



The Anatomy of a Unified Body

Understanding Your Leadership Style & Wiring

The parts that seem weaker are indispensable.



“There is one body with many parts. — 1 Corinthians 12”

This assessment is more useful in the trenches of ministry than it is today. It is about understanding the distinct way you strengthen—and potentially damage—this house.

Five Rules of the Assessment



The Blend

You are not one letter. You are a blend of all four; your highest score is simply the one you lead with.



The Boundary

Your style explains you; it does not excuse you.



The Value

No style is better than another. Each strengthens and damages the house in a particular way.



The Reality

How you operate at rest differs from under pressure—and the pressure state is what your team actually lives with.



The Scope

This is just wiring. Your style is not your maturity, your calling, or your spiritual depth.



D (Driver • Dominance)



At Best: Decisive and direct. Starts and finishes things. Comfortable in a crisis and willing to say the hard thing out loud when the room avoids it.



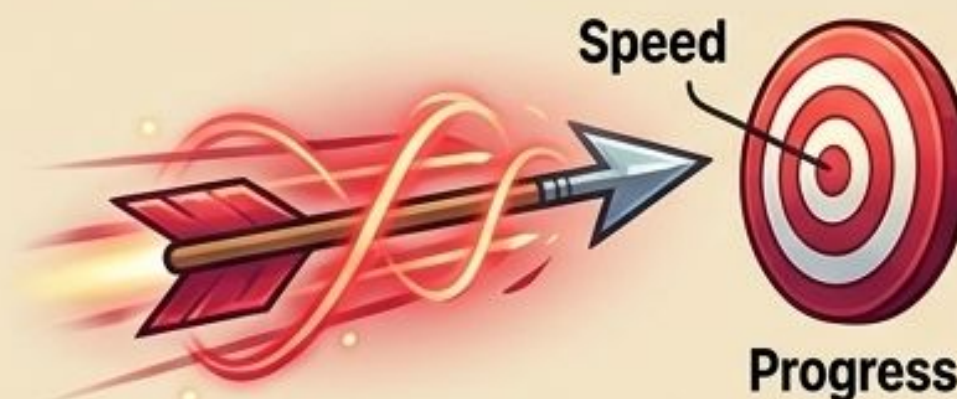
Wants: Results, speed, control, a challenge worth taking. Get to the point.



Under Pressure: Blunt to the point of wounding. Decides alone, moves before people are ready, and does not notice who got flattened.



Give Them: The bottom line first. Options rather than instructions. Room to run.



Blind Spot: Mistaking speed for progress. You can win the argument and lose the person, and often will not find out for months.



i (Inspirer - Influence)



At Best: Brings energy and brings people. Makes a newcomer feel they belong within 90 seconds. Can get a room to believe something is possible.



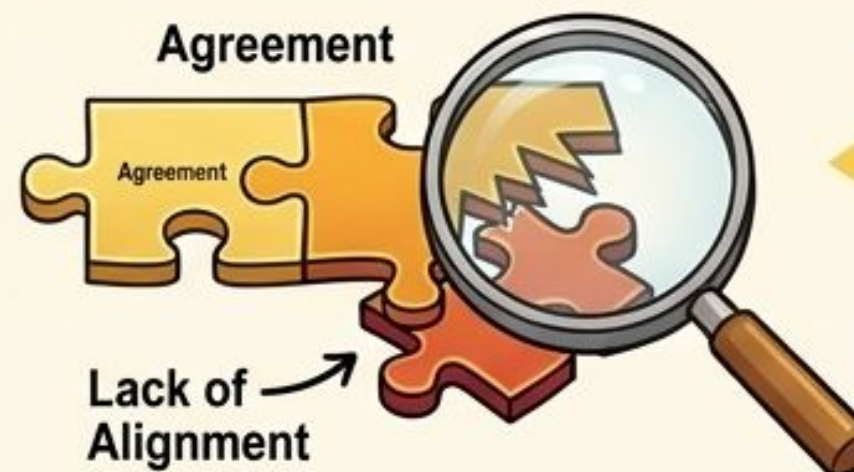
Wants: Connection, enthusiasm, recognition, freedom from fine print.



Under Pressure: Talks instead of acts. Smooths over conflict rather than resolving it. Says yes to more than can be delivered, then avoids the person owed.



Give Them: Interaction, honest appreciation, and someone to handle the details.



Blind Spot: Mistaking agreement for alignment. Everyone nodded, so you assumed it was settled — and nothing was.



S (Stabilizer · Steadiness)



At Best: Loyal, patient, consistent. Holds a ministry together for years without being asked twice. The reason things do not fall apart when a season gets hard.



Wants: Harmony, security, appreciation, and enough warning before a change.



Under Pressure: Goes quiet. Absorbs what should have been said. Lets you believe everything is fine, then leaves suddenly and you never saw it coming.



Give Them: Advance notice, sincere thanks, and a direct invitation to say what they think.



Silence



Breaking

Blind Spot: Silence gets read as agreement. Your team cannot fix what you never told them was breaking.



