

Discovering How You Are Wired (Part 5 of 6)¹

Discovering the Compliance Behavioral Style: Moses

Exodus 3-4

INTRODUCTION

A. Review of the goals of this series:

1. You will discover your personality style.
2. You will discover how to grow and mature within that style.
3. You will discover how to be understanding of persons whose styles differ from yours.
4. You will discover how to create environments in which persons whose styles differ from yours can flourish.

B. Why are we doing this series?

1. Jesus told us to love others as ourselves (Matthew 22:34-40).
 - a. We must first love ourselves enough to understand what we need and how those needs can be met.
 - b. Then, we are to take the same care in understanding and meeting the needs of others.
 - c. Servants meet the needs of others and we are supposed to be servants.
2. The goal of this series is NOT to label people.

TRANSITION

A. Introducing the Compliance (High C) Behavioral Style

1. “There are times in life when we need not just results but quality results, when the job not only needs to be done but to be done with sterling precision. Long before any man put his hands to a task, the world was divinely created with accuracy, order, and quality. Fortunately, some people still strive for achievements that manifest

¹ This series is based in large part on the studies of Ken Voges and Ron Braund as discovered in their book and workbook entitled *Understanding How Others Misunderstand You* (In His Grace, Inc., Houston, TX © 2005); www.inhisgraceinc.com. A huge debt of gratitude goes to Ken Voges for spending time with me going over his 17 years of study on this topic.

those characteristics. When we want every t crossed and every i dotted, just as God did when the time had come to set His law in stone, we look to a person with the Compliance (High C) personality style. Indeed, God chose a High C, Moses, to accurately proclaim His law to the Hebrew people. Just getting the job done would not have been sufficient.”²

2. “We have seen that a Dominance personality sets his sights on the objective and vigorously pursues it, generally preferring to live by his own rules along the way. The Influencing personality arouses the people, always motivating and encouraging them to give their best. The Steadiness personality is a rock of support, a team player, and someone we can count on to be loyal. A person with the Compliance personality style prefers to set the standard for the group—and expects everyone to comply, always with the objective of insuring quality, accuracy, and order. A High D will get us over the mountain, to be sure, but the High C will get us over with everyone and everything in its place, at the proper time and destination, and within budget.”³
3. Only 20-25% of people are High C’s.

B. Characteristics of the Compliance (High C) behavioral style:

1. Contemplative
2. Careful
3. Self-disciplined
4. Cautious
5. Analytical
6. Highly Intuitive
7. Self-Controlled
8. Accurate
9. Compliant
10. Perfectionist

² From *Understanding How Others Misunderstand You* (In His Grace, Inc., Houston, TX © 2005), p. 205.

³ Ibid.

11. Task-Oriented
12. Objective
13. Discerning

C. The High C indicator statements:

1. *[Read over the indicator statements in your bulletin and check the ones that you identify with. The more you check off, the more likely you are to be a High C.]*

D. What we're going to discover about the Compliance (High C) behavioral style today:

1. We'll see what causes conflict and stress in the life of a High C.
2. We'll look at a negative biblical example of High C personalities.
3. We'll look at a positive biblical example of a High C personality.
4. We'll look at how to love a High C.

I. THE CAUSES OF STRESS & CONFLICT FOR HIGH C's

A. Needs issues for the High C:

1. Order and defined responsibility.
2. Reassurance of support.
3. Desires detailed answers.

B. A High C begins to encounter stress when:

1. Someone changes his plan or criticizes his work.
 - a. The change in plans commonly causes the High C to ask many "what about" and "what if" questions.
 - b. Continued criticism causes feelings of hopelessness, inadequacy, and being totally alone.
2. If the C partner then becomes impatient with the continuous reservoir of questions and projects a critical spirit, the High C has a tendency to become defensive.
3. The High C must now decide between:
 - a. Not take it personally and focus on solutions, or
 - b. Take it personally and become self-deprecating.

4. In response to impatient criticism, the High C will generally choose to take the comments personally.
 - a. It is not uncommon for the High C to then have a total self-image breakdown, a “poor me” attitude, and/or even thoughts of suicide.

