus, who while testifying before Pontius Pilate made the good confession, I charge you to keep this command without spot</p>

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			<p>or blame until the appearing of our Lord Jesus Christ, which God will bring about in his own time-- God, the blessed and only Ruler, the King of kings and Lord of lords, who alone is immortal and who lives in unapproachable light, whom no one has seen or can see. To him be honor and might forever. Amen. Command those who are rich in this present world not to be arrogant nor to put their hope in wealth, which is so uncertain, but to put their hope in God, who richly provides us with everything for our enjoyment. Command them to do good, to be rich in good deeds, and to be generous and willing to share. In this way they will lay up treasure for themselves as a firm foundation for the coming age, so that they may take hold of the life that is truly life. (1 Timothy 6:12-19, NIV)</p> <p>The ability to perceive both positive and negative realities and give each its appropriate value allows an understanding of things as they actually are.</p>
X	X	Reasonable	<p>Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God-- this is your spiritual act of worship. Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is-- his good, pleasing and perfect will. For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you. (Romans 12:1-3, NIV)</p> <p>Understanding the 'rules of the game' and avoiding excesses and extremes results in behavior that others can understand. Demonstrating an excessive emphasis or an extreme position may result in misunderstanding and rejection. Sometimes this may be necessary to attain a valued goal, but there should be no surprise when one's popularity is diminished.</p>
X	X	Reliable	<p>Here is a trustworthy saying: If we died with him, we will also live with him; if we endure, we will also reign with him. If we disown him, he will also disown us; if we are faithless, he will remain faithful, for he cannot disown himself. (2 Timothy 2:11-13, NIV)</p>

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			Being dependable, keeping commitments, and following through to ensure completion result in being respected and valued by others. It is easy to promise more than can be accomplished and to do so, while it may temporarily quiet those making demands, is a setup for failure. Effectively determine what you can and are willing to do and promise no more.
X	X	Resourceful	<p>Be on your guard; stand firm in the faith; be men of courage; be strong. Do everything in love. You know that the household of Stephanas were the first converts in Achaia, and they have devoted themselves to the service of the saints. I urge you, brothers, to submit to such as these and to everyone who joins in the work, and labors at it. (1 Corinthians 16:13-16, NIV)</p> <p>The ability to act more effectively or imaginatively than others, especially in difficult situations, requires knowledge and traits that they do not possess. Important among these are the acquisition and processing of data, perceiving relationships, predicting outcomes, and acting when the probability of success is good.</p>
X	X	Responsible	<p>When you spread out your hands in prayer, I will hide my eyes from you; even if you offer many prayers, I will not listen. Your hands are full of blood; wash and make yourselves clean. Take your evil deeds out of my sight! Stop doing wrong, learn to do right! Seek justice, encourage the oppressed. Defend the cause of the fatherless, plead the case of the widow. Come now, let us reason together, says the LORD. Though your sins are like scarlet, they shall be as white as snow; though they are red as crimson, they shall be like wool. If you are willing and obedient, you will eat the best from the land; but if you resist and rebel, you will be devoured by the sword. For the mouth of the LORD has spoken. (Isaiah 1:15-20, NIV)</p> <p>To be the recipient of trust and sought by others for assistance is evidence of effective behavior and the keeping of commitments. To be valued and respected for ability requires that it be possessed and demonstrated. Learn to gather and use information, to analyze relationships, to predict events, to</p>

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			master the activities in which you engage and to the extent that these are demonstrated you may succeed where others fail.
	X	Self-Controlled	<p>Be self-controlled and alert. Your enemy the devil prowls around like a roaring lion looking for someone to devour. Resist him, standing firm in the faith, because you know that your brothers throughout the world are undergoing the same kind of sufferings. And the God of all grace, who called you to his eternal glory in Christ, after you have suffered a little while, will himself restore you and make you strong, firm and steadfast. (1 Peter 5:8-10, NIV)</p> <p>Physical and emotional control are required for effective living. Without it behavior is erratic and impulsive. Develop the habit of thinking, evaluating, and predicting outcomes before acting. But, remember that too much control may be an inhibitor that delays response until it no longer matters if it occurs.</p>
X	X	Sincere	<p>Therefore, brothers, since we have confidence to enter the Most Holy Place by the blood of Jesus, by a new and living way opened for us through the curtain, that is, his body, and since we have a great priest over the house of God, let us draw near to God with a sincere heart in full assurance of faith, having our hearts sprinkled to cleanse us from a guilty conscience and having our bodies washed with pure water. Let us hold unswervingly to the hope we profess, for he who promised is faithful. And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another-- and all the more as you see the Day approaching. (Hebrews 10:19-25, NIV)</p> <p>The absence of pretense or hypocrisy conveys honesty and concern. Understanding the needs, interests, and concerns of others and responding to them in a caring, concerned, forthright manner allows them to trust you and to value your involvement.</p>



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X	X	Sociable	<p>When a man's ways are pleasing to the LORD, he makes even his enemies live at peace with him. (Prov 16:7, NIV)</p> <p>Pleasant, friendly, and affable behavior is likely to be reciprocated resulting in a wide range of social interaction and influence. This requires an interest in others, an understanding of their needs, interests, and activities, and sufficient general and specific knowledge to communicate effectively across a broad range of topics.</p>
X	X	Stable	<p>Every good and perfect gift is from above, coming down from the Father of the heavenly lights, who does not change like shifting shadows. (James 1:17, NIV)</p> <p>Consistency and dependability are beneficial to goal attainment and long-term relationships if the demonstrated behaviors are valued. A planned process of growth or change is also part of consistency. It allows a constant adaptation and the ability to function within context.</p>
X		Sympathetic	<p>Finally, all of you, live in harmony with one another; be sympathetic, love as brothers, be compassionate and humble. Do not repay evil with evil or insult with insult, but with blessing, because to this you were called so that you may inherit a blessing. For, Whoever would love life and see good days must keep his tongue from evil and his lips from deceitful speech. He must turn from evil and do good; he must seek peace and pursue it. For the eyes of the Lord are on the righteous and his ears are attentive to their prayer, but the face of the Lord is against those who do evil. Who is going to harm you if you are eager to do good? But even if you should suffer for what is right, you are blessed. Do not fear what they fear; do not be frightened. (1 Peter 3:8-14, NIV)</p> <p>It is important to perceive and understand the experiences of others, but to feel pain because they do may not be beneficial for either. Empathy allows you to understand. Then provide support or assistance to the extent that you believe will be beneficial.</p>

