

Discovering How You Are Wired (Part 3 of 6)¹

Discovering the Influencing Behavioral Style: Peter *Matthew 16:13-24*

INTRODUCTION

A. Review of the goals of this series:

1. You will discover your personality style. (Advertise next DISC workshop.)
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).
2. If we are going to be able to love others as ourselves, we must first understand our own needs (spiritual, physical, and emotional) and how we can have those needs met.
 - 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.
3. The goal of this series is NOT to label people.
 - a. This should not be used to typecast or label others or to excuse negative behavior.
 - b. This is intended to clarify, not confine

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.

TRANSITION

A. Introducing the Influencing (High I) Behavioral Style

1. “Whereas the Dominance personality style set his sights on leading an army, others are needed to inspire the troops to give their all. Whereas the High D strives to set the pace, the Influencing personality initiates with poise and persuasion. High I’s have the ability to provide practical insight to assist and encourage others to carry on, especially when they are discouraged.”²
2. “Throughout history, God has used High I’s to accomplish his mission. Who helped Moses persuade Pharaoh to release the Israelites? Who was appointed king of the Hebrew nation at a critical time in its history? Who helped establish the first-century church? Who encouraged discouraged disciples? The Influencers—Aaron, David, Peter and Barnabas. These were leaders God called who had the I style of working with others. They were not just concerned with the results in a mission but with relating to the people who carried out the missions.”³
3. To use an analogy from sports, the head coach is usually the High D who gives emphatic directions and demands discipline when carrying out team goals on the field. He’s the one who’s harsh in dealing with the players, carrying out discipline as necessary, when necessary—and sometimes when it’s not! The assistant coach, however is the High I. When players get discouraged, his job is to offer understanding and inspiration. Always optimistic, he develops good personal relationships with the individuals on the team and comes alongside them when the head coach reams them out for not doing a drill correctly.
 - a. Both of these coaches are needed if a team wants to accomplish great things and build a great team.
 - b. The High D and the High I complement each other’s style.

² From *Understanding How Others Misunderstand You* (In His Grace, Inc., Houston, TX © 2005), p. 125.

³ *Ibid.* p. 126

4. Only 20-35% of people are High I's.

B. Characteristics of the Influencing (High I) behavioral style:

- | | |
|--------------------|-----------------------|
| 1. Outgoing | 8. Impulsive |
| 2. Persuasive | 9. Trusting |
| 3. Gregarious | 10. Affectionate |
| 4. Optimistic | 11. Approachable |
| 5. People-oriented | 12. Friendly |
| 6. Emotional | 13. Good communicator |
| 7. Talkative | |

C. The High I 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 I.]*

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

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

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

A. Needs issues for the High I:

1. Maintaining positive social relationships
2. Being liked by others

B. A High I begins to encounter stress when:

1. A superior gives very detailed instructions requiring a specific action plan.
 - a. Remember: High I's are not task oriented—they are people oriented.
2. The High I's peers present a different set of ideas that are in disagreement with the superior's plan and instructions.

- a. A decision must now be made between the rules and tasks given by the superior, or
- b. Maintaining a positive relationship with his peers.

II. **NEGATIVE BIBLICAL EXAMPLE OF A HIGH I: AARON (Exodus 20:2-4; 24:12-14; 32:1-6, 21-24)**

A. The High I being given very detailed instructions requiring a specific action plan.

1. God gave detailed instructions on how people should relate to Him (i.e. the first two commandments). (20:2-4)
2. Moses goes up to the mountain to be with God and leaves Aaron in charge. (24:12-14)
3. The people became restless and wanted Aaron to do something.
 - a. Aaron caved in to the social pressure. (32:1-6)

B. The High I hates conflict.

1. The last thing a high I wants to be involved in is a conflict that makes him out to be a bad guy.
 - a. Aaron thought he had thwarted conflict and had made the people happy so that they would like him.
2. When Moses returned, he confronted Aaron in front of everyone. (32:21)
3. In typical High I fashion, Aaron tries to persuade Moses to understand why he did it. (32:22-24)
 - a. Furthermore, he shifts blame to the people. (v. 22)

C. What happened to this High I?

1. Aaron repented and eventually outlived his huge mistake in judgment.
2. He became the father of the Levites and the priests who served in the Tabernacle and Temple.

