

Personality Café

What's your favorite drink at your local coffee shop? Tall vanilla mocha, no fat? Skinny hot cocoa with whip? Cinnamon dolce latte? Can you imagine if you had one (and only one) choice and had to stick with that forever? How boring! It's nice to have a variety of options.

Take a look at the people around you. God loves variety, too! And it's through that variety that we can join with others and create teams that get work to get things done in many different ways.

We've created an assessment to help you get to know who God made you to be and how you can work better with the women you work and serve with. When we better understand who we are (not who we *think* we are but who God made us to be)—and who other people are—we can grow, work, and serve together more effectively for God!



What's Your Personality?

Circle the statement that best describes you in each situation:

When I'm standing in line at a department store,

- (A) I want to take charge and get everyone through the checkout line quickly.
- (B) I chat with people around me while waiting.
- (C) I allow a person with fewer items to go ahead of me.
- (D) I quietly wait my turn.

At the beginning of a week,

- (A) I make a "to do" list, but I'm flexible in deciding when to work on each task.
- (B) I'm ready to "wing it" and take each day as it comes.
- (C) I know what needs to be done, but I'll change my plans if friends or family members have needs.
- (D) I make a "to do" list, write a schedule, and I stick to it.

When I play a game with friends,

- (A) I decide what game we play and who is on what team.
- (B) I try to make sure everyone gets involved in playing.
- (C) I prefer playing noncompetitive games.
- (D) I ensure we follow the rules.

When choosing what movie to see with friends,

- (A) I like to spend as little time as possible in selecting the movie.
- (B) I let everyone know what I want to see, but I want everyone to be happy.
- (C) I listen to what everyone else wants to see and then go along with the majority.
- (D) I figure out the best movie to see based on details like schedule, cost, and content.

When a friend has a problem,

- (A) I try to listen, but I want to jump in and fix it!
- (B) I listen and talk through some solutions.
- (C) I listen and am sympathetic. I'll only offer my opinion if asked.
- (D) I want to have time to analyze the problem and consider the best solution.

When planning an event,

- (A) I take charge and make sure everything is done.
- (B) I make sure everyone is involved and doing what they enjoy.
- (C) I get involved where my friends are involved.
- (D) I work behind the scenes, taking care of details.



When changing a tradition, I say

- (A) "It's about time!"
- (B) "Let's consider all the pros and cons."
- (C) "How does everyone else feel about it?"
- (D) "Why change? Things are fine the way they are!"

When starting a new project,

- (A) I get excited if it involves worthwhile and challenging goals.
- (B) I love to discuss it with all my friends.
- (C) I don't like new projects unless my friends are involved.
- (D) I focus on gathering the facts.

If I'm honest about my friendships,

- (A) I get to know people very easily, but I don't allow many to get too close.
- (B) I have tons of friends and am usually the ringleader when hanging out.
- (C) I have many friends, and I like to get to know each one well.
- (D) I invest deeply in just a few friends.

When I experience conflict,

- (A) I confront it and move on to other things.
- (B) I help fix it because I want everyone to get along.
- (C) I avoid it because I want everyone to get along.
- (D) I analyze it and look for the most logical way to deal with it.

When I plan a girlfriend's birthday party,

- (A) I have a plan for the way to get everything done efficiently.
- (B) I focus on the fun.
- (C) I put together a party with other girlfriends, planning what the birthday girl will most enjoy.
- (D) I make a detailed list of everything that needs to get done and check off tasks one at a time.

When I consider rearranging the furniture in my house,

- (A) I imagine how I want it to look and rearrange furniture once.
- (B) I move furniture often, because I like variety.
- (C) I'll ask my friends for advice.
- (D) I prefer to keep it where it is unless there is a good reason to move it.



When I travel,

- Ⓐ I like to make plans in advance and then stick to the schedule.
- Ⓑ I enjoy new experiences and can take off and explore with few plans.
- Ⓒ I want to be with people I know and do things everyone enjoys.
- Ⓓ I like to visit familiar places and prefer to stay near home.

When I organize my house,

- Ⓐ I have a practical place for everything, but I'll rearrange as needed.
- Ⓑ I don't take the time for much organization.
- Ⓒ I keep most things where I've always kept them.
- Ⓓ I like to have a place for everything and everything kept in its place.

When I'm shopping for a new outfit,

- Ⓐ I know exactly what I want and don't like to settle for anything else.
- Ⓑ I have an idea of what I want, but I find other things I like while shopping.
- Ⓒ I usually buy specific types of clothes at my usual stores.
- Ⓓ I compare several outfits in several stores before deciding on the best deal.