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	X	Tactful	<p>Reckless words pierce like a sword, but the tongue of the wise brings healing. Truthful lips endure forever, but a lying tongue lasts only a moment. (Proverbs 12:18-19, NIV)</p> <p>Discreet, considerate interaction fosters relationships based on trust and security. Before sharing information with others, consider the potential effects and only act if they are acceptable.</p>
X	X	Thoughtful	<p>Or suppose a king is about to go to war against another king. Will he not first sit down and consider whether he is able with ten thousand men to oppose the one coming against him with twenty thousand? (Luke 14:31, NIV)</p> <p>Having and demonstrating a concern for the well-being of others fosters relationships built on mutual concern. Some may seek to take advantage, but that is a learning experience and it may also be responded to with 'thoughtful' behavior.</p>
	X	Tolerant	<p>May the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus, so that with one heart and mouth you may glorify the God and Father of our Lord Jesus Christ. Accept one another, then, just as Christ accepted you, in order to bring praise to God. (Romans 15:5-7, NIV)</p> <p>The ability to withstand adversity and confrontation is based on the acceptance of difference and the knowledge that there are many alternatives to any situation. The avoidance of judgment and emotion arousing labels allows one to respond effectively based on facts. The acceptance of difference does not imply that it is condoned or accepted. Rather, that's just the way it is. If you don't have the power and reason to change it then an effective response is the next best option.</p>
	X	Understanding	<p>Who is wise and understanding among you? Let him show it by his good life, by deeds done in the humility that comes from wisdom. But if you harbor bitter envy and selfish ambition in your hearts, do not boast about it or deny the truth. (James 3:13-14, NIV)</p> <p>The ability to perceive and comprehend the nature and</p>

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		<p>significance of an event provides a foundation for constructive action. Learn to gather data, to analyze it, to identify processes, and to predict outcomes. Both speed and skill will be acquired with practice. Then you will be able to demonstrate your insight and competency.</p>
		<p style="text-align: center;">Versatile</p> <p>Your commands make me wiser than my enemies, for they are ever with me. I have more insight than all my teachers, for I meditate on your statutes. I have more understanding than the elders, for I obey your precepts. (Psalms 119:98-100, NIV)</p> <p>The social, economic, and physical world undergoes rapid change. The ability to adapt and continue to function effectively requires the perception and understanding of the causes, process, and outcomes that are transpiring.</p>
		<p style="text-align: center;">Warm</p> <p>If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. If I give all I possess to the poor and surrender my body to the flames, but have not love, I gain nothing. Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. (1 Corinthians 13:2-7, NIV)</p> <p>Behavior with emotional intensity may express excitement, pleasure and caring, or irritation and anger. Ensure that the emotion is appropriate to the situation and that you are generating it from a rational evaluation of what is taking place. Not just reacting with responsibility.</p>
		<p style="text-align: center;">Wise</p> <p>At that time the kingdom of heaven will be like ten virgins who took their lamps and went out to meet the bridegroom. Five of them were foolish and five were wise. The foolish ones took their lamps but did not take any oil with them. The wise, however, took oil in jars along with their lamps. (Matthew 25:1-4, NIV)</p> <p>Wisdom and discerning what is right and true are skills that can be developed or enhanced with practice. Learn to gather</p>

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			<p>relevant data, analyze relationships, and drawn conclusions. Then, based on facts, decide on appropriate actions and take them.</p>

# Biblical Guidance

## Attitudes and behaviors which may weaken the Virtues

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	X	Affected	<p>When Jesus saw her weeping, and the Jews who had come along with her also weeping, he was deeply moved in spirit and troubled. (John 11:33, NIV)</p> <p>To be affected is to easily become emotional and/or be overly responsive to the actions or influence of others or events. Either can be changed by mentally rehearsing the way you want to respond. Visualize yourself emotionally and physically acting as you would prefer. Then, when approaching and while in the situation, recall your mental practice and use it as a guide to help you.</p>
		Aloof	<p>On the day you stood aloof while strangers carried off his wealth and foreigners entered his gates and cast lots for Jerusalem, you were like one of them. You should not look down on your brother in the day of his misfortune, nor rejoice over the people of Judah in the day of their destruction, nor boast so much in the day of their trouble. You should not march through the gates of my people in the day of their disaster, nor look down on them in their calamity in the day of their disaster, nor seize their wealth in the day of their disaster. (Obadiah 1:11-13, NIV)</p> <p>To be physically or emotionally distant may communicate to others that you are not interested or do not want to be involved. When remaining apart is not the goal, ensure that your physical, emotional, and verbal behavior fits closely into the interaction that is taking place. Also, initiate interaction rather than waiting for others to seek to involve you.</p>
		Apathetic	<p>I took you from the ends of the earth, from its farthest corners I called you. I said, 'You are my servant'; I have chosen you and have not rejected you. So do not fear, for I am with you; do not be dismayed, for I am your God. I will strengthen you and help you; I will uphold you with my righteous right hand. (Isaiah 41:9-10, NIV)</p> <p>Feeling or showing a lack of interest or concern and being</p>

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		<p>unresponsive may be appropriate sometimes. However, it can also become a habit and result in unhappiness and lost opportunities. Evaluate the things in which you can or are expected to be involved. Identify the benefits and positive outcomes that you can attain. Then dwell on the benefit to you rather than the effort it might require of you.</p>
		<p>Argumentative</p> <p>What causes fights and quarrels among you? Don't they come from your desires that battle within you? You want something but don't get it. You kill and covet, but you cannot have what you want. You quarrel and fight. You do not have, because you do not ask God. When you ask, you do not receive, because you ask with wrong motives, that you may spend what you get on your pleasures. (James 4:1-3, NIV)</p> <p>There is a healthy aspect to exploring differences. But, do so from a position of seeking information and with the desire to understand. It isn't always necessary or desirable to take a different position or to seek to impose it. Yours may not be the best. Explore without threat and you may learn or you may educate.</p>
		<p>Arrogant</p> <p>The arrogance of man will be brought low and the pride of men humbled; the LORD alone will be exalted in that day, and the idols will totally disappear. Men will flee to caves in the rocks and to holes in the ground from dread of the LORD and the splendor of his majesty, when he rises to shake the earth. In that day men will throw away to the rodents and bats their idols of silver and idols of gold, which they made to worship. They will flee to caverns in the rocks and to the overhanging crags from dread of the LORD and the splendor of his majesty, when he rises to shake the earth. Stop trusting in man, who has but a breath in his nostrils. Of what account is he? (Isaiah 2:17-22, NIV)</p> <p>In your interactions ensure that you do not claim unwarranted importance or demand excessive recognition. Your self-congratulation for your accomplishments is sufficient. If others value your accomplishments they may or may not express it. To demand that they do will likely result in nonproductive interactions.</p>