II. **NEGATIVE BIBLICAL EXAMPLE OF HIGH C: MOSES**

A. The burning bush encounter (Exodus 3)

1. High C’s enjoy exercising their reasoning abilities. The pleasure of intellectual pursuit can bring them a sense of satisfaction.
 - a. High C’s need a lot of details.
 - b. When they are confronted with a problem—especially one in which they do not want to get involved—they will typically ask lots of questions.
2. Notice how God thoroughly explained to Moses the details of His plans for the Exodus.
 - a. He identified the one making the request. (v. 6)
 - b. He stated the purpose of His visit. (v. 7)
 - c. He gave Moses a description of His plan. (v. 8a)
 - d. He told Moses the part he would play. (v. 10)
3. How did Moses respond?
 - a. He asked lots of questions! (vv. 11, 13, 4:1)
 - b. Then he tried to reason his way out of the whole thing! (4:10)
 - c. Then he tried to convince God that it’d be a better idea to send someone else. (4:13)
 - d. Then he talked it over with his father-in-law. (4:18)

B. The “We-want-meat” experience. (Numbers 11)

1. God’s anger burned (literally) against the Israelites due to their constant complaining. (vv. 1-2)

2. Then the Israelites who remembered Egypt began reminiscing about the “good old days” in Egypt when they had meat to eat. (vv. 4-6)
3. Moses responded with a “poor me” attitude, asking God a bunch of questions, personalizing the whole situation. (notice the personal pronouns throughout) (vv. 10-13)
4. Then Moses did what is the most drastic of all measures for a High C person under stress—he became suicidal. (vv. 14-15)

III. POSITIVE BIBLICAL EXAMPLE OF HIGH C: MOSES

A. Moses—after processing and validating all of the information God had given him—became one of His greatest servants.

1. High C’s are typically some of the most loyal people—once they’ve processed and validated all the information.
 - a. Moses stayed faithful all his life.
2. They will stick with something until it is finished—no matter how long it takes!
 - a. He spent the next 40 years of his life carrying out God’s command.

B. Consider how the Law was given to us.

1. If Moses had been a High D, he would have said, “This will never work! We need to re-do some of this.”
2. If Moses had been a High I, he would have only heard the first commandment: “Here it is folks. It’s great! You’ll love it!”
3. If Moses had been a High S, he would have probably tried to summarize the whole thing so everyone would get the gist of it all.
4. Moses was a High C and therefore was the right guy for the job.
 - a. He delivered the law exactly as God desired and Moses eventually sat down to record the events from the

Creation all the way through the Exodus. (see the Pentateuch)

IV. HOW TO LOVE A HIGH C

Since Jesus' command to us was to love others as ourselves, we must do all we can to show this "agape" love to every behavioral style.

A. How to RESPOND to a High C

1. Be specific and accurate.
 - a. Remember how God was specific to Moses about who He was at the burning bush? (Exodus 3:4-6)
2. Make allowances for initial responses to be cautious and/or negative.
 - a. Would you agree that Moses response to God's command was initially negative and cautious?
3. Allow freedom to ask questions.
 - a. Moses asked lots of questions!

B. How to RELATE to a High C

1. Answer questions in a patient and persistent manner.
2. Mix accurate data with assurances of how you will offer support.
3. Allow time to process data.
 - a. God spent a lot of time, patiently answering those questions and even provided him with object lessons.

C. How to REINFORCE a High C

1. Provided a step-by-step approach to a goal.
 - a. God told Moses exactly what to do and what to say.
2. Provide reassurance and support.
 - a. God allowed Moses to take Aaron along with him.
3. Give permission to validate data with third parties they respect.

- a. Moses ran the whole thing past his father-in-law before he went. (Exodus 4:18)

CONCLUSION

A. High C's are extremely valuable members of the body of Christ.

1. It took people like Moses and Luke to deliver unto us the important stories of history that will change our future.
2. *Luke 1:1-4 – So many others have tried their hand at putting together a story of the wonderful harvest of Scripture and history that took place among us, using reports handed down by the original eyewitnesses who served this Word with their very lives. Since I have investigated all the reports in close detail, starting from the story's beginning, I decided to write it all out for you, most honorable Theophilus, so you can know beyond the shadow of a doubt the reliability of what you were taught. (MSG)⁴*

B. Today's invitation:

1. I invite everyone to embrace how God has wired you.
 - a. All four behavioral models are normal, God-given, and create a necessary balance.
 - b. To create this balance, initial perceptions must be respected and at the same time be controlled by the Holy Spirit—Jesus is our standard.
2. I invite High C's who have deflected responsibility through reasoning and justification and who have too often used the "poor me" attitude when things don't go your way to repent.
 - a. Remember that no matter how you are wired, it never excuses negative or sinful behavior.

⁴ Scripture quotations marked (MSG) are taken from *The Message*. Copyright © 1993, 1994, 1995, 1996, 2000, 2001, 2002. Used by permission of NavPress Publishing Group.