III. POSITIVE BIBLICAL EXAMPLE OF A HIGH I: PETER (Matt. 16:13-19)

A. An overview of Peter as a High I:

1. “Here was a man who was sure of himself, was the first to speak out in a group, and was extremely impulsive. If you look at the amount of space given in the Gospels to the comments and questions of the 12 disciples, you’ll find that Peter talks more than the other 11 combined. He was a man who spoke quickly and sometimes rashly.”⁴

B. Peter’s greatest confession

1. Jesus wanted to know how people were responding to His teachings and miracles and asked the disciples to fill Him in.
2. Jesus blessed Peter’s insightful assessment.
 - a. Jesus affirmed him in front of the other disciples.
 - b. Jesus promised him a leadership role in the church.
3. This must have been a mountaintop experience for Peter to receive so much positive affirmation in front of his peers.
4. Jesus confirmed, though, that this confession of Peter’s was the result of the work of God (see v. 17).
 - a. Peter was using his High I style in cooperation with the Holy Spirit.

IV. NEGATIVE BIBLICAL EXAMPLE OF A HIGH I: PETER (Matt. 16:21-24)

A. High I’s and their tendency to test boundaries:

1. “Along with their need to speak out and gain positions of influence comes a tendency to test and, at times, overstep their boundaries.”⁵
2. One way they can get “out-of-bounds” is by offering their opinion when it is not asked for.

⁴ *Different Children, Different Needs: Understanding the Unique Personality of Your Child*, Dr. Charles F. Boyd (Multnomah Publishers, © 2004), p. 71.

⁵ From *Understanding How Others Misunderstand You* (In His Grace, Inc., Houston, TX © 2005), pp. 150-151.

B. Peter's foot-in-mouth disease

1. Jesus filled in the disciples on how His persecution and crucifixion was about to begin. (v. 21)
2. Peter's first act as a church leader was to rebuke its founder (v. 22)
 - a. Not a very smart move.
 - b. Nevertheless, it was a characteristic of his High I style—a characteristic out-of-step with the Spirit.
 - c. Peter's motives were right, but he was out of line.
3. This time, rather than confirming that what Peter said was from the Father, He confirmed that it was from Satan. (v. 23)
 - a. This must have been a crushing end to his mountaintop experience to be called "Satan" in front of his peers.

V. HOW TO LOVE A HIGH I

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 I

1. Be friendly and positive
2. Allow for informal dialogue
3. Allow time for fun activities before getting down to business
 - a. *If you read more about how Jesus responded to Peter after his resurrection, you'll see how these played out.*

B. How to RELATE to a High I

1. Use friendly voice tones
2. Allow them to verbalize their feelings
3. You transfer talk to an action plan
 - a. *See John 21:1-22 where Jesus asked Peter if he loved him and you'll see how Jesus related to Peter in these three ways.*

C. How to REINFORCE a High I

1. Offer encouragement and incentives for taking risks
2. You organize the action plan
3. Affirm them in front of others
 - a. *Remember how Jesus reinforced Peter when he made his great confession?*

CONCLUSION**A. As with all four behavioral styles, there are strengths and weaknesses.**

1. As we can see with both Aaron and Peter, strengths and weaknesses were evident in their lives, but it was their strengths that God blessed them for.
 - a. When they operated in their weaknesses by caving in to social pressure, they found themselves in tight spots.
 - b. A mature person knows his strengths and develops skills to compensate for his limitations.
2. High I's have an important place in God's plan.

B. Today's invitation:

1. I invite everyone to embrace how God has wired you.
 - a. Whether you're a High D who leads the charge or a High I who offers the encouragement and support needed to accomplish the mission, let us all embrace the way God wired us and begin using it to serve the Lord with everything we have.
2. I invite High I's who have caved in under social pressure and have not held to the standard God set forth in your life to repent.
 - a. You must realize your tendency to do this and work to overcome this weakness in your life.