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		Bitter	<p>Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen. And do not grieve the Holy Spirit of God, with whom you were sealed for the day of redemption. Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you. (Ephesians 4:29-32, NIV)</p> <p>Being resentful and cynical rather than accepting and rational results in personal and interpersonal conflict. Accept what is and define what you can do about it. If nothing, then accept it as a fact and reality. Rather than pessimistically focusing on what you do not like, empathize that which is tolerable and strive for that which is desirable.</p>
		Boastful	<p>Do not boast about tomorrow, for you do not know what a day may bring forth. Let another praise you, and not your own mouth; someone else, and not your own lips. Stone is heavy and sand a burden, but provocation by a fool is heavier than both. (Proverbs 27:1-3, NIV)</p> <p>Positive recognition comes from other's appreciation, not from attempts at convincing them through exaggerated claims. Pride is not contagious, appreciation of accomplishments is. Act, demonstrate in the present. Past accomplishments are quickly forgotten.</p>
		Bossy	<p>We have heard of Moab's pride-- her overweening pride and conceit, her pride and arrogance and the haughtiness of her heart. I know her insolence but it is futile, declares the LORD, and her boasts accomplish nothing. (Jeremiah 48:29-30, NIV)</p> <p>Others rarely like to be continually ordered around and dominated. True leaders have followers because they demonstrate ability. Imposition through force or threat is rarely appreciated.</p>

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		Careless	<p>But I tell you that men will have to give account on the day of judgment for every careless word they have spoken. For by your words you will be acquitted, and by your words you will be condemned. (Matthew 12:36-37, NIV)</p> <p>Insufficient behavior or acting before thinking may result in undesirable consequences. Take the time to fully understand what needs to be done, including all of the direct and indirect actions. Then, carefully and sequentially, perform each until the task is completed.</p>
		Coarse	<p>Nor should there be obscenity, foolish talk or coarse joking, which are out of place, but rather thanksgiving. For of this you can be sure: No immoral, impure or greedy person-- such a man is an idolater-- has any inheritance in the kingdom of Christ and of God. (Ephesians 5:4-5, NIV)</p> <p>Offensive behavior may be temporarily entertaining, but is likely to result in distance from others. Understand the rules of engagement and the culture. Then select and express the behaviors that are valued.</p>
		Cold	<p>'Now this was the sin of your sister Sodom: She and her daughters were arrogant, overfed and unconcerned; they did not help the poor and needy. They were haughty and did detestable things before me. Therefore I did away with them as you have seen. (Ezekiel 16:49-50, NIV)</p> <p>The lack of enthusiasm or the failure to appropriately exhibit interest and demonstrate affection may cause others to avoid you. During your interactions with others, focus on them and their interests with a positive appreciation.</p>
		Complaining	<p>Don't grumble against each other, brothers, or you will be judged. The Judge is standing at the door! Brothers, as an example of patience in the face of suffering, take the prophets who spoke in the name of the Lord. As you know, we consider blessed those who have persevered. You have heard of Job's perseverance and have seen what the Lord finally brought about. The Lord is full of compassion and mercy. (James 5:9-11, NIV)</p>



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		<p>When you experience pain or problems which you can not handle, you may want to seek assistance from those who can help. But, to make these the constant focus of your interaction may result in the avoidance of you by others. Rather, share with others the positive aspects of your life.</p>
		<p><b>Conceited</b></p> <p>For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you. (Romans 12:3, NIV)</p> <p>It is desirable to have a favorable self-perception. But, one that is unduly high may be offensive to others. Let others come to their own conclusions based on your actions and not your claims.</p>
		<p><b>Cowardly</b></p> <p>But the cowardly, the unbelieving, the vile, the murderers, the sexually immoral, those who practice magic arts, the idolaters and all liars-- their place will be in the fiery lake of burning sulfur. This is the second death. (Revelation 21:8, NIV)</p> <p>Avoiding involvement is sometimes the best action. But, to always avoid is likely to produce a limited and fear-ridden lifestyle. Learn to gather facts, analyze relationships, predict outcomes and act, even if afraid, when the analysis suggests a positive outcome.</p>
		<p><b>Cruel</b></p> <p>A kind man benefits himself, but a cruel man brings trouble on himself. The wicked man earns deceptive wages, but he who sows righteousness reaps a sure reward. (Proverbs 11:17, NIV)</p> <p>The need to inflict pain or suffering on others may be an expression of fear that they will do it to you. Learn to understand them and their situations. Imagine yourself there and how your action would make you feel. If you learn to value, respect, and understand others you will be less likely to hurt them. Especially if you value yourself and are not hiding insecurities by hurting others.</p>

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X		Cynical	<p>Then he said to Thomas, Put your finger here; see my hands. Reach out your hand and put it into my side. Stop doubting and believe. Thomas said to him, My Lord and my God! Then Jesus told him, Because you have seen me, you have believed; blessed are those who have not seen and yet have believed. (John 20:27-29, NIV)</p> <p>To be scornful of the motives, morals, or integrity of others may be detrimental to your growth and actions. Do not judge and label. Rather, gather data, predict actions, make decisions, and accept the fact that others do not think like you do and they will do things differently than you.</p>
		Deceitful	<p>No one who practices deceit will dwell in my house; no one who speaks falsely will stand in my presence. (Psalms 101:7, NIV)</p> <p>Emphasize facts and relationships which can be supported with measurable evidence. To do otherwise is to cheat or mislead and may ultimately produce destructive outcomes.</p>
		Disorderly	<p>Have you been thinking all along that we have been defending ourselves to you? We have been speaking in the sight of God as those in Christ; and everything we do, dear friends, is for your strengthening. For I am afraid that when I come I may not find you as I want you to be, and you may not find me as you want me to be. I fear that there may be quarreling, jealousy, outbursts of anger, factions, slander, gossip, arrogance and disorder. (2 Corinthians 12:19-20, NIV)</p> <p>The lack of, or failure to follow, regular or logical order and processes produces behavior which is frequently disturbing to others and may produce detrimental results. Working within a structure or a range of tolerance does not preclude innovation and creativity. Rather, it may help with the ultimate acceptance of the new and different.</p>
		Distrustful	<p>Now Thomas (called Didymus), one of the Twelve, was not with the disciples when Jesus came. So the other disciples told him, We have seen the Lord! But he said to them, Unless I see the nail marks in his hands and put my finger where the</p>