If I start a new exercise routine,

- Ⓐ I have a plan with short- and long-term goals, but I make adjustments as needed.
- Ⓑ I start off optimistically but might not finish.
- Ⓒ I prefer to have girlfriends join with me.
- Ⓓ I have a plan with short- and long-term goals, and I'm determined to meet all goals.

When I have my hair cut,

- Ⓐ I know exactly what I want and get irritated if the end result doesn't match my idea.
- Ⓑ I'll try about anything once.
- Ⓒ I ask for the opinions of my friends and/or the stylist.
- Ⓓ I usually keep the same hair style.



If I see someone sitting by herself at a women's event,

- Ⓐ I find someone who can connect with her.
- Ⓑ I get her involved by having her join me in fun activities.
- Ⓒ I sit next to her and try to start a conversation.
- Ⓓ I'm generally too hesitant to approach her.

When e-mailing friends, I choose

- Ⓐ "power e-mail"—keeping messages brief and including as many recipients as necessary.
- Ⓑ "chat e-mail"—connecting with all my friends as often as possible.
- Ⓒ "conversational e-mail"—sharing lengthy letters with close friends.
- Ⓓ "purpose e-mail"—making sure everything I include is purposeful and correct.

When a girlfriend has a crisis,

- Ⓐ I fix it.
- Ⓑ I help her fix it.
- Ⓒ I listen.
- Ⓓ I ask her for facts.

When friends are coming to my house,

- Ⓐ I plan ahead and have almost everything done before friends arrive, but I give them a task if they offer to help.
- Ⓑ I plan only as much as necessary and then have friends help as they arrive.
- Ⓒ I plan based on what I know my friends enjoy, and I let them help if they would like to be involved.
- Ⓓ I plan all details ahead of time and want everything to be done before friends arrive.

When I am upset,

- Ⓐ I spend a little time on my own and then move on to other things.
- Ⓑ I get together with a group of girlfriends.
- Ⓒ I call one of my closest friends.
- Ⓓ I spend time on my own and try to figure out the best solution.



When a girlfriend moves out of town,

- Ⓐ I help with what she needs as much as I can, but I have to fit it into my schedule.
- Ⓑ I gather a team of girlfriends to help and have a final fun day out together.
- Ⓒ I offer to help but find it difficult not to get upset.
- Ⓓ I help her organize all the details of moving.

When talking on the phone,

- Ⓐ I take care of business.
- Ⓑ I have long, fun, meandering conversations.
- Ⓒ I have conversations based on what's going on in my friends' lives.
- Ⓓ I prefer not to talk on the phone except to ask or answer simple questions.

When I first meet someone,

- Ⓐ I'm excited about getting to know someone new, but I won't share much right away.
- Ⓑ I jump right in and find out all I can about her.
- Ⓒ I take my time getting to know her, and I enjoy listening to her.
- Ⓓ I want to get to know her before deciding if we're going to be good friends.

After a busy week,

- Ⓐ I might briefly relax but then begin to plan for the next week.
- Ⓑ I want to have some fun with a group of friends.
- Ⓒ I choose one or two close friends to hang out with.
- Ⓓ I will relax if I have time, but I will often do other things on my "to do" list.



When I hear a girlfriend is upset with me,

- Ⓐ I contact her and work it out.
- Ⓑ I find out from other friends what's going on, then decide if I should contact her.
- Ⓒ I hesitate to contact her and just hope the problem will go away.
- Ⓓ I gather facts for a long time to try to decide if I should contact her.

When ordering a meal at a restaurant,

- Ⓐ I know right away what I want to order.
- Ⓑ I talk about all my options and change my mind at the last minute.
- Ⓒ I ask what everyone else recommends.
- Ⓓ I have the same thing I always have.

If a girlfriend asks my opinion,

- Ⓐ I tell her what I think (even without being asked)!
- Ⓑ I give it, but I'll be encouraging no matter what the situation.
- Ⓒ I hesitate to share, because I want to hear what she thinks.
- Ⓓ I share only if I have enough facts to have formed an opinion.

Now total the number of each letter you circled:

- Ⓐ _____ Ⓒ _____
Ⓑ _____ Ⓓ _____



What Does It All Mean?

