

Thank you for being a participant in the Know Yourself Survey!

Your results are below. At the end of this report is a summary of all twelve profiles. Remember, the primary purpose of Know Yourself is to discover your pastoral strengths. God has equipped each of us in unique ways. We can see His great work in our churches through His Power using us!



The Idealist has a primary pastoral leadership trait of shepherding and a secondary leadership trait of growth. Their two recessive traits are teaching and discipling.

The Idealist, at least on the surface, can be a very hopeful and encouraging leader. They tend to provide that hope and encouragement to both individuals and to the congregation as a whole. Idealists function well in one-on-one settings, and they see those more personal settings as an opportunity to share the gospel or equip others to share the gospel.

These leaders are rightly perceived to have a pastoral heart, genuinely caring for people in the church and outside the church. Their warm personalities and hopeful attitudes can attract a number of followers. Idealists are mostly liked by others.

The Idealist, however, often struggles to find time. They can be people pleasers, stretched to try to find ways and time to meet the needs of the members individually and the congregation as a whole. They, thus, may neglect adequate time in teaching and sermon preparation. Idealists can get frustrated easily. They have hopes and aspirations that aren't met according to their expectations.

Your Strengths

- Tends to be hopeful and encouraging.
- Particularly good at using one-on-one counseling as an opportunity to share the gospel or to motivate someone to share the gospel.
- Generally perceived to have a pastoral heart.
- Able to get people to follow.













Your Challenges

- Struggles to find time.
- May neglect spending adequate time in sermon and teaching preparation.
- Can get frustrated easily, especially when hopes and goals are not realized according to their own expectations.

Your Profile Traits

- **Primary:** Shepherd
- **Secondary:** Growth
- **Recessive:** Teaching and Discipling. We define "Recessive" as traits less active than others. It does not mean a leader does not have these traits. It simply means they are not as dominant as others.
- **Identifier:** SGT D. These letters are representative of each of the traits: Teaching, Shepherding, Discipling, and Growth. They are listed in order of dominance.

Summary of all 12 Know Yourself Profiles

 INSTRUCTOR	 THINKER	 DETAILER
<p>Leads best through teaching, the source of greatest ministry fulfillment. An instructor may be challenged to balance priorities and time.</p>	<p>Loves to spend hours in study, Thinkers are best used in church leadership by devising and articulating biblical mandates to move forward. A thinker can be prone to neglect pastoral needs.</p>	<p>Makes certain nothing falls through the cracks, a great need and strength for church leadership. Detailers must be cautious lest they fail to see the big picture.</p>
 VISIONARY	 STRATEGIST	 LOYALIST
<p>Has the God-given ability to see a future path for your church. Visionaries may struggle to be good listeners.</p>	<p>Can see a path forward for the church plus the steps to get there. Strategists, though, should be careful lest they see people as a means to an end.</p>	<p>Leaders with a deep love for both the members and the institution, needed traits in a church. A loyalist, however, may struggle to be a good listener.</p>
 RESPONDER	 PROVIDER	 IDEALIST Primary
<p>Has a heart and desire to meet needs quickly, a valuable trait in a church. But the Responder may neglect leading the church evangelistically toward growth.</p>	<p>Very good at working one-on-one, particularly across generational lines. The Provider, however, may neglect preparation time for preaching and teaching.</p>	<p>Able to provide hope and encouragement even in the stresses church leadership can bring. But the Idealist can get frustrated easily, especially when hopes and goals are not realized according to their own expectations.</p>
 SYSTEMATIZER	 EQUIPPER	 COUNSELOR
<p>Highly adept in organizing and prioritizing. But the Systematizer can be prone to neglect pastoral needs in their enthusiasm for the pursuit of processes.</p>	<p>Adept at training and motivating members, particularly in the area of evangelism. But the Equipper may have difficulty communicating how the congregation can balance both an outward focus and an internal spiritual growth emphasis.</p>	<p>Loves to be around and help people, a vital church leadership trait. The Counselor, however, can neglect key aspects of church leadership, particularly those that lead the church to growth and an outward focus.</p>