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			<p>nails were, and put my hand into his side, I will not believe it. A week later his disciples were in the house again, and Thomas was with them. Though the doors were locked, Jesus came and stood among them and said, Peace be with you! Then he said to Thomas, Put your finger here; see my hands. Reach out your hand and put it into my side. Stop doubting and believe. Thomas said to him, My Lord and my God! Then Jesus told him, Because you have seen me, you have believed; blessed are those who have not seen and yet have believed. (John 20:24-29, NIV)</p> <p>To either doubt or believe without evidence is to be easily misled. The expectation of a negative or detrimental outcome produces doubt which, in the absence of evidence, may be unwarranted. Rely on the data and not your emotions to determine your expectation.</p>
		Dull	<p>A simple man believes anything, but a prudent man gives thought to his steps. (Proverbs, 14:15, NIV)</p> <p>To avoid being unresponsive and uninvolved focus on people, situations, and events. Learn to understand and appreciate them. Then, although there is always risk, actively participate. Interact with others, share your reasoned thoughts, and assume responsibilities.</p>
		Egotistical	<p>Now listen, you who say, Today or tomorrow we will go to this or that city, spend a year there, carry on business and make money. Why, you do not even know what will happen tomorrow. What is your life? You are a mist that appears for a little while and then vanishes. Instead, you ought to say, If it is the Lord's will, we will live and do this or that. As it is, you boast and brag. All such boasting is evil. Anyone, then, who knows the good he ought to do and doesn't do it, sins. (James 4:13-17, NIV)</p> <p>Conceit and excessive self-centeredness may cause others to reject you and your failure to attain goals due to a lack of support. Earn the respect of others through your actions and keep yourself in perspective by accepting both your strengths and weaknesses.</p>

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		Evasive	<p>“Do not steal. “Do not lie. “Do not deceive one another. (Leviticus 19:11, NIV)</p> <p>Attempting to avoid a situation or event may result in personal distress and conflicts with others. If something can not or should not be shared with another it may be better to say so than to attempt to avoid the question.</p>
	X	Fault-Finding	<p>At one time we too were foolish, disobedient, deceived and enslaved by all kinds of passions and pleasures. We lived in malice and envy, being hated and hating one another. But when the kindness and love of God our Savior appeared, he saved us, not because of righteous things we had done, but because of his mercy. He saved us through the washing of rebirth and renewal by the Holy Spirit, whom he poured out on us generously through Jesus Christ our Savior, so that, having been justified by his grace, we might become heirs having the hope of eternal life. (Titus 3:1-7, NIV)</p> <p>The tendency to assign blame may be reduced by emphasizing objective facts and actions. The cause of an event may be shared by many, including ourselves. It is important to correct a situation and the process that caused while not being overly critical of those involved.</p>
		Fickle	<p>As a prisoner for the Lord, then, I urge you to live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. (Ephesians 4:1-3, NIV)</p> <p>Erratic change may occur when objective evaluation and the determination of 'in my best interest' is not made before action is taken. Acting on 'best interest' rather than 'I want' may objectify the decision making process and enhance stability.</p>
		Foolish	<p>Be very careful, then, how you live-- not as unwise but as wise, making the most of every opportunity, because the days are evil. Therefore do not be foolish, but understand what the Lord's will is. (Ephesians 5:15-17, NIV)</p>

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			<p>Behavior that demonstrates a lack of good sense or judgment may result from inherent limitations, misinformation, or insensitivity. The last two may be modified by objective, rational thought before acting. Learn to predict the effect of your behavior and the response that you may receive. Then, if you are satisfied with that potential response, act. At first, this will slow down your action. But, as you practice and it becomes an automatic behavior you'll not even notice a delay.</p>
		Frivolous	<p>Do not testify against your neighbor without cause, or use your lips to deceive. (Proverbs 24:28, NIV)</p> <p>When there is appearance or noise without substance it is difficult to be taken seriously. Possessing knowledge and having facts and information to communicate provides substance.</p>
		Fussy	<p>Do everything without complaining or arguing, so that you may become blameless and pure, children of God without fault in a crooked and depraved generation, in which you shine like stars in the universe as you hold out the word of life-- in order that I may boast on the day of Christ that I did not run or labor for nothing. (Philippians 2:14-16, NIV)</p> <p>To easily become upset or ill tempered or dwell excessively on something may result in others avoidance. Focus on positives and mutual benefits with enough detail to communicate, but not so much as to irritate.</p>
		Gloomy	<p>Then they cried to the LORD in their trouble, and he saved them from their distress. He brought them out of darkness and the deepest gloom and broke away their chains. Let them give thanks to the LORD for his unfailing love and his wonderful deeds for men, for he breaks down gates of bronze and cuts through bars of iron. (Psalms 107:13-16, NIV)</p> <p>Being hopeless and pessimistic makes it difficult to function or interact with others. Learn to recognize strengths and positives as easily as setbacks and negatives. Giving the positive more attention and expecting success rather than failure may be beneficial.</p>

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		Greedy	<p>My son, if sinners entice you, do not give in to them. If they say, Come along with us; let's lie in wait for someone's blood, let's waylay some harmless soul; let's swallow them alive, like the grave, and whole, like those who go down to the pit; we will get all sorts of valuable things and fill our houses with plunder; throw in your lot with us, and we will share a common purse-- my son, do not go along with them, do not set foot on their paths; for their feet rush into sin, they are swift to shed blood. How useless to spread a net in full view of all the birds! These men lie in wait for their own blood; they waylay only themselves! Such is the end of all who go after ill-gotten gain; it takes away the lives of those who get it. (Proverbs 15:10-19, NIV)</p> <p>Seeking to accumulate at the expense of self and others may result in unhappiness and isolation. Focus on the logical return for effort, rather than demanding more than it is worth and being dissatisfied with that which is received. Remember that sharing is frequently a mutual event in that others reciprocate.</p>
		Hard-Hearted	<p>He who trusts in himself is a fool, but he who walks in wisdom is kept safe. He who gives to the poor will lack nothing, but he who closes his eyes to them receives many curses. (Proverbs 28:26-27, NIV)</p> <p>A lack of sensitivity to others and compassion may prevent comprehensive interpersonal relationships. To be aware of others' experiences, to understand how they are feeling, and to express concern provides a foundation for full, encompassing relations.</p>
		Hostile	<p>The mind of sinful man is death, but the mind controlled by the Spirit is life and peace; the sinful mind is hostile to God. It does not submit to God's law, nor can it do so. Those controlled by the sinful nature cannot please God. (Romans 8:6-8, NIV)</p> <p>Viewing others as enemies and feeling or showing ill will toward them may make constructive relationships impossible. There may be those of whom you need to</p>

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			cautious, but to be antagonistic toward them will not likely improve things. Act on the data and avoid unnecessary conflict.
		Immature	<p>When I was a child, I talked like a child, I thought like a child, I reasoned like a child. When I became a man, I put childish ways behind me. (1 Corinthians 13:11, NIV)</p> <p>Not fully understanding the rules, regulations, and processes can prevent one from effective participation. Identify the rules, regulations, and processes of the environment in which you wish to function and work within that framework to be equal to the other participants.</p>
X	X	Impatient	<p>When the Canaanite king of Arad, who lived in the Negev, heard that Israel was coming along the road to Atharim, he attacked the Israelites and captured some of them. Then Israel made this vow to the LORD: If you will deliver these people into our hands, we will totally destroy their cities. The LORD listened to Israel's plea and gave the Canaanites over to them. They completely destroyed them and their towns; so the place was named Hormah. They traveled from Mount Hor along the route to the Red Sea, to go around Edom. But the people grew impatient on the way; they spoke against God and against Moses, and said, Why have you brought us up out of Egypt to die in the desert? There is no bread! There is no water! And we detest this miserable food! Then the LORD sent venomous snakes among them; they bit the people and many Israelites died. (Numbers 21:1-6, NIV)</p> <p>To 'want what I want, when I want it' makes it difficult to respond appropriately to delay or to a normal processing time that does not result in immediate satisfaction. Do not demand what can not be and then be dissatisfied when your demand is not met. Find out, as best you can, when an action may occur and then pursue your other commitments while you wait calmly.</p>
		Indifferent	Son of man, I have made you a watchman for the house of Israel; so hear the word I speak and give them warning from me. When I say to a wicked man, 'You will surely die,' and you do not warn him or speak out to dissuade him from his