A= Espresso

Espresso is a concentrated, “no-nonsense” drink made with high-pressured hot water. Espresso Personalities thrive under pressure. They make decisions quickly and easily and are often in leadership positions. They are always on the go and marking items off the “to-do” list, keeping the big picture in view. espressos get bored when life isn’t changing or seems too frivolous. They embrace change, especially when they are the change agents. Because espressos typically do not shy away from confrontation, they often seem harsh. They don’t always take time to listen. espressos have a lot of acquaintances but have few close friends.

B= Mocha

Mocha is rich with chocolate and a shot of espresso. Where there’s chocolate, there are usually women, and where there are Mocha Personalities, there are usually more girlfriends! Mocha Personalities are fast-paced. They love to talk and don’t like to be alone. They connect well with lots of women and encourage everyone to get involved. Mochas are usually in the middle of large groups...the drama queens! They often focus on the social aspect of teamwork and avoid details. Mochas jump into a conflict quickly without considering all the consequences. They want to fix things and help everyone feel better. Mochas make great emcees at events. They also rally teams and have a lot of friends.

C= Chai

Chai is a comfort drink made by soaking tea leaves in hot water or milk just long enough to have flavor, yet not so long that it becomes bitter. This is then gently spiced. Chai Personalities are the ones you want around for comfort. They love people and are willing to listen as well as share, taking time to invest in girlfriends’ lives. But while they soak in the comfort of friends, they avoid the conflict that comes with friends. They want everyone to be happy. They’re dependable and committed, so they’ll only accept change over time. These women are great at involving people, but detailed tasks will usually suffer.

D= Latte

Lattes are always made the same way, with coffee and milk and no foam. Latte Personalities are dependable, structured, and “no nonsense.” They stay on task and will try to keep everyone else in a group organized and on task, as well. Lattes want to cross all the t’s and dot all the i’s, and they thrive when in roles that primarily involve tasks rather than people. They can be seen as picky or judgmental when trying to keep everyone on task because they have difficulty separating tasks and people when working on a problem or plan. Lattes are hesitant to change and will only do so once a situation has been thoroughly analyzed. These women typically have a select few trusted friends.



Imagine what can happen when these women get together!

During social time...

- Expressos want to take "social time" off the list of things to do.
- Mochas want to talk...and talk and talk.
- Chais want to relax and enjoy being around friends.
- Lattes are overwhelmed by all the commotion.

When working on specific tasks...

- Expressos want to be sure everyone is being productive.
- Mochas want to be sure everyone is involved.
- Chais want to be sure everyone is happy.
- Lattes want to be sure all details are checked on the "to do" list.

When working with a deadline...

- Expressos make sure the job gets done whatever it takes.
- Mochas involve as many people as possible and have little concern for the deadline.
- Chais "keep the peace" through any moments of tension.
- Lattes make lists and will only feel the job is done when all tasks are checked off the list.

When serving on a team together,

- Expressos will keep the big picture in view but will frustrate Mochas and Chais by not allowing enough social time.
- Mochas will involve many women but will frustrate Expressos with too much social chat and Lattes with too little attention to detail.
- Chais will keep peace among a team but will frustrate Expressos and Mochas with resistance to change and Lattes with time spent listening to people instead of working on tasks.
- Lattes will ensure that everything gets done but will frustrate Expressos and Mochas for not working quickly enough and Chais for not listening to everyone's opinions.

The Perfect Blend

Despite the conflicts, groups of women are stronger when different personalities work together. We acknowledge our weaknesses and use our strengths. We try to understand each other and encourage everyone to serve where they fit best. And as we learn about the women we serve with, perhaps the best thing we can do for our teams is to understand ourselves better.

Get comfortable in the skin God placed you in...after all, you're going to have to live in it for awhile, like it or not. You might envy another's personality more than your own, but if you're trying to be someone else, who is going to be you and fulfill the purpose God gave you?

Be honest with yourself, becoming aware of what priorities you have, the values you place on people and details, your time management style, and more. God made you to be you...with a specific purpose and plan. Get to know who he made you to be, strengths *and* weaknesses. Take those weaknesses and let him work on them. Let God show you women who can complement your weaknesses with their strengths. Take your strengths and use them. You have to exercise in order to stay strong! And remember that God gave you those strengths, so flex them for *his* work, not just to show off your muscles.

"He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love."—Ephesians 4:16

"I want them to be encouraged and knit together by strong ties of love. I want them to have complete confidence that they understand God's mysterious plan, which is Christ himself."—Colossians 2:2

"And we know that God causes everything to work together for the good of those who love God and are called according to his purpose for them."—Romans 8:28