C (Analyst · Conscientiousness)



At Best: Accurate and thorough. Catches the error everyone else walked past. Builds systems that hold and protects the standard when nobody is watching.



Wants: Information, clear expectations, quality, and time to do it right.



Under Pressure: Withdraws and over-analyzes. Studies a decision past the moment it needed to be made. Turns critical, and the criticism lands harder than intended.



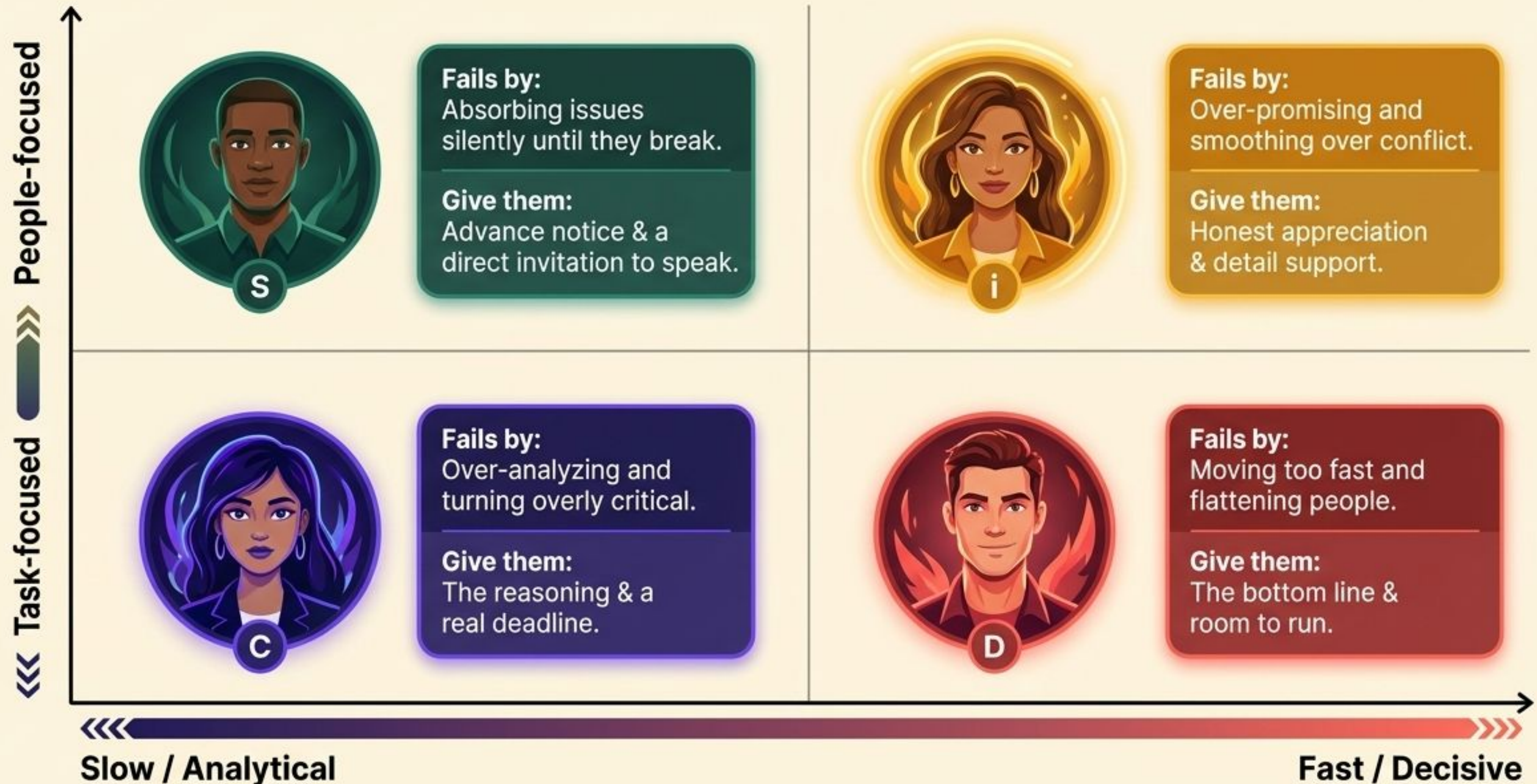
Give Them: The details, the reasoning, and a real deadline rather than a vague one.

**100%
Perfect**



Blind Spot: Mistaking precision for progress. Ninety percent delivered on time usually serves this house better than perfect delivered late.

The Under Pressure Diagnostic Matrix



What to do with this on Monday

START: Read the description of the style you find most difficult before you read your own. That is where the value is.

Are you preparing for a hard conversation?

Ask what they need first: The bottom line (D), Warmth (i), Advance notice (S), or Information (C).

Did you fail under pressure?

Tell one person on your team how you fail (not how you shine). It gives them permission to say it kindly when it happens.

Is someone frustrating you?

Run one diagnostic question before assigning motive: Is this a character issue, or is this just wiring?



Your style explains you. It does not excuse you.

The strength of this house relies on every part operating together.



3 Questions For Your Group

01

What we need from the rest of you.

02

What drives us crazy.

03

Critical Question

How we fail this team when we are under pressure.