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		<p>evil ways in order to save his life, that wicked man will die for his sin, and I will hold you accountable for his blood. But if you do warn the wicked man and he does not turn from his wickedness or from his evil ways, he will die for his sin; but you will have saved yourself. Again, when a righteous man turns from his righteousness and does evil, and I put a stumbling block before him, he will die. Since you did not warn him, he will die for his sin. The righteous things he did will not be remembered, and I will hold you accountable for his blood. But if you do warn the righteous man not to sin and he does not sin, he will surely live because he took warning, and you will have saved yourself. (Ezekiel 3:17-21, NIV)</p> <p>Not having a preference may allow objectivity, which is desirable. Provided that it does not mean avoidance or inactivity. Learn to evaluate and predict outcomes without prejudice. But, avoid being left out by being perceived as uninterested.</p>
		<p style="text-align: center;">Infantile</p> <p>Train a child in the way he should go, and when he is old he will not turn from it. (Proverbs 22:6, NIV)</p> <p>Behavior that was appropriate at one stage of life or in an earlier event may not be in subsequent stages or events. When the earlier behavior is no longer appropriate or effective acquire information regarding what is appropriate behavior. Then learn and demonstrate that behavior.</p>
		<p style="text-align: center;">Interests Narrow</p> <p>The LORD warned Israel and Judah through all his prophets and seers: Turn from your evil ways. Observe my commands and decrees, in accordance with the entire Law that I commanded your fathers to obey and that I delivered to you through my servants the prophets. But they would not listen and were as stiff-necked as their fathers, who did not trust in the LORD their God. They rejected his decrees and the covenant he had made with their fathers and the warnings he had given them. They followed worthless idols and themselves became worthless. They imitated the nations around them although the LORD had ordered them, Do not do as they do, and they did the things the LORD had forbidden them to do. (2 Kings 17:13-15, NIV)</p>



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			<p>A limited range of interests may be due to the intensity with which they are pursued. That is, there is no time or energy leftover for other things. While this may result in significant expertise, it can also result in handicaps which limit overall behavior. The allocation of time and energy to additional areas of life may produce a more well-rounded pattern of behavior.</p>
		Intolerant	<p>You, therefore, have no excuse, you who pass judgment on someone else, for at whatever point you judge the other, you are condemning yourself, because you who pass judgment do the same things. Now we know that God's judgment against those who do such things is based on truth. So when you, a mere man, pass judgment on them and yet do the same things, do you think you will escape God's judgment? Or do you show contempt for the riches of his kindness, tolerance and patience, not realizing that God's kindness leads you toward repentance? (Romans 2:1-4, NIV)</p> <p>Being closed to differences in opinions or beliefs may prevent exposure to information that might constrict the opinions or beliefs held. It may also result in negative behavior toward others in an effort to prevent the held opinions or beliefs from being challenged. It isn't necessary to adopt the opinions or beliefs of others, but a nonjudgmental understanding of them may be beneficial.</p>
		Irresponsible	<p>From the time I brought your forefathers up from Egypt until today, I warned them again and again, saying, Obey me. But they did not listen or pay attention; instead, they followed the stubbornness of their evil hearts. So I brought on them all the curses of the covenant I had commanded them to follow but that they did not keep.' Then the LORD said to me, There is a conspiracy among the people of Judah and those who live in Jerusalem. They have returned to the sins of their forefathers, who refused to listen to my words. They have followed other gods to serve them. Both the house of Israel and the house of Judah have broken the covenant I made with their forefathers. Therefore this is what the LORD says: 'I will bring on them a disaster they cannot escape. Although they cry out to me, I will not listen to them. (Jeremiah 11:7-11,</p>

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			<p>NIV)</p> <p>Always attributing cause or ownership to others may produce erratic behavior or unfocused behavior. This behavior may lead to conflicts with self or others as its purpose may not be defined, but simply done for its own sake with no forethought as to the consequences.</p>
	X	Irritable	<p>Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus. Finally, brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable-- if anything is excellent or praiseworthy-- think about such things. Whatever you have learned or received or heard from me, or seen in me-- put it into practice. And the God of peace will be with you. (Philippians 4:6-9, NIV)</p> <p>Being easily irritated or annoyed may indicate a rigid perception of how things should be and the implicit demand that others agree. Then, feelings of anger, frustration, or depression are experienced when others do not agree or act differently. This denies the reality that people have differing beliefs, opinions, and lifestyles which they consider valid and appropriate. It may be useful to understand others and accept the fact that they only do what they want.</p>
		Loud	<p>If a man loudly blesses his neighbor early in the morning, it will be taken as a curse. (Proverbs 27:14, NIV)</p> <p>The lack of substance is frequently associated with noise as it is perceived as its alternative. Learn to communicate with enough intensity to be heard and understood, but not so much as to overpower.</p>
X		Moody	<p>Do not let your hearts be troubled. Trust in God; trust also in me. In my Father's house are many rooms; if it were not so, I would have told you. I am going there to prepare a place for you. And if I go and prepare a place for you, I will come back and take you to be with me that you also may be where</p>

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			<p>I am. You know the way to the place where I am going. Thomas said to him, Lord, we don't know where you are going, so how can we know the way? Jesus answered, I am the way and the truth and the life. No one comes to the Father except through me. (John 14:1-6, NIV)</p> <p>Frequent changes of mood, being temperamental, or frequently sullen interfere with effective living and may have many causes. Observe the way you evaluate what you are aware of and that your evaluations be based on facts. A tendency to judge may result in moodiness when in a dynamic situation. Evaluation is different. It is the prediction of outcome and its acceptance or rejection. Judgmental behavior, however, frequently makes use of labels that result in physical and emotional responses.</p>
		Nagging	<p>Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. (1 Timothy 3:1-3, NIV)</p> <p>Constantly scolding, correcting, or finding fault may result in being ignored, if not avoided. Concern, caring communication and cooperation may more effectively assist others than will a negative, continued focus.</p>
		Obnoxious	<p>He who listens to a life-giving rebuke will be at home among the wise. He who ignores discipline despises himself, but whoever heeds correction gains understanding. (Proverbs 15:31-32, NIV)</p> <p>Objectionable behavior which is offensive to others may be accidental or intentional or an expression of ignorance of appropriate behavior. To live effectively with others, learn the rules of the environment and follow them to the extent that you are comfortable so that others may be comfortable with you.</p>

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		Opinionated	<p>You, therefore, have no excuse, you who pass judgment on someone else, for at whatever point you judge the other, you are condemning yourself, because you who pass judgment do the same things. Now we know that God's judgment against those who do such things is based on truth. So when you, a mere man, pass judgment on them and yet do the same things, do you think you will escape God's judgment? (Romans 2:1-3, NIV)</p> <p>Beliefs which are not based on facts and evidence may better be subjected to evaluation and change. Even those for which there is evidence may be modified by new information. Remain aware of changes and discoveries so that your beliefs may be as functional for you as possible. Change may be threatening, but being constantly on-guard to protect a belief or seeking to impose one that is rejected by others may be more damaging to effective living.</p>
		Prejudiced	<p>If you really keep the royal law found in Scripture, Love your neighbor as yourself, you are doing right. But if you show favoritism, you sin and are convicted by the law as lawbreakers. For whoever keeps the whole law and yet stumbles at just one point is guilty of breaking all of it. For he who said, Do not commit adultery, also said, Do not murder. If you do not commit adultery but do commit murder, you have become a lawbreaker. Speak and act as those who are going to be judged by the law that gives freedom, because judgment without mercy will be shown to anyone who has not been merciful. Mercy triumphs over judgment! (James 2:8-13, NIV)</p> <p>Unreasonable preconceived judgments or convictions may be detrimental to effective living if not injurious. Gather data regarding specifics and limit evaluations to the source of the data. Generalizing beyond the scope of the data virtually ensures mistakes and inappropriate behavior.</p>
		Prudish	<p>Have no fear of sudden disaster or of the ruin that overtakes the wicked, for the LORD will be your confidence and will keep your foot from being snared. (Proverbs 3:25-26, NIV)</p> <p>When lacking prior exposure with its resultant knowledge of</p>

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			<p>outcomes it is easy to anxiously reject that which may be different. Knowledge of outcomes may allow exploratory behavior and learning experiences while tendencies to categorize and reject may be constricting.</p>
		Quarrelsome	<p>Like one who seizes a dog by the ears is a passer-by who meddles in a quarrel not his own. Like a madman shooting firebrands or deadly arrows is a man who deceives his neighbor and says, I was only joking! Without wood a fire goes out; without gossip a quarrel dies down. As charcoal to embers and as wood to fire, so is a quarrelsome man for kindling strife. The words of a gossip are like choice morsels; they go down to a man's inmost parts. Like a coating of glaze over earthenware are fervent lips with an evil heart. A malicious man disguises himself with his lips, but in his heart he harbors deceit. Though his speech is charming, do not believe him, for seven abominations fill his heart. His malice may be concealed by deception, but his wickedness will be exposed in the assembly. If a man digs a pit, he will fall into it; if a man rolls a stone, it will roll back on him. A lying tongue hates those it hurts, and a flattering mouth works ruin. (Proverbs 26:17-28, NIV)</p> <p>Argumentative, contentious behavior is not likely to win friends, but may influence people - negatively. Always being on the attack requires that others always be on guard, which they probably find unpleasant. It may be more effective to gather, understand and present data in order to influence others.</p>
		Quitting	<p>James, a servant of God and of the Lord Jesus Christ, To the twelve tribes scattered among the nations: Greetings. Consider it pure joy, my brothers, whenever you face trials of many kinds, because you know that the testing of your faith develops perseverance. Perseverance must finish its work so that you may be mature and complete, not lacking anything. James 1:1-4, NIV)</p> <p>There are times when a rational decision to terminate a process, activity, or relationship is valid. However, to cease involvement or discontinue effort because of the lack of immediate gratification or, perhaps, a fear of success are</p>

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		<p>detrimental to effective living and goal attainment.</p>
		<p><b>Rattlebrained</b></p> <p>Does not wisdom call out? Does not understanding raise her voice? On the heights along the way, where the paths meet, she takes her stand; beside the gates leading into the city, at the entrances, she cries aloud: To you, O men, I call out; I raise my voice to all mankind. You who are simple, gain prudence; you who are foolish, gain understanding. (Proverbs 8:1-5, NIV)</p> <p>Giddy, talkative behavior without focus or substance is likely to result in not being taken serious by others. Learning to gather data, analyze facts and relationships, and communicate in context facilitate effective trust and respect.</p>
	X	<p><b>Resentful</b></p> <p>Flee the evil desires of youth, and pursue righteousness, faith, love and peace, along with those who call on the Lord out of a pure heart. Don't have anything to do with foolish and stupid arguments, because you know they produce quarrels. And the Lord's servant must not quarrel; instead, he must be kind to everyone, able to teach, not resentful. Those who oppose him he must gently instruct, in the hope that God will grant them repentance leading them to a knowledge of the truth, and that they will come to their senses and escape from the trap of the devil, who has taken them captive to do his will. (2 Timothy 2:22-26, NIV)</p> <p>When others are blamed for unpleasant outcomes and all attribution is to them it is easy to wish them ill. The reality is, however, that they are rarely, if ever, solely responsible. Accept appropriate responsibility and learn to better predict outcomes so as not to make mistakes. Then share the credit or the blame and learn to do different without wasting time and energy in useless ill will.</p>
	X	<p><b>Rigid</b></p> <p>Then some Pharisees and teachers of the law came to Jesus from Jerusalem and asked, Why do your disciples break the tradition of the elders? They don't wash their hands before they eat! Jesus replied, And why do you break the command of God for the sake of your tradition? For God said, 'Honor your father and mother' and 'Anyone who curses his father or mother must be put to death.' But you say that if a man says</p>

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		<p>to his father or mother, 'Whatever help you might otherwise have received from me is a gift devoted to God,' he is not to 'honor his father' with it. Thus you nullify the word of God for the sake of your tradition. You hypocrites! Isaiah was right when he prophesied about you: 'These people honor me with their lips, but their hearts are far from me. They worship me in vain; their teachings are but rules taught by men.' (Matthew 15:1-9, NIV)</p> <p>A lack of flexibility may define easily recognized boundaries. However, they not only prevent intrusion, but prevent moving beyond. Security attained through success and growth leads to confidence and ability, while that provided by protection from challenge may limit opportunities and require defenses to maintain the barriers.</p>
		<p>Rude</p> <p>Likewise the tongue is a small part of the body, but it makes great boasts. Consider what a great forest is set on fire by a small spark. The tongue also is a fire, a world of evil among the parts of the body. It corrupts the whole person, sets the whole course of his life on fire, and is itself set on fire by hell. All kinds of animals, birds, reptiles and creatures of the sea are being tamed and have been tamed by man, but no man can tame the tongue. It is a restless evil, full of deadly poison. With the tongue we praise our Lord and Father, and with it we curse men, who have been made in God's likeness. Out of the same mouth come praise and cursing. My brothers, this should not be. Can both fresh water and salt water flow from the same spring? My brothers, can a fig tree bear olives, or a grapevine bear figs? Neither can a salt spring produce fresh water. Who is wise and understanding among you? Let him show it by his good life, by deeds done in the humility that comes from wisdom. But if you harbor bitter envy and selfish ambition in your hearts, do not boast about it or deny the truth. (James 3:5-14, NIV)</p> <p>The lack of social skills and expressing or acting in ways that are offensive to others may indicate a lack of knowledge or a desire to hurt. To function effectively in a social environment requires knowledge and practice. Observe and study social behavior to identify that which is acceptable and that which is not. Then practice doing that which is valued and</p>

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		controlling that which is not.
		<p style="text-align: center;">Sarcastic</p> <p>Whoever of you loves life and desires to see many good days, keep your tongue from evil and your lips from speaking lies. Turn from evil and do good; seek peace and pursue it. The eyes of the LORD are on the righteous and his ears are attentive to their cry; the face of the LORD is against those who do evil, to cut off the memory of them from the earth. (Psalms 34:12-16, NIV)</p> <p>Cutting expression intended to hurt or ridicule is detrimental to social relationships and may also cause the individual using to feel angry or negatively toward the object of expression. Constructive feedback, used to identify deficiencies but not to inflict pain, may assist others in recognizing behavior they may wish to modify. Communicating from a position of caring rather than hurting is mutually beneficial.</p>
		<p style="text-align: center;">Self-Centered</p> <p>For when I brought your forefathers out of Egypt and spoke to them, I did not just give them commands about burnt offerings and sacrifices, but I gave them this command: Obey me, and I will be your God and you will be my people. Walk in all the ways I command you, that it may go well with you. But they did not listen or pay attention; instead, they followed the stubborn inclinations of their evil hearts. They went backward and not forward. From the time your forefathers left Egypt until now, day after day, again and again I sent you my servants the prophets. But they did not listen to me or pay attention. They were stiff-necked and did more evil than their forefathers.' (Jeremiah 7:22-26, NIV)</p> <p>To be the focus of the entire world, not just one's own, is an unreasonable demand and one that will not be met favorably by others. Mutual respect and concern are more likely to facilitate effective relationships. To be concerned with self to the exclusion of others is likely to produce that effect. Isolation and an absence of external validation.</p>
		<p style="text-align: center;">Self-Pitying</p> <p>You want something but don't get it. You kill and covet, but you cannot have what you want. You quarrel and fight. You do not have, because you do not ask God. (James 4:2, NIV)</p>



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			<p>Feeling sorry for yourself and dwelling on your misfortunes robs you of constructive energy and motivation. Learn from your experiences, including the negatives. Then apply that knowledge to your benefit in the future.</p>
		Selfish	<p>But if you harbor bitter envy and selfish ambition in your hearts, do not boast about it or deny the truth. Such wisdom does not come down from heaven but is earthly, unspiritual, of the devil. For where you have envy and selfish ambition, there you find disorder and every evil practice. 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. Peacemakers who sow in peace raise a harvest of righteousness. (James 3:14-18, NIV)</p> <p>Seeking to expand one's own resources with others viewed as tools with which to do so may lead to rejection and avoidance. Cooperative behavior which leads to mutual growth and development is more likely to pay bigger dividends. Others may better not be feared or viewed as competitors to be defeated, but as allies. Shared interest and activity benefits from the skills of all involved and makes you stronger than you are alone.</p>
		Shallow	<p>Woe to you, teachers of the law and Pharisees, you hypocrites! You are like whitewashed tombs, which look beautiful on the outside but on the inside are full of dead men's bones and everything unclean. In the same way, on the outside you appear to people as righteous but on the inside you are full of hypocrisy and wickedness. (Matthew 23:27-28, NIV)</p> <p>Superficial intellect, emotion, or knowledge is rapidly perceived and leads to disregard or disrespect. Identify your areas of interest or ability and develop them to where they are more extensive than those of most others who share them. This may lead to respect and positive acceptance.</p>
		Shiftless	<p>Laziness brings on deep sleep, and the shiftless man goes hungry. (Proverbs 19:15, NIV)</p>

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			A lack of ambition or energy precludes effective behavior. Lazily drifting from event to event rarely develops knowledge, skill, or relationships. It is necessary to define goals and the path to their attainment so that there is purposive action and meaning in life. Know where you are going and how you plan to get there - don't just wait to see what occurs.
		Show-Off	<p>‘Woe! Woe to you, declares the Sovereign LORD. In addition to all your other wickedness, you built a mound for yourself and made a lofty shrine in every public square. (Ezekiel 16:23-24, NIV)</p> <p>Comfort being the focus of other's attention may provide the opportunity for respect and relationships. Providing there is substance of value and a willingness to share it. Attracting attention for its own sake may suggest a lack of valuing of self and the need for external affirmation. If your interests, actions, and accomplishments are meaningful to others they will be attracted and responsive without your needing and having to seek their attention.</p>
		Slipshod	<p>Let him not deceive himself by trusting what is worthless, for he will get nothing in return. (Job 15:31, NIV)</p> <p>Carelessness and lack of attention to detail results in distrust and others having doubt about one's abilities. Avoid carelessness by being fully aware of the actions required and ensuring that each is performed to the best of your ability.</p>
		Snobbish	<p>Trust in the LORD with all your heart and lean not on your own understanding; in all your ways acknowledge him, and he will make your paths straight. Do not be wise in your own eyes; fear the LORD and shun evil. This will bring health to your body and nourishment to your bones. (Proverbs 3:5-8, NIV)</p> <p>Seeking to associate or imitate those perceived as superior and tending to rebuff or ignore those regarded as inferior presents an image of offensive self-satisfied superiority. This effectively eliminates relationships as one may be rejected while at the same time rejecting others. It may be more</p>

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			effective to interact with people based on their own unique abilities, traits, and interests. An acceptance of self with an absence of judgment is also important as it removes the layers and encourages equality or, at least, equality of access.
		Spineless	<p>But now trouble comes to you, and you are discouraged; it strikes you, and you are dismayed. Should not your piety be your confidence and your blameless ways your hope? (Job 4:5-6, NIV)</p> <p>A lack of courage or willpower will be recognized by others and taken advantage of by some. Approach each situation with the expectation of success, regardless of its requirements of you. Doing so will provide you with learning opportunities and an increasing ability to act with certainty.</p>
	X	Stingy	<p>A stingy man is eager to get rich and is unaware that poverty awaits him. (Proverbs 28:22, NIV)</p> <p>The accumulation of resources for the purpose of acquisition and an absence of exchange may cause others to view you as not caring and being unwilling to help. Mutuality in relationships and economic functioning require an exchange process in which there is active participation and not hoarding.</p>
		Sulky	<p>And do not grumble, as some of them did-- and were killed by the destroying angel. These things happened to them as examples and were written down as warnings for us, on whom the fulfillment of the ages has come. (1 Corinthians 10:10-11, NIV)</p> <p>Sullen, gloomy, aloof, or withdrawn. The outcome is the same. Ineffective relationships and actions. Learn to identify both the positives and negatives of life. Do not give greater importance to the negatives than they deserve. Expect success and happiness and you will feel better and act more effectively.</p>
		Tactless	Do you see a man who speaks in haste? There is more hope for a fool than for him. (Proverbs 29:20, NIV)

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		<p>Blunt and inconsiderate expression attracts attention, but not necessarily respect and the desire for continued interaction. Consider the potential effect of your expression and only make it if the anticipated effect is sought.</p>
		<p><b>Thankless</b></p> <p>People who want to get rich fall into temptation and a trap and into many foolish and harmful desires that plunge men into ruin and destruction. For the love of money is a root of all kinds of evil. Some people, eager for money, have wandered from the faith and pierced themselves with many griefs. But you, man of God, flee from all this, and pursue righteousness, godliness, faith, love, endurance and gentleness. Fight the good fight of the faith. Take hold of the eternal life to which you were called when you made your good confession in the presence of many witnesses. (1 Timothy 6:9-12, NIV)</p> <p>A lack of gratitude or appreciation for the actions or efforts of others may reduce the frequency with which they offer or provide assistance. The expression of consideration and the acknowledgement of others' actions facilitates respect and mutuality.</p>
		<p><b>Touchy</b></p> <p>A malicious man disguises himself with his lips, but in his heart he harbors deceit. Though his speech is charming, do not believe him, for seven abominations fill his heart. His malice may be concealed by deception, but his wickedness will be exposed in the assembly. (Proverbs 26:24-26, NIV)</p> <p>Over-sensitivity and being easily offended may indicate the fear that 'they are right' and an attempt to avoid dealing with it. Evaluate what is taking place and initiate change if it is appropriate. If the evaluation indicates otherwise then accept the difference of opinion and avoid judgment and emotion-causing labels.</p>
		<p><b>Undependable</b></p> <p>While he was still speaking, Judas, one of the Twelve, arrived. With him was a large crowd armed with swords and clubs, sent from the chief priests and the elders of the people. Now the betrayer had arranged a signal with them: The one I kiss is the man; arrest him. Going at once to Jesus, Judas said, Greetings, Rabbi! and kissed him. (Matthew 26:47-49,</p>

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		<p>NIV)</p> <p>Effective relationships and actions are less likely when consistency is absent. Make only commitments that you can keep and avoid implied agreements when you doubt your ability or willingness to follow through.</p>
		<p>Unfriendly</p> <p>An unfriendly man pursues selfish ends; he defies all sound judgment. (Proverbs 18:1, NIV)</p> <p>The avoidance of relationships and interaction results in the absence of support systems and potential resources. Such behavior may be a defense acquired from negative experiences or for other reasons. But, the cause is less important than the effect of avoiding others. Rather than rushing to judgment or starting with the expectation of unpleasantness, evaluate the potential outcomes of relationships and choose to form those that will result in mutual benefit.</p>
		<p>Unintelligent</p> <p>If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him. But when he asks, he must believe and not doubt, because he who doubts is like a wave of the sea, blown and tossed by the wind. That man should not think he will receive anything from the Lord; he is a double-minded man, unstable in all he does. (James 1:5-8, NIV)</p> <p>Making, especially repetitiously, mistakes or displaying faulty judgment may cause others to question your intelligence. Learn what is needed to achieve your goals and then learn the specifics. Develop a mastery of information that is more extensive than that of others. Identify and clarify relationships so that you can predict outcomes with accuracy.</p>
		<p>Unkind</p> <p>If you really change your ways and your actions and deal with each other justly, if you do not oppress the alien, the fatherless or the widow and do not shed innocent blood in this place, and if you do not follow other gods to your own harm, then I will let you live in this place, in the land I gave your forefathers for ever and ever. (Jeremiah 7:5-7, NIV)</p>

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			<p>Being immune to the problems of others through lack of understanding or caring may cause them to avoid you. Seek to appreciate what others are experiencing and to the extent that it is mutually beneficial you may want to offer assistance or, at least, acknowledgement.</p>
		Un- scrupulous	<p>This is the verdict: Light has come into the world, but men loved darkness instead of light because their deeds were evil. Everyone who does evil hates the light, and will not come into the light for fear that his deeds will be exposed. But whoever lives by the truth comes into the light, so that it may be seen plainly that what he has done has been done through God. (John 3:19-21, NIV)</p> <p>Taking advantage of others for your own benefit may result in a loss of contact and opportunities. Focus on mutual benefit and ethical actions to avoid losing the opportunity to succeed.</p>
		Vindictive	<p>Do not take revenge, my friends, but leave room for God's wrath, for it is written: It is mine to avenge; I will repay, says the Lord. On the contrary: If your enemy is hungry, feed him; if he is thirsty, give him something to drink. In doing this, you will heap burning coals on his head. Do not be overcome by evil, but overcome evil with good. (Romans 12:19-21, NIV)</p> <p>The desire to hurt may not satisfy the need. Revenge does not restore. Acceptance of events, be they positive or negative, and learning how to prevent them in the future is beneficial. Learn from each encounter and experience so that you are better able to take care of yourself. Investing energy in hate rather than your growth will probably not pay dividends.</p>
		Weak	<p>No discipline seems pleasant at the time, but painful. Later on, however, it produces a harvest of righteousness and peace for those who have been trained by it. Therefore, strengthen your feeble arms and weak knees. Make level paths for your feet, so that the lame may not be disabled, but rather healed. (Hebrews 12:11-12, NIV)</p>

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			To lack the ability to function may be due to the abdication of control and responsibility. Within your range of movement you determine your own behavior. If dissatisfied then decide what you will do differently and act on it.
		Whiny	<p>If only you had paid attention to my commands, your peace would have been like a river, your righteousness like the waves of the sea. (Isaiah 48:18, NIV)</p> <p>Frequently complaining, especially in a childish manner, may result in being avoided and diminished opportunities. Communicating effectively, based on facts and data, and seeking resolution are more likely to be productive.</p>

## Reference

Peterson and Seligman (2004) *Character Strengths and Virtues*, American Psychological Association and Oxford University Press, 2004.

The character strengths and virtues presented in this report are based on the measurement provided by the Adjective Check List and the BeMIS interpretations for the virtues and strengths described by Peterson and Seligman.